SD: Can you start by just giving me your name?

JH: Josephine Hallock.

SD: And where and when were you born?

JH: Well, I was born actually in Nottingham England, but I was brought out to Scotland when I was just a very, very small infant.

SD: And your family came to Canada? In what year?

JH: No, my family didn't come to Canada at all. I came out here in the Depression, at 19 and I landed in Montreal, and Vancouver after train journey, 1931. April, 1931. I actually came out to get married.

SD: Ah.

JH: Right in the Depression.

SD: And had you met your future husband back in Scotland?

JH: Uh huh.

SD: And when you came to Vancouver to get married, did you take a job here?

JH: No, no I didn't. I had enough to go on and I stayed around for about a year. And in the meantime my fiance was laid off from the steamships and that gave him a very bad period of depression, so they called the whole thing off. That was the end of that! (laughs)

SD: Had you been working in the old country before you came over?

JH: Oh, yeah. I was working there and of course when coming out to Canada at that time in '31 there was very little that you

JH: could get in the way of work of any kind. Even if you had a trade you still couldn't get a job. And after about a year I decided, well, better strike out on my own. I didn't want to go back to Scotland, so I stayed on and I got a summer job as grocery clerk, and it was allright, they were very kind people. And it wasn't going to get any better, it was getting worse, so I decided that the best thing I could do in order to save expenses, would be to take a housekeeper's job, with or without children. And that's what I did. And started out, believe it or not, at about $5 a month, and looking after an infant child and a young toddler, and that only lasted for a short time because the people weren't very well off anyway, they just needed help for a short time. So then I left them and I got another, very good position as a housekeeper which I stayed with that family, I can't just remember how long, but I think it was three years or three and a half years. And I'd had two jobs, actually, in that period of time. So I decided that I'd had enough, I worried enough about the conditions in Canada and the conditions of how the domestic workers were treated, and I myself was fortunate in the sense that I was treated very well, but I knew of girls who were not. And so I thought, well, I've got to get out of this, so I went in to General Hospital. And I got interested in dialetics and then out of that I got very interested in

JH: (cont) nutrition. And I stayed there until I got married.

SD: In terms of the kind of conditions of domestic workers, what were the wages like, on an average, and how did families treat the women who worked for them as domestics?

JH: Well, in those early days, it was really a pool of cheap labor because people were desperate for jobs and I know that in 1939, 1940, '41, '42, the going rate, which was upheld by a very prominent person in this city to be quite reasonable at 45¢ an hour. So I concluded that it must have been a quite less in the 1930's, except if you were on farm work where you got a little bit more, but then it was seasonal. And the hours were long, and you were at the beck and call of the family, and you know you were just treated like a servant, and there was no rights and no conditions, you were supposed to eat in the kitchen, and nobody's allowed to mix with the family, and you had a little tiny room and you were priveleged if you had a nice room with bath, course in those days there was no radio or TV at all. And you only had half a day off during the week and every other Sunday. Those were the general conditions. But, as I say, I was lucky, I really was, I had a very, very nice people to work for and I appreciated that and I learned a lot from them and I think they learned from me, too. But I knew of other people that were really badly treated, you know, they just had no rights. They were regarded like a piece of furniture in the house

JH: (cont) that was useful and they were at the beck and call of the family and the children at any hour of the day or night.

SD: Were there any attempts made to organize domestic workers?

JH: Not in those days, no. There was no attempts made to organize domestic workers until 19, um, '43, I think, maybe in -- yes, '43, 1943 the first step was made by the original Trades and Labor Congress of Canada, who were in the top position of Labor, they were the labor Parliament in that time. And their councils and federations were Trades and Labor Councils of the Trades and Labor Congress of Canada, which is a different title from what we have now. And it was under that auspices that we attempted to form an organization of domestic workers. Quite a lot of work was done, actually, I took it very seriously and we had a fairly active membership of women who were in different kinds of positions, were all dissatisfied with the wage structure, with the kinds of things that were expected of them, and we decided to, I can't just remember what the wage structure was, then, it was certainly not any more than about 45¢ an hour, and then it went up to a little bit, you know, bit by bit, year after year, it went up a little bit, but, you know, all still under a $1 an hour. So what we wanted, we weren't so much concerned with the wages, because they tied in the room and board was that many of them were getting fairly good accomo-

JH:(cont) dation and food, good food. So they counted that in, but we wanted the whole of the domestic workers as a group to be taken in under the Provincial government Workmen's Compensation, the Hours of Work Act, and the Minimum Wage Act, and what was the other one? That was the three, the important ones, there was no vacations with pay or anything like that in those days. Those were the three important acts. And we had several sessions with people in the government, through Mr. Gervin ?, Rolie K. Gervin, was the one who was very interested in us. And he helped to set up meetings. We had one meeting with the Cabinet, if I remember rightly, and the minister in charge of the Health and Welfare, I think it was Health and Welfare, I can't remember, it was so long ago, his name was Weir, and had a pretty good reputation of listening to people and very sympathetic to different things brought before him. And he went to the Cabinet with our proposal that we be regarded the same as the other workers in the province who were taken under Workman's Compensation for injuries, because, you know, the home is the place where most injuries occur. You know, falls, all kinds of things happen, burns and scalds when people are in that kind of service. So the Compensation was the one thing we wanted and then the Hours of Work Act in order to curb the long hours that these women worked. This not only in private service but in nursing homes, and

JH: (cont) they were notorious for overworking their people, and paying poor wages. And they went to the Cabinet, our proposals went to the Cabinet, and the Cabinet turned it down completely, much to Mr. Weir's chagrin. And said that "Well, we sympathize with the women," and so forth, and most of these men had servants in their own home. And they said that you couldn't interfere with a man's home, it was his own castle. You couldn't go in and organize, how could you. You couldn't rap on the door and say, "I want to come in and organize your help," this was not heard of. So that went down the drain, and then, from then on, we began to build a case so as to strengthen it for some future time, and in the meantime I got in touch with the National Association of Home Help Servants, they were called, Home Helps and Home Aids in England. They had a pretty large organization in England, and we got a lot of correspondence out of that and learned what was going on in the Old Country. We also got a lot of factual material for what was done in Sweden, in the Scandinavian countries, and how they treated their women in the line of work. So we, you know, we had a pretty fair grasp of what we wanted, but like everything else, you know, there was not enough interest by a lot of people, they said, "Well, domestic work is domestic work," they looked upon them the same way as an agricultural worker, or a migrant worker, you know, just at the bottom level. The main

JH: (cont) thing that we wanted to do was to raise the whole status of the industry and bring it to these women who were working in these positions, a sense of worth and a sense of respect for what they were doing, in a home. That they were very important people, looking after children, and looking after the house and cooking and all the rest of it. And that was one of the main things we tried to do was lift the attitude of the women into one of very strong self-respect for themselves. And we were able then to stand up to the employers who, you know, took them for granted or maybe came and lashed out at them once in a while. The upshot of it was, though, that there wasn't enough, not provincial support, really, for that kind of an organization. Even the people that pretended, I say, pretended to give us their support and say, "Oh, yes, I know it's bad," and so forth and so on "but there's very little that we can do because you can't organize a man's home." And they sort of took it from there. So we just plodded along for a while and got a lot of facts and figures as to what was going on in different countries and tried to build it. But eventually it petered out because the membership started to drop, they moved from job to job and just like any service industry today, the Hotels & Restaurant Employees, of which this is my life pin here, this big one and I'm a life member of the organization here, this other one

JH: (cont) that's the Office Employees, twenty years I just got it this week! And they had, you know, they began to despair of ever getting anywhere because the membership dropped away and it was hard to build it up again. So laterally, we said, well, we'd let it rest for a while, maybe there would be some day the Trades and Labor Congress of Canada would come out and help with it, but it didn't turn out that way. But I understand that there has been a recurring interest over the years because of the women's attitude to work and the kinds of things that are going on now in the 1970's.

SD: When you began to organize domestics, were you a domestic yourself?

JH: Well, only in a sense, as I say, that I took these jobs because there was nothing else that you could do in those Depression Days, so I knew what it was to have the responsibility of the housekeeper, and that includes a lot of things, running a household.

SD: How did the campaign begin, the domestic organizing?

JH: Oh, we sent out flyers to organizations asking for their help, for instance, in getting us names of people, and we tried to contact people in homes through other girls who would meet maybe outside on their day off or something like that. And just try , a hit and miss, really, when you think of it now, trying to get people interested in this. The

JH: (cont) Labor Movement were interested, there's no doubt about that, and, only as I say, it didn't flourish enough to become a very strong organization at all.

SD: Which organizations began the work, and who did you then contact for support? Was it like any women's organizations, like the Mothers' League or was it the union, or . . .

JH: No, no. There was no, no women were interested, they thought that was beneath them to be mixed up with domestic workers, you know, that was a cut below the level. And there was a couple of people here in this city and I think both are still alive who served on the Unemployment Commission during the war, and one of them was, had been in business for herself, she knew what it was to work up a business, and yet she was the one who put forward these proposals in the talks that we had that 45¢ an hour was quite adequate. And I didn't forget that, in fact I haven't forgotten it to this day, you know. But it was just, it was the tide and you had to go along with it.

SD: What kind of women were domestic workers? Were most of them young and single, or . . .

JH: Some of them were young, yes, some were single and had no other skills and some of them were middle-aged women who'd had a lot of experience with their own families, and who were pretty good cooks and housekeepers. Yeah, there was a mixture

JH: (cont) of them.

SD: And did the War improve conditions for that kind of organizing?

JH: No, no. The women, some of them went off into war jobs. And that was one factor, you see, that was a factor in much of the organizing movement, because the women started to flock into the munitions factories and war material factories and they were well paid, you know, for wartime conditions. They were in there, they just, if anything, the war, probably, looking back on it now, the war probably is made to start upon putting women in a place where they were valued, because they were taking the place of men, and they did a good job, they did an excellent job during the war. None, all the people I heard of that talked to me about women in jobs and they said, "Well, the women did a magnificent job during the war years, here, put their backs into it and turned out the production, they really did it." Course they did it for money, you know, money was a big factor, and the women were making good money and they saved their money and then it was after the war was over some of them had husbands and sons that were in the front lines and came home either as Vets or came home wounded, badly, or even became widows, you know. So there was that whole thing changed, the whole thing changed for women after that war. That was the beginning, really, of women getting a sense

JH: (cont) of identity about their place in the national picture.

SD: How did you personally become interested and involved in attempting to organize domestics? How did you find out about it?

JH: Well, probably it was through my husband, because he was a card-carrying trade union man and a good worker, for more than about 55 years altogether, so he was interested in the labor movement at that time, had been interested in it before I met him. So, when I met him and we were married then of course he said, "Well, if you want to start and build this thing up, you know, if you're going to go anywhere you have to find out where your support is in the labor movement." So I think he is due the credit for really setting some kind of inspiration towards me, saying, you know, "You can do it if you really want to,". Then he was able through his contacts because he was a bridge carpenter and he was in the Carpenters here, he was able through contacts that he knew, old-timers, that said, "Okay. Go and see so-and-so and go and see somebody else," and then one thing led to another. And finally Mr. Gerwin thought it would be a good idea if the Trades and Labor Council at that time used to meet in the old hall on Beatty St., it was called the Labor Temple, which is since all torn down, of course, in fact, those two chairs are relics, that's why I'm holding on to them because they were relics. These two chairs are part of

JH: (cont) the old Labor Temple and that's really all that's left of the old Labor Temple. And from then on, things worked out. The women, as I say, dispersed into other jobs, and some became older and they became ill, and you know, things just petered out. But there was always the feeling that someday, you know, it would be returned to some kind of a status.

SD: You became involved in this campaign in 1943?

JH: Well, I was in the beginning when we decided we would have an organization, yeah.

SD: When did you begin to be sympathetic towards trade unions?

JH: Oh, right then, right then. When I married my husband, really, because he was a strong trade union man and he was the one who said, you know, he said, "If you have an interest in this thing, you'd better get busy and get to know what's going on in the labor movement, so I became a delegate to the Trades and Labor Council. And I've been a delegate ever since to the Trades and Labor Council. Not this past year because I've been, with my injuries I wasn't able to get out at night very much, but up until a year ago, I was a pretty steady attender at Trades and Labor Council, Trades Councils meetings. It was Trades and Labor Congress Labor Council at that time, and the merger came in 1956 and it was Canadian Labor Congress and Vancouver District Labor Council here, and the B.C. Federation of Labor.

SD: Were you initially a delegate for the Domestic Workers, was that the union?

JH: Yes, yes, that's right. And then I became a delegate later for the Hotel and Restaurant Organization, Hotel and Restaurant Employees.

SD: When did you begin to work again after you'd married?

JH: Oh, I. . . not really, any, because my husband was, he didn't approve of the wife working. And I wanted to go back to the hospital because at that time when I started to work in hospitals I was one of the few women who were in the women's unit, organized under the Civic Employees. And when I left to get married the girls -- I think I was the first President of the Women's Unit, and it wasn't for very long because William Black, Bill Black, came in with his Civic Employees and took over the women and brought the whole thing into one union, men and women together into one group. And that was about that time that I left to get married. But they were, I had abut two and a half years, I think, in the General. I learned a lot there and what went on there and the kind of foods and that was what I was interested in was nutrition. But that put both my husband and I, we became interested in nutrition and we studied healthful food and all those kind of things from then on, really. I was very interested in it. So it led into a business for us later on in later years. And I never forgot my experience

JH: (cont) in General Hospital. During the war it was rather scary because we were imminently expecting the Japanese to come up the Georgia Strait, and invade us, and they were seen, submarines were seen off the coast, you know. And of course in the hospital everything was under strict control, everything was blacked out and you were working in small areas which were extremely hot, and no air because all the windows were closed and lights were half-dimmed. It was really a very, very bad time to be working in a hospital. But we got through it, 1939, '40, '41 and then I left in '42.

SD: The Civic Employees Association that had been there, when was it organized?

JH: I don't know. It was there when I got in there, so it must have been early organization.

SD: And the women were in an auxiliary of it, not direct members of it?

JH: No, we were direct members, but there was a women's unit, the Hospital Women's Unit of the Civic Employees.

SD: Why was there a separate women's unit?

JH: I don't know. In those days, like everything else, you know, they'd say, women's unit or women's auxiliary, but it was more than an auxiliary, it was actually an organization, to organize women within the hospital. And I got $40 a month at

JH: (cont) that time, and I worked nights, oh, about, nine weeks, I think I took night work and $40 a month and one midnight meal, and there were deductions taken off that, you were paid twice a month. Nowadays hospital employees, all employees in a hospital are union. Of course they're not in the Congress anymore and they're not in the Federation, they're not organized into any of those now, but I know quite a number of people in the hospital union still who are very good friends of mine. But we had, they set it up, and when I left in 1942, they were really getting into the stride then to organize hospital workers on a larger scale and to go to the Hospital Boards and say, "Hey, look, we've got to have better wages than this," you know, wartime, after the war. So they gradually built up their organization to pretty good organization, and now, the women who are working on wards, like ward aides and ward kitchen maids, who look after the whole kitchen thing, the food and the trays and the going out and the coming in and the dishwashing and all that, they get -- I was talking to one lady not too long ago, I told her $40 a month, well, they make more than that a day, So that's, just goes to show, what getting an organization can do, course times have changed, money's more inflationary and all that. But before inflation hit Canada, the wage structures were pretty good, in the hospital unions. But I didn't go back, my husband wouldn't let me go back to

JH: (cont) the hospital to work.

SD: When you had worked there earlier, what kinds of things made you get involved with the association, the Women's Unit? Why did you become an active member of . . .

JH: Of the . . . of what, now, the hospital?

SD: The hospital.

JH: Well, you had to. Yeah, yeah, when you became an employee at the General Hospital then you were expected to go in with the Women's Unit, that was part of the whole thing.

SD: So it was a closed shop?

JH: Not exactly, not exactly. But you were expected to join the organization. Yeah, we did. They gave you, you went and signed up and they gave me a shower and all that . . . very nice people. I learned a lot at the hospital, I always, I've been always grateful for that opportunity, because it gave me an insight into what went on, not only for the lay people working in the hospital, the nurses and the student nurses, just what kind of things they had to go through. You know, give you a feeling of empathy. They were working too, and they weren't getting very much, either. You know, student nurses, were, what did they get, $10 a month or something during their training, in those days. It's a different story now, altogether. But for everybody in those days it was a very lean time.

SD: After you worked on the domestic campaign, what work did you

SD: (cont) then do with the union?

JH: Well, I stayed with that until I got interested in, what happened? I wasn't really concerned with not working steadily at any particular job after I got married, except looking after my home and looking after my husband. He used to go to town on jobs, being a carpenter, and the result was that I can remember years just building up a home life, so that I can't really say that I . . .

END OF TAPE SIDE ONE

JH: (cont) he used to go to town on jobs, he was a carpenter, and the result was that I spent a number of years, you know, doting off of home life, so that I can't really say that I had tremendous experience of the labor movement, in these days excepting when my husband would be invited to go someplace and bring the wife along, and that's when you met the wives of the other people in the labour movement, so that you gradually got to know people that way. But that led up to a number of things, you know, that were helpful, later. And then much, much later we decided to, we thought the best thing to do would be to take a card out with the Hotel and Restaurant people, and that's, I became a member. And so I've been with them ever since, of course I'm a life member now, and that is how that I worked with them. So that has been my organization -- but in the meantime, in those later years, there was an organization built up for the office workers, and Local 15, that we have now. And some of the people who were in the Local, old-timers in Local 378 at the Hydro, were going back and forth with each other, used to meet, and it became the two organizations, the Hydro organization, who took office employees, and then there was the local of Office Employees which took in, you know, all of British Columbia. And I was in there for a while and did quite a lot of work, actually. I never was an organizer, though. I didn't negotiate. Oh,

JH: (cont) I took one crack at negotiating and I didn't like it so I didn't do anymore, but, we did quite a lot of work in those early years with the Office Employees. And the Office Employees owe a lot to those early efforts to what they're getting now, you know, the kind of conditions they get and the kind of wages they get, too.

SD: When you began to be a member of the Hotel and Restaurant Workers were you working as a waitress?

JH: No, no. We had our own business, and we wanted to have a union, a union business. That was one reason that when I got involved in them.

SD: And you could do that as an owner of the business?

JH: Yes, you could do that, as, you know, like there are family operations now, who, you know, with maybe only two employees or five employees or whatever. And they can't really be organized if they have less than five employees. you have to have five or more. And those family operations are not secure for union organization cause they drift around too much. Ma and Pa cafes, and Ma and Pa restaurants, as we used to call them, those were family operations and they were hard to organize and they still are hard to organize. A lot of these new type restaurants that we have that go in for specialty - type, dining, a lot of them are family operations. And so they are very antagonistic towards union organizations, in the service field. But more and more you see service workers

JH: (cont) not only in Canada but around the world, this is the coming industry, is service workers, because we may be computerized to the nth degree, you know, but we'll always have to have service if we want to eat and we want to stay in hotels, and we have to have laundry services and that kind so that the service workers will always be a necessity for a long, long time. I can't see that being automated.

SD: Were you active with the Hotel and Restaurant Employees union?

JH: Well, active in the sense that I'm a very strong supporter of the union organization, and anything I could do to boost the organization, well, I would do it.

SD: What kind of things?

JH: Well I got interested in the union label because you see they had shop cards, the union restaurant cards and buttons, and that's how I came to be interested in the union label and the shop card and button movement. And out of that I had to travel across Canada to different functions for the union label people and for union label trades department of the union label trades department of the Canadian Labor Congress. But that was already in place by the old Trades and Labor Congress of Canada under a very valued member of the union label movement by the name of Ed Smith, and he was the one who did the work in British Columbia. He was the one who actually started, kept pushing for a union label trades depart-

JH: (cont) ment at the national level, and he was successful in getting recognition for that in Ottawa, with the old Trades Labor Congress of Canada, so that the union label movement nationally speaking, was started with his efforts. And of course I came in much later, I came in with my husband in 1954. That's a long way from '42, you know, that's another 12 years. And we really got interested in that because we felt that this was, here was the organizing tool, was the promotion of the union label and the shop card and the button. And that applied to all the organizations, so that's what in our old files here, is the different organizations who have shop cards or you have a button or you have a label, the Garment Workers have their, International Ladies Garment Workers have their labels, Amalgamated Clothing Workers and them have their label, and the thing has gone on and on right up to the present day.

SD: Can you talk a bit about the philosophy behind the idea of the union label, button or card?

JH: Well, that, they had a strong, very strong department in the United States, and there was a very close liason kept between, before I came into it, the liason had been very close with the people in Washington, uh, union label, and we continued that on, later on, when I got involved in it, and my husband. He was secretary first, and then I took it over from him. And the philosophy behind the pro-

JH: (cont) motion of the union label shop card and button was, first of all, for trade union people to realize that when they earn a trade union dollar, with an agreement with their own employer, then they are almost bound by good will to buy the product of their brothers and sisters. And the promotion was based on that, that was their basis, to buy back the union-made products and services of your other fellow trade union men and women. And that's persisted to this day, you know, that we still have that basic philosophy. But if you're earning a good salary at a trade union job then you have to give some thought to some employees who, while they're in the trade union, are making less than you are, but are producing a union-made product, then you should buy the product, and help to keep the jobs in Canada and support Canadian industries, not only in Canada but in the provinces. And so there are union label councils or leagues, some of them call them leagues, across Canada and they're in every province. They have committees in the Maritimes. And they're all part of the Union Label Trades Department of the Canadian Labor Congress. I was executive vice-president, regional, on the union label Trades Department for a number of years, and I resigned a year ago last May and I wanted to give somebody else a chance, I figured that I'd been in there long enough and somebody else should go in there as a new vice-president.

JH: (cont) And that was regional and also a new vice-president provincially, and one of the men in our Hotel-Restaurant, he's the provincial vice-president on the union label Trades Department. And the man who runs the Amalgamated Clothing Workers here, Taychuck, Ed Taychuck, he's the regional vice-president on the Department Executive Board, nationally, for the union label. But, like everything else, you know, you have to have people who are interested and will go all the way to doing their part in building it up and keeping at it, and seeing that the job gets done. There's a certain amount of dedication that you give anyway, whether you -- for me, I never made any money out of the labor movement; I can say that in all honesty, I have never taken any large money at all from the labor movement. I got expenses when I was traveling back and around, attending conventions, putting on displays and shows and the Exhibition. But no salary. Honorarium, maybe of a hundred dollars a month when they had the money. (laughs) Just when they had the money. But you know, you get into it and to me it was kind of a dedication thing and I just kept right on working at it until now they feel that somebody else should take it on. Try to do even a better job, you know.

SD: What kind of industries have union labels, or bugs or card, was it all union?

JH: Not all unions. The industrials -- you see, in the early days there were the craft unions, which were under the Trades and Labor Congress of Canada, and then the industrial unions organized and became the CIC. And the CCL in Canada. And they had their own education programs, and when there was a merger in 1956 -- and I have a picture back there of the first meeting of the merger meeting -- then things changed a bit. They had to merge the departments as well, and there was representation in all the departments equally from the old AFofL and the CCL, so then it became CLC. And on that basis then a lot of new things began to happen. But, still, no, the union label trades department was, just, they didn't get all that much from the Congress, either. There were a small department and they did get an office and the use of a secretary, and usually it fell to the lot of whoever was elected at conventions to the federations and councils director, he would take on the union label as part of his federations and councils work because he was in touch with federations and councils across the country, and therefore it seemed logical that they were going to establish union label committees, that this was where it would be at. And that's what happened. And of course, this is a, this is how you get a union label or league or council started. And that gives you some of the reasons why we need to pursue it. Woodward's

JH: (cont) and Hudson Bay and Eaton's, Woodward's and Hudson Bay used to regularly give up window space during union-buying week. And union-buying week arose out of a need to point it out to people and say, "OK, we have a union-buying week whichbegins on Labor Day," and that arose out of the display for the exhibition. And we completed 26 years of displaying a union label at the PNE this year. And that's our 20-year plaque that's on the wall. That's our 20-year citation and we, that was '72 so now we are 26 years

JH: And it's 22 years for me—the connection with the whole business.

SD: How did you spread the word? How did you get unions interested in it?

JH: Well, you went and talked to them. Many times I went to a union meeting, when I was invited. I never went unless I was invited. And they would invite me to come along and say a little piece about union buying and sometimes put on a display and in those early days we had more to work with. By the way, the first union label committee was started with three or four women who were Amalgamated Clothing Workers here, in British Columbia, in 1939. That was the first union lable organization and it was taken out from there, and Mr. Charles Haritt who was the president of the Barber's Local here in British Columbia, he was the first president. And Smith, as

JH: (cont) I mentioned to you, Ed Smith, he was the secretary-treasurer. That's how it all began, but it began with those women! It was women who actually started that committee on sewing in a label into the garments and making it the union label. And in order to have a union label, organizations would have to sell that to the employer, you know, they'd have to point out to the employer when negotiating an agreement and the brewery workers were very successful, of all the crafts, the brewery workers were probably the most successful in selling the idea of union label to the employer, because it ended up that the cartons, the bottles, the corks, the labels, the packing, the person that did the packing, the person that did the bottling, the beer itself, was all union. And it was so indicated on the cartons that this was a completely union operation.

SD: Did that have a real effect on non-union businesses in some of the areas where there was a competition between unionized businesses and non-union?

JH: Well, this is the crux, you see. If there's enough people in the trade union movement who will say, "Okay, we're not going to eat in a non-union restaurant, we're not going to stay in a non-union hotel," make every effort to see that they do stay in a union hotel and eat in a union restaurant. We had more union restaurants in those early days than we have now. Most of the union operations are now inside the

JH: (cont) hotel, like a union bar or a union cocktail bar. Or down the States of course you can get a union card in almost any little bitty tavern down there, you're organized to the hilt down there, but not in Canada. So that you can't go in and say, "This restaurant is organized and haven't got a card to show." Some of the hotels have to be jacked up once in awhile to show their card that they are a union hotel. And that's, as I say now with all the specialty restaurants which are probably family-owned, they are hard to organize, and hotels are hard to organize. Hotels Association are people who are pretty individualistic, you know. But it's a matter of going in and saying, it's like printing like, you have a union label on printing, here, this is an Allied Printing Trades Label there, and the office workers have their label, this is on the pin here. And this kind of thing comes out of the Congress, and that, all that, produced from the Canadian Labor Congress, that has the Allied label, that's the printing, it's all union. Then we have a whole long poster showing all the different labels and insignia of union label shopcards and products and services. And it's a long list. There's a long list in the United States.

SD: When you were a member of the Hotel and Restaurant Employees Union initially, did you attend union meetings?

JH: Um hmn.

SD: Did you become active on the Executive, or . . .?

JH: No, I didn't. Those early days, it was pretty well dominated -- well, it still is. It's dominated by the males. In the Hotel and Restaurant -- there are some women who, there are some women on the Executive now, in the Hotel and Restaurant Employees. But in those early days there were, my first acquaintance with them was in the old Labor Temple and there were two women then who were very, very active in the Hotel and Restaurant Employees. They were activists, really. And those were the first two women that I met who were strong on the unionization of people in the Hotel and Restaurant field. As the years went on, there was a couple of women business agents, and one of them, maybe you know a Chris Fidel? Well, she was a member of the Hotel and Restaurant, she worked in the Aristocratic Restaurants. And she was one became a business agent, and there was another one up country and one over, it was in Victoria, I'm not sure, might've been one in Victoria. But not on the whole, the women not on the whole were holding office in the Hotel and Restaurant -- now at the International level, down in the United States, they had a number of very capable women who were on the International Board. But then the United States has a different approach altogether to, at least they had in those days, they had a different approach

JH: (cont) to people, to men and women both working, you know, in executive positions. More so than Canada.

SD: What kinds of things were you involved in doing inside the union? Were you a shop steward, or . . . ?

JH: No, I was mostly interested in pushing the shop card and the button. And so all my work in the trade union movement has been in promoting the buying and the showing of union made products and services and putting that to people who are in unions, and getting the message to them all the time, that you are obligated to spend your union-earned dollar on a union product or a union service. And we have, in our files, we have a record that was put on by Ed Smith, he made a record, and we have an International Ladies Garment Workers, as well as the Amalgamated Clothing Workers, but the International Ladies Garment Workers was at one time spent two million dollars promoting their union label. I know there is one film in there of a whole fashion show in color, and that was what cost the money, it was putting these films together, or fashion shows in different cities. We had them here in Vancouver, the International Ladies Garment Workers, under Mr. Ogan, they put on a big fashion show down in Kitsilano, one year they were out here. So that's, my whole effort has been in that field, you know, I wasn't, you wouldn't have time to take on a job as an organizer, I was asked to become a

JH: (cont) business agent in the Hotel and Restuarant, but I said, "No."

SD: How did you become a member of OTEU?

JH: Well, it was one of those things, being a secretary-treasurer, they said, "Well, you're doing office work," you know, and the Hotel and Restaurant people didn't cover office workers. They do now, but in those early things they didn't, they were mostly Restaurant and Hotel employees and the office work was done by people who did office work. And so, when the union label movement was set up, they said, "OK, you are an office worker now."

SD: For the union label?

JH: Yes. So that led into being a member of the Office Employees.

SD: Were you active in that union in terms of any kinds of positions in it, at all?

JH: Not really. I think I was, I can't remember, I was on something that led up to organization for a time. Bernie Guthroe was one of the, and Muriel Whalen who is in the Vancouver District Labor Council Office, her and Bernadette Guthroe who worked as secretary to Mr. Gerwin, they were pretty well prime movers in the Office Workers Employees Union, you know, getting it together. There were other people besides those two but they were very interested. And I was interested too because I liked both of these girls and it was on account of that that I said, "Anything I can do in the Office Workers

JH: (cont) . . . " "Sure. I'll do it." So it was sort of a general thing, I'd attend all the meetings and that sort of thing, and sat on committees. Mostly committee work, my father was a committee man too, in the old country, he used to sit on numerous committees. So it seemed like I was following in his footsteps, you know. But I've done a lot of committee work in my sojourn with the labor movement.

SD: Who did the OTEU try to organize at that time?

JH: We had pretty close associations with the Teamsters in those early days, before the Congress and the Teamsters fell out. And so the Teamsters were very strong supporters of the union label movement, actually, and I was very, very sorry to see them take the road that they did, you know. And it was through them then that we used to, oh, we'd meet on various things, various committees, and mostly it was on change of offices, it was hard to keep a business agent going in those days in the Office Employees because of the wages and so forth, and you wanted to pay the union scale and so forth and it was hard to keep the thing going. The International helped quite a bit, the International Office Employees, of OTEU. And in later years they supported the business agent, office manager, you know, and Local 15 got

JH: (cont) a lot of help from the International. And they got into, you know Sara, that I can remember when the Chambers of Commerce had a secret meeting. We got wind of this meeting and we found out what they had done about forming a plan to put Labor in its place. And the plan at that time was that they would set forward a pamphlet, and which we got, and somebody got a hold of it, I didn't, somebody got a hold of it, and it laid out a plan to so work with the trade union movement that they would be continually on the defensive. And that when they were on the defensive they'd be spending money with lawyers in court, and out of that arose the injunctions and the court battle, which was very serious for a lot of small organizations. And they succeeded, I think, in many ways, of putting down a lot of small organizations that really couldn't afford to fight a big battle. And I can remember the Lenkirk strike and my husband and I we walked on the picket lines, took our holidays and walked on the picket lines for the Province newspaper strike one year.

SD: That was in the late '40's.

JH: Yeah. Right, and we spent two weeks on the picket line. And of course we won that strike after a long time. The Province never really recovered from that, they lost a lot of subscribers who never took their paper again. And the Sun, of course, is another matter, but, you know,

JH: (cont) we still have the same battles. Nothing has changed! The only thing that has changed now is the approach of organizations towards grievances, and towards how they're going to settle them, and how they try to keep away from a strike or a lockout. It's got to that point, it's more subtle. But the same old battle is still going on, it hasn't changed one bit, it's just more subtle. And they use high-priced lawyers, on each side, to arrive at some kind of an agreement. The old boss and worker attitude where you sit across the table from each other, that disappeared after the war I think. You know, things changed after the war.

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SD: Was this OTEU Local 15 primarily workers for trade unionists?

JH: Well, they organized the trade union offices, they did that. Probably that was one of the first things they did. And then they went from there into the other fields and the Teamsters were helpful there because they helped to organize the freight-ways, and the whole business of transportation as far as Canada's concerned. We didn't interfere with the other transportation -- we had girls in offices, like, the girl that was in the Transit Union office, she was, I think she was in OTEU yes, she was. And the girls in other offices of the different unions who were members of the . Mostly the craft unions, actually. Not too many of the industrial unions. The industrial unions went off and formed their own organizations, like the IWA and the Steelworkers, the CB RT, the Longshoremen -- I don't think they have any women in there, even now. And what was the other big one? Through all this, you know, through all this we still haven't got anywhere with domestic workers or agricultural workers. It's only the, well, a year ago, they talked about doing something for agricultural workers.

SD: The Farmworkers' Organization.

JH: Yeah, Farmworkers' Organization. You're still in the same struggle. Here it is 40 years later, you know, 45 years later, and we're still in that same struggle, those people are still at the bottom level.

SD: Was it difficult to organize office workers?

JH: Yeah, because office workers, generally speaking, especially one-girl offices or two-girl offices, thought they were confidents of the boss, so they felt themselves to be in a priveleged position, and, of course, unions were out. Just like teachers! It was a long time before teachers became oriented towards the labor movement and they left the labor movement with their own federation. But they're going pretty strong in their own federation, all power to them, . But the teachers, they were professional people, so what part did they have to play in unions? There was a long time before they even thought about organizing. It wasn't until that we got the bad legislation coming out of the governments that these people began to rethink their positions.

SD: Did the OTEU try to organize any of the large offices in the city?

JH: Oh,yeah, yeah. They were mostly dealing, as I can remember, they were mostly dealing in freightways and some of the larger offices. They never really did make a big crack in the real estate, insurance and the banks. (laughs) Which we still have, you know, it's pretty difficult, pretty difficult. Because most of them are women, and most of them are women who, now the situation's changing a little

JH: (cont) bit because they got more women than men, and women are stepping out and leading lives of their own, you know, they're becoming very independent, they don't want to be dependent on the man to keep them anymore. So they have to hold a job. And if they can hold a good job with a boss that they like and he likes them, they're not gonna upset the boat, you know, with union organization, they're gonna stay there, and get what they can out of it for themselves. But on the other hand, there must be hundreds -- like the B.C. Telephone Company is an outstanding example of good union organization. All union employees, both in the mechanical end of it and the operations end. You know, they're pretty good, they're strong. And there's no reason at all why that can't happen in other big organizations. Hydro's well organized, and that all came out of the beginning of office workers saying we want some justice and we want a good agreement with our employer, and good standards. It all came out of that.

SD: How did OTEU organize Hydro? Did they put people in there to organize?

JH: Yeah, I believe so. They had their own office, you see, they were separate from Local 15, so that they did their own job very well. They organized the B.C. Electric and that was the beginning and then went into Hydro. And they've always had union organization in the transportation because the street railwoman were strong. You see, the streetcar

JH: (cont) drivers and then the bus drivers, they were strong, then, course that also in the stages, you know, the cross-Canada buses and the over-the-line buses, you know, the stages, Greyhound, Pacific Stages, they were all in the same thing, too. All organized, too. It all arose out of initial efforts by a few people.

SD: When they were signing up the women who worked in the union offices, did they go around from office to office, and ...?

JH: No, no they don't do that.

SD: Did the unions themselves assist in that process or were any unions . . .

JH: The union executives, as far as I know, because I didn't sit closely to them, but as far as I know their strategy in organizing was to find out where there was dissatisfaction, first of all, by talking to people, and then gradually talking to people who seemed to be interested in union organization, and feeding them materials that would show that it was a good thing to belong to a union. And show them the advantages of belonging to a union. That's the way they're working with the bank workers. But they have to do it on a more or less personal, one-to-one basis, still. It's still on a personal one-to-one basis. You can't go out and organize a whole flock of people unless it's like the building trades where they say, "I have jurisdiction," you know, the building trades have jurisdiction in this area, IWA

JH: (cont) has jurisdiction somewhere else, and all these jurisdictions. And that was the reason the Canadian Labor Congress set up a special department and a special officer on the Executive Board to look after structure. Because that's what it is, so they can keep peace, an ombudsman kind of thing, going between these jurisdictions, who raid each other, you know, let's face it, they raid each other once in a while.

SD: Was that happening back then, in the '40's?

JH: Yeah.

SD: Can you give some examples of raids that took place?

JH: Well, it happened in the Hotel field and it still happens. And it's happened in the building trades frequently, it still happens in the building trades frequently. Not in transportation, though, not in either public transportation, or in freightway. The Teamsters, they got a pretty tight organization.

SD: Going back to the union label, were you part of a committee that did the work around the union label?

SD: Well, yes, as secretary-treasurer all those years I had to sort of guide the thing a little bit, and we haven't had too many changes in presidents. George Johnston was a very strong person when I first became interested in union labels, he was a very strong person and had worked with Ed Smith, and so there's a lot of credit to him for getting

JH: (cont) it off the ground and developing it into what it actually became with the department. And we've had, we haven't had too many changes in presidents since then. A lot of strength comes from the printing trades and the graphic arts and the clothing workers and service employees and hotel employees, barbers. And there's more of the industrial unions in there now than there used to be, we have the Fishermen are in, and it took a long time for the Fishermen to come in to the labor movement, you know we had battles royal with the Congress. But we managed to get all that ironed out. They are affiliated, two of their locals are affiliated with the union label trades council. Just two of them. The building trades are pretty strong, because they're craft unions, you see, interested in label. There's been quite a move on, when I was on the executive council of the union label department, to bring in a Universal union label, which would stand for all union labels. And you would see this union label and, see where we've got one anywhere -- ah, you see, this is the Congress label, this the union label trades department CLC, and there's what we have here. But now they've got, they brought out a UL for a while, U and a L, and then that was the union label, that was their label. And that didn't seem to work very well. And there was a lot of dissatisfaction from people who had a union label from away

JH: (cont) back in the 1800's, down in the States, the International. They said, "Nc way are we giving up our union label, or our shop card or our button. That's our insignia of the fight with the employer and the union shop and union conditions and we're not giving up the label for anybody." So it really didn't, wasn't too successful. They do have a union label, in the union label trades department, which is being designed by the designer. But the majority of the delegates attended the convention, they said, "No way is my organization going to not take their label anymore," like the printing trades here and others. "We are sticking with our own label ."

SD: Were there many other women on the committee, the union label committee?

JH: On the national, you mean?

SD: I guess nationally and provincially.

JH: Oh, Canadian Labor Congress had a number of women while I was in there, from the different provinces, representing different provinces. There was, um, there were men in the Maritimes, Nova Scotia and New Brunswick, Prince Edward Island , and then we had men in Ontario. Ann Branick was in Winnipeg, Manitoba, and there was a strong committee in Winnipeg. Saskatchewan was kinda weak, you know, a farming community, it was mostly agricultural, so there was not really the work down there that should have been. Um,

JH: (cont) Alberta. There's a lady from Alberta now on the Committee. Yes, the women are quite well represented in the union label movement, actually, both provincially and at the national.

SD: Do you have any ideas why that is, that women got particularly interested?

JH: Well, they're elected,you know, by the caucus, at the conventions, it was all done in conventions. And over the years you know, this interest built up, and maybe I had some small part in doing this because at the conventions, when you, I can remember the early conventions of the Canadian Labor Congress, I don't think I was at the convention of the Trades and Labor Congress of Canada, I can't remember being in a convention of that body, but I was with the CLC and I'd be elected by either my own union or I'd be sent by the Labor Council or maybe the B.C. Federation of Labor to represent the organization, we'd have more than one delegate, you see, maybe four or five delegates and I'd be one of them. Out of that arose my feelings that here, goodness sake, the women had a real clout, you know, and the auxiliaries of that time were very active. There was transit auxiliaries, there was the printing trades auxiliary, there were the Carpenters, there were about five -- and the Fishermen, and the IWA -- there were five or six very strong auxiliaries, and they were members of the Union

JH: (cont) Label Council. And that too has gone down with the years advancing, they find that auxiliaries haven't got a place anymore. You know, they're good enough still to make coffee and sandwiches for the picket line, and so forth, but a lot of those women are older, and they did their job and no younger women came in. Because younger women were not interested in doing auxiliary work, they were out working. Bringing in that second paycheck. And that's what's been the cause of a lot of women not taking a really active part in the trade unions, is because they were too busy with their families and at the same time holding a job.

SD: And working in non-organized areas.

JH: Probably. Right. And we still have that problem. But anyway, in those early days we had the help of the auxiliaries. And my part in all of this is I went to those conventions, and I can remember (Joe Morrison?) was president, he was just newly elected, I think, if I remember rightly. It was the following convention after he was elected the first time. The Executive had moved a constitutional a resolution that they raise all the salaries of the executive board, of the Canadian Labor Congress. And, to me, this sounded like a very large sum of money that was being asked for for all these people. And I was pretty mad about it. Now I got to the mic . I think I was the only

JH: (cont) woman in that convention who got up to them like that day and said, "Well, you know, you can only sleep in one bed at a time, you can only wear one set of clothes, you can only eat three meals a day, you can only drive one car and live in one house. Why do you need all the others?" And I didn't get a very good reception for that because a lot of the guys that were in there, thought, "Oh, she's shootin' off a lot of words." They were out for all they could get. It wasn't counting the costs, you know, it was more per capita coming out of the trade union guy paying his dues. This is what I said, I said, "Your money comes out of the dues that are paid into the organization as per capita. So you've to think about that when you raise people's salaries, your per capita goes up." And they really didn't seem to mind, they thought that was okay. And so I got, I really made a stab on a lot of things that I thought needed to be thought out in the open and I think that's how I got to be interested in the women. I used to go around to the women and say, "For god's sakes, why don't you get in there and become a delegate, you know. Why don't you be a delegate to your labor council, why don't you be a delegate to your federation committee, and work on committees? And then go to the conventions and stand up and have your, say your piece?" You know.

SD: So you really pushed women to become active in the union?

JH: Yeah, yes. I really did, I really did. And I think that's why that both at the federal level and at the provincial level, and I have a little plaque from the B.C. Federation of Labor from the women there, to that effect, that I helped to build the women's movement in the labor movement.

SD: Was that because you saw the need for women to be organized?

JH: Yes. Yeah, I saw what happened in the Old Country, you know. When I left the Old Country it was in a very sorry state and poverty was all around, and my whole background was one that I just felt I had to move, somehow, to fight the injustices and the conditions that women had to put up with, you know, in those early days. And we still have, in factories, and factory workers. They're the worst, still are the worst yet, you know, they're exploited, just like domestic workers are exploited and agricultural workers are exploited. They're exploited, and there's going to be more of it, with all the new refugees coming into Canada, new Canadian citizens who cannot speak English, they have to go to school, and now we've got Chinese business agents, we've got Chinese people helping at negotiations, because of the Chinese, coming in stronger and stronger into all these workplaces. So we've got Italians, and we've got Chinese, and I suppose we have other nationalities too, who are business agents. I know in the IWA you see a lot of men who are of East Indian

JH: (cont) extraction, the Fishermen have Native Indians. So we've got all that to, consider when you go to a convention. And I must say I used to get awfully mad, you know, I used to get really mad, and I've never been afraid of anybody, never really, I've never, I'm not afraid of anybody, no matter how high their office is, because I have something to say to them, I go and I say it. And so I spose that has followed me down through the years . But I did a very strong, I made a very strong effort to have women well-represented in the labor movement at the national and provincial level.

SD: How about organizing campaigns by the labor movement of areas where women were concentrated -- was there a fight for the unions to go out there and organize?

JH: Well, one I can think of is the fruit and vegetable workers up in our own agricultural area, up in the Okanagon valley. And other way point. Those, that was a strong organization and that was put together by women, initially. There were women business agents in there and they were the ones who put together a strong fruit and vegetable workers' organization although the men managed it. It was women who pushed for it.

SD: When was that, was it in the late '40's?

JH: Um, yes, oh yeah, it would be the 50's, late 40's anyway.

SD: What about hotel workers, was that also an area, and restaurant workers, where there was pressure to organize?

JH: Yeah, there's always been an organization inthe hotel and restaurant field, but women didn't really take an active part in the organization. They paid their dues and they did their job and they felt that was as far as their obligation went, many of them. But now there are more women in internationally, and there are more women, I think, in the East of Canada, who hold positions in the hotel and restaurant field than there are here. There are some here in the West Coast.

SD: Were there many women who were active in the unions that you were in, the hotel workers and OTEU?

JH: You mean active in other ways?

SD: Other than the union label, yeah, who came to meetings, who were shop stewards, who were . . .

JH: Yeah, well, the organization itself insisted that if they were going to get anywhere that they had to have shop stewards doing their jobs, you know, and that happened in the hotel. I mean, they had to be pretty cognizant of what was going on in the housekeeper, in the hotels. And there had to be, women, there would be a shop steward if there was a large restaurant where a lot of employees, there would be a shop steward there. But mostly in hotels, and the shop steward's obligated to do their job. Call meetings,

JH: (cont) give notices of meetings, and go to the housekeeper if there's a grievance, if there's an injury. And that's another thing, you know. Safety programs. Safety programs were . . . I can remember delegates standing up in Federation of Labor meetings, annual conventions, and at the national conventions, hammering away at safety measures, safety programs. And we've come along way since those early days on safety programs, but we still have a lot to do. Jobs are still not safe, you know.

SD: Were the women who were active in the unions, were they mostly single women, or married, or young or old, or was there any kind of specific group that was active, in terms of age and marital status?

JH: Mostly I would think from my own experience in the Office Workers and the Hotel people, mostly married women, who had come through hard times. The young people sort of took it all for granted. The older generation had fought hard and long to bring about good conditions, but people that come out of the schools then and took jobs, they took it all for granted. They still do, they take it more for granted all the time that we have holidays with pay, we have statutory holidays paid for, that they have coffee breaks, you know, everything is delegated in the agreement. And they sort of take that for granted. I know a lot of the young people who simply give no thought to the fact that that all

JH: (cont) had to be fought for. You know, it was that much, you know, blood, sweat and tears, really.

SD: Were there specific issues that came up either within the unions that you were involved in or on a convention level that were particularly important to women like equal pay, or maternity leave, or childcare?

JH: Yeah. That started quite a way back, actually, in the federations of labor, first of all. The unions with the women in them, and I'm thinking now of the IWA, were very strong because they had women working in shingle mills, you know, doing in plants. And they were strong on that on getting safety measures, and getting maternity leave, and childcare wasn't even talked about in those days. But those two things were, safety and maternity leave. And that gradually worked itself into the conventions, there would be resolutions come forward, convention after convention, about these different kinds of things for women. Lunchroom facilities, washroom facilities, medical care on the job, you know. Working conditions on the floor. And of course recently, very recently, only last year, it came out that women had been putting up with a lot of sexual harassment and never talked about it. And it wasn't until last year that it really hit the floor in the women's committee report. Men knew it was going on, women knew it was going on, all those years. And it hap-

JH: (cont) pened very frequently in the hotel and restaurant business, because, you know, women are close to the boss. And they have to be extremely careful about how they conduct themselves in those kinds of positions. But it's been going on all the time, but it hasn't really come out until last year when the women's committee decided to handle it in their report.

SD: Did the unions that you were involved in discuss any of thoee issues, for example the OTEU and the Hotel and Restaurant workers, did they talk about maternity leave or safety precautions interms of women, hours of work, anything that particularly affected women?

SD: In the Hotel and Restaurant, they more or less went along with what the International did. They would send their delegates down, the union itself would send delegates down to the International union conventions which might be in Miami , you know, or someplace down there. And there would be resolutions come on the floor, probably detailing some of that. But to my memory, I can't remember -- the only thing that would happen probably in a union meeting of the Hotel industry would be where there would be complaints which had been taken to the Housekeeper and not dealt with. About certain things happening on the job. The kind of tools that they used, safety measures and so forth and so on. The kitchen -- safety measures where the

JH: (cont) cooks worked, you know, and those kinds of conditions. But it seems to me that we never, we would hear it as a grievance, we'd haar it as a grievance. And then they would say, "Well if you have a grievance, youcome to the office and state your grievance, and the grievance committee will take it up with the party concerned. That was in the hotel business. In the Office employees, they had somewhat the similar situation. It would come through a grievance committee to the executive board, and then right from the executive board to, maybe, the Federation. I can't remember it being dealt with nationally.

SD: Would any of those issues become contract demands?

JH: Yes, uhm hmn.

SD: Do you remember any of them that did, specifically.

JH: You mean for women exclusively?

SD: Yeah.

JH: Only in the case ofmaternity leave, payment for leaves, and wage scales like equal pay for equal work. And actually, that has only really surfaced, you might say, very seriously within the last six years. You know, equal pay for equal

Side 2:

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SIDE ONE

work done. And the IWA, I must say, they were pretty much to the foremost in that, and the Transit Union found from employing women during the war on their buses, that they had to treat the women the same as the men, you know, give

JH: (cont) them the same kind of wages, doing the same jobs.

SD: How did men in the labor movement react to these demands that affected women?

JH: Well, pretty fairly, I would say. Yeah, pretty fairly. They worked alongside of them so they knew what the problems were and, you know, they supported them. I can't remember any specific case where a man came up and said, "No," he wouldn't support them.

SD: Did union men feel comfortable about women playing leadership roles, taking on leadership positions in the union?

JH: I don't know about the local union, that might be another kind of thing, in the local union. But the federation set the pace, they had women on their executive board fairly early. And it took a while for the Congress, they had one woman, this really annoyed us gals, it used to go down, it really annoyed us that there was only one woman on the executive council of the Canadian Labor Congress and that was the trenchlady, who was in the packinghouse workers for a long time. And then Hartman came in, and we had, and Shirley Carr of course came from CUPE, and they have been very prominent in later years, you know, in the very, very recently, you might say. But up until then there was very little done at the national level to encourage women to take executive positions. The people in the organization were well-paid, you know, the girls in

JH: (cont) the offices, and the secretaries to the heads of the departments. They were all very well-paid, in the OTEU, you know, back here.

SD: Did you ever run into any discriminatory attitudes towards yourself as a woman, a leadership woman in the union?

JH: No, I can't say -- no, I don't think I really ever had. They - some of them made fun. (laughs) And it depended on how you would take that, you know, whether you meant to take it personally, or whether you just were able to pass it off as, well, just having a little joke with you or something like that. No, I can't -- I don't think I ever remember anyone really getting hostile with me. I've got hostile with men, oftener than they have with me as a woman.

SD: Around what kind of issues did you feel that?

JH: Oh, on rights, you know, rights... And, you know, I'd argue with delegates, the delegates on the floor going to speak to certain types of resolutions, and I didn't agree with them, I'd usually let them know, I'd say that, "I don't agree with you at all and when I get to the mike I'm going to say so." (laughs) No, I really never had any, that's really one thing I'm quite proud of is there's a lot of respect been paid to me in the union.

SD: Yeah, I guess that says it. In terms of women being organized, were the craft unions or the industrial unions

SD: (cont) more likely to organize women, in that period of the '30's and '40's?

JH: When the industrial unions began to become, you know, fairly, they had fairly large numbers of people, I think probably they were the ones who organized women, because they were in plants and factories, and they weren't down at the craft level at all, you know. They were in plants and in factories.

SD: And were women who were active in the labor movement often politically active as well, either in the CCF or the Communist party, or . . .?

JH: Well, yuh, I think that there was a fair sprinkling of women in all political stripes, in the labor movement. And a lot of them, a lot of women, went along with what their husbands did, you know. Whether they were CCF or Liberals or Communist Party members, or Social Crediters. And Social Credit came into being, you know. They just, a lot of them went along with their husbands, even those who were in the labor movement. But when it came to a crunchy situation with the government bringing in anti-labor legislation, those same women, it was really interesting to watch, they would go to the ballot box with their husbands and they'd vote the same way as their husbands, but when it came to a crunch where they were put on the spot by labor

JH: (cont) legislation, they'd go on the picket line, and they'd go on a demonstration, and they'd go to the House of Commons, or they would go to the Provincial Legislature in any of the provinces and say, "Look, now you can't do that to my man, cause I'm involved in this," you know. And some of them did a fairly decent job. I can think of people that are long gone, Agnes McPhaill was one who fought valiantly. There was Laura Jamieson fought valiantly in the CCF. Daisy Webster, Gretchen Steves, and, what's the other lady that died --

SD: Was it Grace McInnis ?

JH: No, she's still alive. Grace, yeah, she did a major job in the federal level, and her husband as well. Those are very outstanding women, you know. But from those women there were offshoots of other women who didn't take the really prominent part in those kinds of things, but were inspired and they were active as workers, you know, under the influence of these women. These women had a tremendous, made a tremendous impression on a lot of women at that time. And I can't think for the life of me, in this present age, 1979, I can't just offhand think of any women outside of the labor movement who had any impact on young women the way those women did, in those early days.

SD: Were there organizations other than unions for working women, at all? Like associations, or . . . consumer's

SD: (cont) leagues, or anything like that?

JH: Well, I was a member of the Consumer's Association in its early, early days.

SD: When was that?

JH: That would be the '50's. And I went to the convention, and I was a very active member of the Consumers. I've also been an active member of the United Nations ever since -- oh, since it began, almost, in Vancouver. Both my husband and I. And I'm stll active with them. And then we had the Children's Jubilee Camp, which both my husband and I had an active interest. But as I got older I didn't have enough strength to do any work out there. Oh, but in the early days we went out there and worked. And as I say I sat on numerous committees, and been part of these organizations in committee work, sat on their executives or whatever. And it all seems when you look back on it, it just melds into one big thing, you know, one big effort. And it was all geared toward the one thing: emancipation of working people, that's the way I looked at it. I've said it many a time on the floor of conventions, "I belong to the working class, I'm proud to be a member of the working class, and that's where my efforts have lain all the years I came out to Canada." I saw what went on in Britain, and that was reinforced by that because I thought, "Surely this couldn't happen in Canada." But it has happened in Canada,

JH: (cont) we have poverty in Canada, today we have poverty in Canada. And that has to be eliminated, and the only people who can do it is the labor movement, they stick together, stick together and do a job, instead of going off -- you know, we've no room for factions going off and playing an emperor-type role, you know. If the labor movement is going to do anything about the poverty in Canada and the discrimination which we have, then we've got to all do a good job together, no matter what our politics are, or what our own particular inclinations are about our own organization, we have at some point to come together -- and this happens. We always have a consolidated effort on the part of the labor movement, when the issue is broad enough and all-encompassing enough, like October the 14th. That was a big issue, that was a national issue. And so the labor movement came together on that, and that was good. That was very significant. The people haven't forgotten it.

SD: Were there any particular strikes or struggles by women during the '30's and '40's? Or 50's, that you remember?

JH: Oh, I wasn't that close to it, you see, in the early days. I can remember people talking about the fish canneries, and kinds of things that, you know, hard work, hard, hard work. And of course the agricultural workers who, they were part of the hard work structure, too. And women in factories, still there were women working in clothing factories right

JH: (cont) in this city who made only 45¢ an hour, at one time . And all of those people, all of those were all women-oriented, you know.

SD: Those trades.

JH: Yeah.

SD: Were women, once they became involved in the union, fairly militant?

JH: When their men were. not . . . I haven't seen anything really militant on the part of women, really, yet, in the sense of the coming out as a whole body on a issue, you know, and saying, excepting when it comes to consumerism, or the poverty groups who said, "We want childcare," if they're on welfare, they don't want to be on welfare, they want to go and get a job, and they want childcare services while they're on the job. That was, those things were worked at because of the women interested who were caught up in the welfare system and what we call poverty groups in the city. And then there was the consumer groups too, who said, "Enough is enough, the marketplace is getting beyond us," you know, and they got together and banded together and lobbied the governments, on their own, without the men.

SD: The unions that you belonged to, were officials there chosen or appointed?

JH: Elected.

SD: Elected, yeah.

JH: The International Office was appointed by the International Board. But all the other structure is all from election on the floor.

SD: And did political organizations, the different, various the Liberals, political parties; Social Credit and so on, play an important role in the trade unions?

JH: Oh, yes. More so, not so much in the early years because in the early years of the labor movement we had liberals and conservatives. There was very little of anything else. And there were a few radicals around, well, that's the way they were regarded, they were regarded as radicals, as troublemakers, or whatever. (laughs)

SD: Did the conditions for organizing really improve a great deal during the Second World's War?

JH: I think so, yes, I think that women found their place. They found that they had done a job, and they found that they were necessary to the economy, and they realized their own potential. And so then, of course, there was the big movement to get them back into the home, you know, there were a lot of married women who were not working who said, "Okay, let's get these women back into the home again, they're taking jobs away from men." You know, there was this bias that existed amongst men and women. But women who had worked in the wartime zones, or were in the army or the navy or the air force, they all knew what it was all about.

JH: (cont) And so the basis of equality, I think, really began to surface when all these women came out of the services.

SD: Right. Was there any kind of resistance to women being pushed back into their normal positions?

JH: Oh I think so, I think so, yeah.

SD: How did that sort of show itself?

JH: Well, that's hard to say, cause that's a subtle thing. A subtle, one-to-one sort of thing.

SD: There was no big organized resistance by the unions, at all, or women's organizations.

JH: Well, women's organizations by and large, and you take like your local Council of Women and, what was the other big organization -- the local Council of Women, what's the other one? That was here. Well, there was a local council and then there was a national body, a national Council of Women. They had a tremendous impact on women in those early days. In those early days. But you know you must remember, Sarah, that evolution has travelled very fast in the last 25 years. Things have changed rapidly all over the continent in 25 years. So that a lot of those old issues that went on before that have faded into the background and no longer seem to be important to our growing generation now. After all, Canada is pretty -- it's a good country to live in, they've got, there's nothing much to grumble about in Canada, excepting when it comes to unemployment, and a man, you know, loses

JH: (cont) their job, and that's going to be one of the things women have to be concerned with very much, it's going to be very bad in Canada for the next two or three years. But up until, up until 5 years what, Trudeau was in what -- ten years, eleven years? Up until Trudeau took office, you could say there was a fairly stable condition amongst men and women being employed, I would think. There wasn't, I don't think there was a great antipathy against women working. Women had come out of the war and were used to having a paycheck, and that continued, because they wanted a better home, so they continued to work alongside their husbands. And bringing up a family, two jobs. But they wanted a better home, they wanted better education for their children, they wanted nice clothes, they wanted a car, two cars in the family, and so they were willing to go out and work and get another paycheck in the home, you see. And they were very fortunate, a lot of women were very fortunate in Canada to be able to do that. For quite a number of years.

SD: Did that kind of attitude toward work, though, make it hard to organize?

JH: Yes, I think so. Yeah, yeah. Unless they were wives of union men. If they were wives of union men or their sons were union men, then maybe they got a sense of that, and they supported their men and then when it came up in their environment then they said, "Oh well, my family are union-

JH: (cont) oriented and it's a good thing to have a union." I don't know of any woman that's spoke out against it.

SD: Did you have any children?

JH: No. No, we were married during the war. And it was a case of my husband was a lot older than I was, for one thing, and those were two factors which said, "Okay, we'll either delay having a family or we haven't any at all," and we delayed and then the delay got longer and longer. (laughs) So that's how it goes.

SD: And did he feel comfortable about the role you played on the label committee?

JH: Yes, oh yes. He was the one that pushed me around, you know, he was, my husband really inspired me to go in and do what I could, as far as I was capable of doing.

SD: Before we end do you have any comments that you want to make in terms of additional material we haven't covered in the interview?

JH: Well, you mean personally, or just according to the movement?

SD: Anything.

JH: Well, according to the whole movement I think women have still got a lot of hard work to do to get the complete recognition they really are entitled to, they really deserve, for their efforts in their place in the economy. And I have a great admiration for all the women in this country -- that includes all the women who worked on the prairie, and who worked in hired jobs, and routine jobs that were soul-destroying.

JH: (cont) I have a tremendous sympathy for all these women because they are inhibited, you know, they only have -- the only outlet is the family. And they have an inhibiting, monotonous job to do if they want another paycheck, some of them, not all of them. But there are very few women executives, you know. They're all below the executive level, they're not even at the supervisor level a lot, they're just workers, women. And until they do something about it themselves, and I think a lot of women are doing something about it. There are more educational opportunities, which is good. And if they have the capabilities to do it they'll go out and get themselves an upgraded education, if they haven't had it before. There are more women in universities, there are more women holding positions at the university level, in colleges. And the teaching profession still attracts more women. And I think Canada is a great place to be and so long as we in the labor movement remember where we are and don't go off the job too long. You know, You can get so far away from the job that you forget you ever were a labor person, you know, you get into the top echelons of things. And then that's when your aspirations begin to go out into the blue yonder.

SD: Do you feel that the trade union movement was really central in bettering the position of women?

JH: Yes, I think they played a very important part. Mind you,

JH: (cont) it wasn't easy, and the women had to get in there and dig, too, to get the points across. But I think the labor movement has done their part in getting women to recognize that they are the other half of the developing country, you know, 40% of the women are, more than 40% now in the labor force in Canada.

END OF TAPE