

SD: . . . introduce yourself. Can you talk about how you are, where you came from, whether you grew up in B.C.?

PK: My name's Peggy Kennedy, and I actually was born in Alaska. We went back and forth a bit to Victoria and Haida, Alaska, in my early years, but, we finally moved for good to Victoria when I was about 11. I guess until I was 21 I really had dual citizenship, Canadian and American. But I've lived on the West Coast all my life, except for the ten years I spent in England. I went to school in Victoria. I went to Victoria College when it was still in the old ~~Gradar~~ castle, I don't know if you know. It was sort of a folly of one of the coal kings, he built a castle.

SD: Is it Dunsmuir?

PK: Yeah, on a hill in Victoria, and it was later transmogrified into a two-year college, which was part of UBC at the time. And later it became Victoria, you know, it was sort of a start of U.Vic. Anyway, I went there -- let me see, where are we? (laughs) If I emigrated here, I guess I did emigrate. But my mother was Canadian, Canadian Indian.

SD: Did you grow up on a reserve?

PK: No, no. We grew up in a very small town in Alaska, <sup>its</sup> Haida, it's got a population of 200 when they're all home. It still has, I guess.

SD: What did your family do for a living?

PK: Well, my father was kind of an entrepreneur, he had a lot of

PK: (cont) hotels and different other businesses in, well, in various parts of the ~~States~~ before we came to Alaska. And he had some hotels, the only two working hotels in Haida at the time.

SD: And when did you begin to work?

PK: Oh, he grubstaked a lot of prospectors, too, which is another *interesting* - I don't know what else he did, I never knew, he just went to work, came home. Married, I was married at the end of World War II, which would be about 1945, I guess, and my husband and I both worked in Boeing Aircraft during the war, that's how I met him. And we've got two kids. They were born in '47 and '48. I'm worrying about this next one, what daily work was necessary? *to maintain your home?* (laughs).

SD: Maybe we should talk about that later, when we talk about what it was like to work and also have a family. When did you begin to work?

PK: Well, first, before I was married, after . . . let's see, I finished my third year at UBC, this was a big adventure going over to Vancouver and going to University there *instead* of going to a small college. And after that, well, I started college in 1939. I remember the September I started was when the war started as well. So the war had been going for 3 years when I finished my third year and I, well, we were all broke, for a start, and for another thing I felt I should do

PK: (cont) my part for the war effort. And I went to work in Boeing Aircraft for the war industry. That wasn't really my first job, I'd worked at summer jobs before, and part-time jobs in stores, berry-picking.

SD: Did you look for work during the Depression at all, and find it hard to find, or . . . ?

PK: I was kinda young, I was just in high school, then, and my mum was supporting us, she was a dressmaker. And a very creative one, too. But I did work from time to time, as a store clerk, you know, the 30¢ an hour jobs, <sup>that we</sup> we were lucky to get.

SD: What was it like working in Boeing? What were the working conditions like?

PK: In some ways, it was quite stimulating working in Boeing, there were a lot of women working there. And one of the first things -- I went to work first as a stores clerk, which meant I was handing out little parts, numbered parts in the sub-assembly shop. And one of the first things my fellow workers said to me is, "We've got a union here. And you'll be expected to join," but I was sort of preconditioned for that, that was one of the reasons I wanted to work there, I wanted to join the union and take part in it. Soon after I joined we had a kind of a protest about the lack of rest periods, because we went through from, what was it, 7:30 to 12 — I don't remember when we had lunch, 7:30 to

PK: (cont) 11:30, <sup>of</sup> something, and half an hour for lunch and then right from 12 to 3:30. And a lot of these union people looked up the research ~~that~~ showed that people worked more efficiently if they had rest periods. So one morning everybody sat down and had a rest period.

Didn't that lead to a lockout ~~Stewart~~? The rest periods? Sit-down?

SK: After about 2 days they locked us out, there was - lockout-strike - it was. They figured if we were going...

PK: Yeah, sit down for ten minutes every morning and afternoon, (laughs) <sup>they weren't</sup> coming in so . . . yeah, that led to a lockout.

SK: You won the rest period, though.

PK: Yeah, the strike came back with a rest period.

SD: How long were you locked out?

SK: About two weeks.

PK: <sup>Gee,</sup> I'm glad you remember that, I don't.

SK: Oh yes - I was quite involved.

PK: Yeah, I wasn't very involved in the union when I first started. I was a union member and glad to be one, and I went to the meetings which is more than most union members do in any organization. Hours -- I think it was a good eight hours a day, not counting the lunch hour. Safety conditions -- one of the things I remember was the women's always complaining about the style of hat they had to wear. They had to wear a turban wrapped around <sup>45</sup>, because no Veronica

PK: (cont) Lake hairdos, which were the ~~in~~ thing at the time.

SD: Cause they could get caught in the machinery?

PK: Yes, uh huh. So the women had to have all their hair tucked under ~~these~~ hats, and overalls.

SD: What kind of work did the women do?

PK: A lot of sub-assembly work, I don't remember them working in the machine shop or the ~~heat treat~~ or things like that, do you Stewart?

SK: Oh ~~not in the heat treat~~. Mostly in like, assemblies, also very much in electrical assemblies, ~~small~~ panel, electrical panel. . . .

PK: A Lot of inspectors, about half the inspectors were women.

S: ~~A lot of inspecting and~~ assembly work.

SD: Was that the same work that ~~men~~ did?

PK: Um, it was the same work but there was a lot of work that men did that women didn't. You know, like the real machinist work. The wages were exactly the same as those of men, but the track -- Stewart was saying, we were talking about this, you know the reason there wasn't a women's consciousness-raising group or anything is that men and women were exactly equal in the union. That is, if you were hired as a beginner you got 40¢ an hour whether you were a man or a woman, and after six months you got raised to 50¢ an hour, but on the other hand I never heard of one woman <sup>ever</sup> being promoted to a foreman. You know, and there were a lot of foreman, there.

PK: (cont) Even, what are they called, lead hands. I don't remember a woman being a lead hand, there may have been one or two, but every crew of six or seven had a lead hand, and they were always men, you know they get 10¢ an hour extra or something.

SD: Did management have the right to decide who worked in what job categories, or was that . . . ?

PK: Mnm hmn. Oh yes.

SD: So it was their choice not to employ women in certain kinds of jobs?

PK: Yes. At the same time, I don't remember the union asking for women in certain kinds of jobs. Do you remember that? Stewart, quit reading and listen to this.

SK: Management hired the people, for the department, whether it was 5 people or 150 people, management hired them. And the union had little to say whether they hired men or women.

PK: But I don't remember that being raised as an issue.

SD: Would it relate to some of those categories requiring skills that women might not have?

PK: Yeah, partly that, but they did have a training set-up, where they trained women and men . . .

SK: Job training.

PK: . . . for sub-assembly work and assembly work.

SD: Was there like a really big growth in the numbers of workers in the Boeing Plant because of the war?

PK: 100%, they didn't have any previous to the war.

SK: Oh yeah. It was like a cloudburst, and it mushroomed.

just

PK: But there weren't any before.

SK: Just - Boeing had a little thing down in Coal Harbour, very, very small, a little tiny thing they had going there. They made the decision to build there and direct it from Seattle, the superintendants were from Seattle.

PK: Oh yeah, our head office was in Seattle.

S: The main plant in Seattle, I guess they had eleven, twelve thousand people. At that time it was a key industry.

SD: And where did those people come from who were hired? Was it mostly people who .. .?

S: Everywhere in B.C.

SD: Right.

PK: Some from the Prairie provinces, yes. Some from Alberta, Manitoba, Saskatchewan. A lot of women whose men were in the army came. And they worked for a stake. Were men and women separated by location, no. Job category, not exclusively but they were partly, they worked on the same jobs, up to a point. Until they got to the higher, more responsible jobs. They received equal benefits, equal wages but not equal promotion.

SD: Was there any separate seniority list for men and women, or were they on the same list?

PK: They were on the same list. And there were automatic

PK: (cont) raises, you know, they were equally distributed to men and women, every six months or whatever it was.

SD: What role did the lead hand play? Did they set the pace of work -- was it piece work? Or hourly rates?

PK: Oh no, it was hourly rates. And the lead hands had to, you know, I guess they got from the foreman what they were supposed to do, what sub-assemblies were needed, and they'd go and draw out the parts from the store and assign the jobs to the different workers, and see that they did it properly and see that it got done.

SD: So that was supervision, more or less?

PK: Yeah, mmm hmn, very much so, and they worked too, they didn't just supervise. Each shop, you know the whole plant was divided into shops, and each shop had a foreman and about three assistant foremen within three shifts.

SD: In the shop did people work on, when you talk about sub-assemblies, was that a whole part of an aircraft that you would all work on collectively?

PK: Yeah. They might do a *bliker* or something, you know.

Lucite housing for the cockpit, or something. Although I never worked in the main plant, I worked in the subassembly plants right down on Georgia Street, we used to have our main concert hall in Vancouver with the Georgia Auditorium.

*Concert hall, sports hall + everything.*

And that was converted into Plant 1-A at Boeing, and they

PK: (cont) had a plant which I think is now -- or probably isn't there now. It was previously a ship-building place and it went back to being ship-building right after the war. Plant 1, that's the main downtown plant, Plant 1-A was the Georgia Auditorium, and the main plant was out on Sea Island.

SD: What kind of different jobs did you have actually within the plant?

PK: Myself, I started as a stores clerk, and I changed to being a shop clerk very early, which is kind of a secretary to the foreman. Do the typing and send out the memos and draw up the shift-change lists, and so on.

SD: What was the atmosphere like on the shop floor? Did workers relate well to each other, was there pressure to produce?

PK: Yeah, workers got <sup>along</sup> with each other. The main sort of relaxation after hours was bitching about what an awful foreman we had. We had some really awful ones. (laughs) I think they did, I think they chose quite poorly what kind of foreman they had. Our foreman, I think, was a former shoe salesman, who didn't, who really, <sup>you</sup> would expect to be able to respect your foreman because he's in the machinist's union he'd know something about machine work and something about assembly. But he just knew something about, what did we call it, brownnosing? (laughs)

SD: Shoes.

PK: Yeah. (laughs) Yeah, licking the boots. Our foreman, I know,

PK: (cont) got very little respect from the people who knew the job, because they know they knew it better than he did. People that didn't know the job, because they didn't like him personally.

SD: And they weren't gonna learn from him either?

PK: No, it actually wasn't the foreman's job to teach anybody. He just had to administer, and I suppose it wasn't really that much of a drawback if you didn't know anything about machine work. But it didn't promote good feelings *in the plant*.

SD: Did the union set up the training program?

PK: No, the company did.

SD: Did you go through one of those?

PK: No, no.

SD: Right, and the women who worked, who came into the industry during the war, what kind of women were they, were they single were they married, and was there a change during the process of working?

PK: Yeah, well, I *guess* a lot . . . well they were single and married, about 50/50, as far as I can remember. They were mostly quite young.

SD: Was it their first job for lots of them?

PK: For a lot of them, yeah. And there was a lot of married women who had no idea of making a career, but whose husbands were overseas or whose husbands were working in the shipyards, in Boeing's, and thought, *well*, this is one way we'll

PK: (cont) be able to get ahead." You know, having lived through the Depression. Now their husbands finally had a steady job, and they could get a job to get a stake and buy a house. This was the dream of most -- well, I won't say most, **but** a lot of women, who went to work during the war. It wasn't the idea that this is women's lib, "we've got the right to work, and we're going to work." People thought that, "we've got the chance to work, and we've been poor for so long, we'd just like to get ahead, get a bit of money put aside."

SD: Once you'd married, did you continue to work?

PK: Yeah, I stayed home with the babies <sup>up</sup> to the time they were about, about three and four, I guess. And I really didn't go back to work because I wanted to go back to work, I went back to work cause we were broke.

SD: That was after the war, though.

PK: Yeah, uh huh. Yes, they were born in '47 and '48.

SD: Can you talk a little bit about attitudes within your family and within your community about women having jobs? And also whether that changed with the war some.

PK: Yeah, it probably did change with the war. How did Stewart feel about my working? -- You can correct me if I'm wrong, Stew, are you listening? The next question was how did your husband feel about your working, after the babies were **two**, three and four, or something. -- I think at first he didn't

PK: (cont) like it, but he accepted it, you know, as a reality.

SK: Well, it was unfortunate that it was necessary.

PK: Yeah.

SK: *But it was necessary - it was necessary, ok - it has to be done. I appreciated it.*

PK: Yeah and Stewart has always been very unusual in that, you know, as long as we were both working, we shared the work at home. You know, it wasn't the fact that I had to do the full load at home and the full load at work, like ~~most~~ most women did, even progressive women. And my family viewed women working as a matter of course. At the time I was raised it wasn't that unusual, or maybe just a little before my generation. Women were raised with the idea that you're gonna have a career, that you're not gonna just be *at home and a* mother, this is the sort of first women's lib movement, that I came sort of just after, but my mother was really affected by it. And she was a very independent woman. And it was the Depression that made her work full-time for a living, but she always thought it was a very respectable thing to do. Although in my youth, when we had a fair amount of money she used to fantasize about my being a lady of leisure. I doubt if she every really believed it, but then she used to make up all kinds of things. (laughs)

SD: Did you have problems finding childcare arrangements?

PK: Oh, just terrible. It was just awful finding someone to

PK: (cont) look after the kids. There was just no daycare.

And the kids were three and four and I had a succession  
of sort of inept people. <sup>I remember</sup> ✓ once I had a young fellow  
that was in from the logging camps, and he was a really nice  
boy. <sup>[Laughs.]</sup> He used to come and get the kids in the morning, and  
dress them and change them and wheel them up to his  
mum's for the day. (laughs) So that was sort of an  
emergency operation, but I had a bunch of young girls, and  
the arrangements were, you know, I'd put an ad in the paper,  
and try to pick the kindest of the people, not the most  
efficient, but the kindest of the people that applied.

And I thought would be nice to the kids, you know, even if  
they left the house a mess! The kiddies' clothes were all  
dirty, the kiddies were dirty when I came home. So long  
as they were happy and they were kind to them, I would do  
that, but actually, eventually, I got <sup>sort of</sup> ^ good at this and  
I found a very nice woman, who'd raised her own family, a  
middle-aged woman, who was sort of an obsessive-compulsive  
woman, who I told her, "Your job isn't to tidy, not house-  
work, just keep the kids busy and happy." But she tidied  
everything, <sup>the kind of person</sup> ^ couldn't walk in a room without tidying it  
up, and cleaning it. And she was sort of a gem.

SD: During the war, what arrangements did other women make? Did  
people talk about that at all, in Boeing on the shop floor?

PK: What did they do? They left them with relatives, I think,

PK: (cont) mostly. Most of the women I worked with were younger, you know, they didn't have kids. I think it was still general that people with families stayed home, I think.

SD: Did you get placed in your job through the National Selective Service? Is that how you found work at Boeing?

PK: No, I just went to Boeing.

SD: You heard they were hiring and you went down there?

PK: Yeah.

SD: And when would you do your housework when you were working? Was Boeing shift work?

PK: Boeing was shift work, yeah, it was three shifts. But being a shop clerk I was, I had two shifts, yeah, morning and afternoon. It was nice in a way, because I got to know all the people on all the shifts. I'd be with one shift, for dayshift and I'd change along with them for afternoons and work. When they went to graveyard I'd get with another different group of people for days, so I was with different people for two months at a time.

SD: So people were on swing shifts a lot, then?

PK: Yes, they were monthly.

SD: Why would they do that?

PK: Because people didn't want to stay on afternoons or graveyards. They couldn't get steady workers to go so they just swung them all, they all had to take their turn. Monthly swing isn't as bad as weekly or two-weekly swing shift.

PK: (cont) And I don't know why industries still do that, it's devastating to the constitution. It was bad enough, you know, monthly changes, it took about a week to recover, *to* get your body rhythm in order. And three weeks later you were going through it all again. How did I arrange to do *my* housework? Well, I lived at home with my brothers and my mum, *when I was working at Boeing*. We had all moved to Vancouver, and we rented a really funny makeshift flat downtown. That's right, for a year my mum didn't work, she stayed home and looked after us. My older brother was a radio announcer, on one of the local stations, and my younger brother was going to high school, and I was working at Boeing, and she was home. And it was nice, we enjoyed it, the first time I ever *had* mum at home. And then came income tax time, and my older brother -- no, we figured, well, I was making more money than he was so I would list Mater as a dependent, and she *heard this argument* about who was going to list her as a dependent and she was mad! That anyone would call her dependent!

SD: After having worked to support *this* family.

PK: Yeah, yes, *over* so many years and now all of a sudden she's a dependent. And no explanation would satisfy her for a long time. But then she *rented* a little shop and went back to working anyway. And we just shared the housework as we used to do when we were kids and Mater was working.

PK: (cont) We used to always share the housework. My brother did the cooking.

SD: Was that unusual for the period of time?

PK: I suppose it was.

SD: Did people in your community, was it sort of a community situation where a lot of people worked in the war industries or at Boeing?

PK: Yeah, a lot of people did, but it didn't seem to me like a community feeling. It was people from such scattered parts of Vancouver, and in those days distances were further apart because people didn't have cars. Few people had phones, even. So it wasn't a community, we saw people at work, and we saw different people in our time off.

SD: You sort of answered my next questions. Did you leave Boeing after the war? Were there layoffs there?

PK: Oh, yeah, everybody was laid off.

SD: Everyone.

PK: Well, maybe there were a few, I don't know, I think they still had a *little, tiny* shop, but there were just massive layoffs after the war.

S: *There was a plant down south for maintenance of existing aircraft. And a big hue & cry on the union's part was to -*  
if we could get <sup>th</sup>em all on and <sup>to</sup> work cooperatively, during the war period why can't they extend this past the war period.  
Let's devise some way of maybe keeping this plant going and

S: (cont) you don't have to make airplanes, let's prefabricate housing or something. <sup>of</sup> Course <sup>that</sup> I was poo-pooed by the authorities, "You're talking through holes in your head," She's going down." But it came across the union, and there was no laughing on their part - there were seven thousand union members <sup>or</sup> wanted to try and get this thing going. But the management or government wasn't interested in that - they refused to talk following the war.

SD: So the position of the union was to convert war industry into consumer-oriented peacetime industry?

PK: Oh, yeah. We went over and lobbied the government and so on.

SD: Was that also related to the position that the shipyards should start to produce a merchant fleet?

PK: Oh yes.

SD: So how did you become involved in trade unionism?

PK: Oh, just by, just because of work at Boeings, where I accepted the fact that if you worked in an industry you joined that union.

SD: Was that part of the attraction of getting an industrial job?

PK: Yeah.

SD: So how had you become interested in unions before that?

PK: I don't know. I guess I was interested, you know, intellectually in the progressive movement, and I'd met people in college who were interested in it. I don't know, I just thought I'd like to play a part in <sup>a union</sup> in an active way.

SD: Was your family pro-union?

PK: Ummm, let me think, well, sort of. There was just my mum and my two brothers, of course, my young brother's a lot younger than us, he's seven years younger. My older brother, he was -- yeah, he was pro-union. Mater was, sort of whatever was going. She always kept interested in everything we were doing, in an intellectual way, and you know, if we came up with some interesting idea she'd be interested in it. But, you know, she herself had never thought of being active in the union, or had never even considered what would happen if one of her family got involved in the union. I don't think she thought about it too much. She knew all about unions intellectually but she hadn't thought of taking an active part.

END OF SIDE ONE

SIDE 2:

PK: (cont) So I don't know if you'd call her pro-union. She was pro-us, I guess.

SD: Was the milieu you were part of <sup>in</sup> the university progressive generally, the sentiments?

PK: Um, no. No, there was a progressive movement in the university, but it was small.

SD: And the community you lived in, was it pretty sympathetic to trade unionism?

PK: Victoria? *You're asking me as a* teenager, you know, and I don't know. It might have been, it might -- I don't think it was terribly.

SD: Can you describe a bit the process you went through when you went from being a trade union rank and file member to becoming increasingly active within the union? You were a shop steward, weren't you?

PK: Yes, uh huh. Well, the first time anybody noticed me is when they wanted some news for the union paper from the plant and so I said, "Sure, I'll write it," I don't know I guess I was at the general meeting and I said, "Oh, okay, I'll put in some news." And I wrote the, just a little article, sort of a funny one, from our plant, from the union viewpoint, and then everybody from the plant was surprised. Because I think they thought that the shop clerk, who was sort of the foreman's secretary would be sort of pro-management and anti-union, and so many people came up and said,

PK: (cont) "Did you really write that? I never thought you'd write something like that!" And after that there was, on the union executive, noticed, well, there's someone who's at least interested in the union, and they asked me to be shop steward. I think the union executive just asked people to be shop steward, didn't they Stewart?

SK: Well, *the floor.* *The chief* shop steward, *the chief* shop steward.

PK: You didn't have to be elected as a shop steward, the chief shop steward just came out and tried to dragoon *somebody* into taking the job. But, you know, then I was young and active and I thought it was a great honor to be asked to be a shop steward, you know, I didn't care if everybody else in the shop had turned it down. I still thought it was a great honor to be a shop steward, and I was really glad to accept.

SD: What would your duties be?

PK: Um, well, to sort of interpret the union policy to the people on the floor, and at that time there wasn't a check-off, so I'd have to go around and ask all the new members if they'd become members and if they'd like to, and if they said, "No," to persuade them *otherwise*, and keep up the old ones' dues, which was -- that was the *worst* job!

SD: Did you have to process *grievances*?

PK: Yeah.

SD: What kind of grievances would there be?

PK: Um, things like people had been refused a raise when they ~~were~~ due for an automatic raise. Or, people had been hired at the wrong ~~rate~~, someone <sup>with</sup> experience in another shop was supposed to be hired at the ~~improver's~~ rate instead of beginner's. And what they did was fill out a grievance form, and I would march into the foreman's office -- there were only two foreman in my, in plant 1-A, ~~and~~ one of them was quite nice and one of them was quite awful, but I was telling you about them. (laughs) So I'd march into their office and just show the<sup>m</sup> the grievance form and immediately the face would go purple, a grievance form -- I don't know what management did to foremen who came in with grievance forms, it must have been something awful! (laughs) Because they'd react to these grievance forms as though I was murdering them! It was sort of an emotional experience to bring a grievance form into<sup>ed</sup> foremen to . . . foreman. ~~And you must remember too - these foremen~~ -- you know, I was in my teens.

SD: They were generally older guy<sup>s</sup>, huh?

PK: Yeah. Some weren't, some were quite a bit older, but they were at least quite a bit older than I was, and I wasn't used to walking into people's offices with ~~demands~~. But I found it interesting.

SD: Did it change you, in terms of your personality?

PK: Yeah, I think so, because for one thing, it made me more

PK: (cont) likely to speak up on issues, not so much for myself, because I thought I had something to say, but I had to understand what people's grievances were to explain them to the management, to interpret them, and also in union meetings, I got to know a lot of the women, and a lot of the people -- I knew everybody in the plant cause it was a small plant. And whenever an issue came up, I would always get up and speak on it, so'd they know what my position was, because sometimes when you're thinking about something, you want to know what someone that you know about, what their position is. So I got used to getting up at a big meeting and speaking, which wasn't easy, you know.

*It's a skill.*

SD: Did you mostly represent women? In terms of being a steward?

PK: I did because most of the people were women, but I didn't necessarily.

SD: Were there a majority of women within the workplace?

PK: Oh yeah.

SD: How many do you figure there were? You don't remember numbers, ratio, . . .

PK: No, I sure don't. I wasn't conscious of it -- I think it was about two to one.

SD: Right. Women to men.

PK: Mnm hm.

SD: What union were you in? Was it the International?

PK: Yeah, the IAM, yes.

S: Machinists .

PK: International Association of Machinists, Local 756. I became editor of the newspaper.

SD: Can you talk a bit about the newspaper?

PK: Yeah. Why I became the editor (laughs) was because I first wrote this paper and the then-editor of the paper was a very progressive person with whom I had taken honors French at UBC -- (laughs) so it was an Old Boys Club, Old Persons Club, I mean. And he left to edit the Fisherman's Union paper, and he's not still there but he stayed there for many, many years. He was very good at the technical end -- well, he was a good writer and he was good at the technical end and that. I learned -- well, I learned everything about how to publish a small newspaper singlehanded from him. And that's about what it was, different officials wrote columns and the editor of the newspaper, it was only monthly, the editor wrote all the news, all the editorials.

(George North)

SD: So you had a lot of influence in terms of setting policy, then?

PK: I suppose I did. I don't *feel* I ever set policy because I was a member of the executive, too, I was **Plant IA.**

representative. And again I was the only woman and the youngest person on it -- I was

PK: (cont) always in that position in those days. I got so used to being the youngest person in the room that it's taken me years to realize that I'm not anymore. (laughs)

SD: It comes from being precocious.

PK: Maybe that's it. (laughs)

SD: So was there a woman's column in there? What was the name of the newspaper?

PK: It was the 756 Review. Gosh, I think I've got a copy of it somewhere. Have you ever seen that *paper dear?* I haven't seen it recently, either, but I do have it somewhere. -- It wouldn't be in our files.

SD: Was there a women's column?

PK: No, there was no women's column in it.

S: A women's what?

SD: Women's column.

S: Oh, certainly there were women's bits ~~and~~ pieces in the paper.

PK: Mmm hmn, but there wasn't a regular women's column, for women.

S: Oh, no, but lots of women though were shop stewards and wrote <sup>their</sup> views on things. Anybody wanted to write about something could put it in.

SD: Was the Boeing plant organized while you were there? Did the unions come in?

PK: It was pretty well organized by the time I got there, but it wasn't a closed shop. It later became one.

SD: How did that take place? Was that through negotiation?

PK: Yes, through negotiation.

S: We sold the management on the idea *that it was an essential thing to have;* and we finally *chopped off* a few small other things and they said, "Ok, ok, ok, ok." It was Rand formula.

SD: Right.

S: *You paid your dues.*  
We had a *standard formula.* It wasn't really a condition of employment but you had to pay dues.

PK: That's right. You didn't have to join the organization but you had to pay dues.

S: *But you had a* check-off.

SD: Did that mean that people who weren't in the union had voting rights in the strike situation or anything like that?

PK: No.

S: No, you had to be a member.

SD: Did the union change fairly dramatically when there was this large influx of people into it during the war? Had it been more like a craft union before that?

PK: Yeah, well, I don't know what it was before that, it probably wasn't much, they just had a few dozen people working for it, but it must have changed really dramatically.

SD: Did that shake up the old leadership somewhat?

PK: Oh I don't think there was a leadership, I don't even know whether there even was a union before the war when there

PK: (cont) was the influx of people.

SD: Did you have any paid positions in the union?

PK: No, not me.

SD: What was the employer's attitude towards the union?

PK: Oh, it was <sup>the</sup> usual doom doubts. . Pretty antagonistic.

S:

SD: Right. Were they afraid of conflict in terms of war production?

S: It took a little bit of **selling** that the union interest was production, not just signing up members. We convinced them, though.

PK: I think the union really was more interested in production than the management. The management was interested in profits, but that's not the same thing.

SD: Let me turn the tape over.

END OF TAPE

Tape II. Side I.

SD: So was there harrasment by management at all <sup>of</sup> workers?

Or was it more like ...?

PK: From time to time, there was some. I remember they used to transfer, sort of fractious members, away from the central, away from their sphere of influence to a different plant.

SK: I'm not sure how much harrasment, after we'd been going a couple years the union had alot of growth to it and but also, <sup>we</sup> got a real good core of militant shop stewards, and there was no pushing them around, no giving nonsense. if they'd harrass somebody: "okay, start harrassing me," here we go.

SD: What were the issues that were central to the contracts that came up during the war?

PK: Yeah. Rest periods (laughs), wages.

S: Production was a real big question.

SD: So how was it a question, would the union take positions on what production should be?

PK: And how we could increase production.

S: Or a right attitude of supervision. <sup>we</sup> Could increase 10, 15, 20, 30-increased in one shop, <sup>they</sup> increased production 50 percent, in two months. We <sup>thru for 3</sup> pounded on months before the management listened to us, we said, "Get rid of the supervisor, and we'll show you what production is all about." And they got rid of him! <sup>Put him</sup> somewhere else, <sup>we</sup> increased the production

S: (cont) 50%<sup>o</sup>, unbelievable. Everybody dug in and worked, like friends. The supervisor was a qualified person, <sup>in the</sup> technical academic <sup>sense,</sup> as far as being with people, this is the important thing, he didn't have a clue <sup>how</sup> to get along with people. I remember, we clapped our hands and patted each other on the back until we were sore.

SD: Was your union working actively with other unions, in the labor movement at the time? Was there a fairly close working relationship?

S: In the Council, the Labor Council, yes. A lot of important things, especially, most unions at that time in the Council had a core of left-wing militants, <sup>and they used to come to the Council and</sup> automatically support this. As far as a broad, broad, broad sense, there was no great cooperation. Everybody worked in their own little industry.

PK: Yeah, there was a feeling of solidarity though.

S: Oh, yeah, with the Council there was.

PK: They all wanted to win the war. Support from central labor bodies, I guess you could call it support.

SD: Were there any major struggles that you were involved in during the war?

PK: Well, the first one was that sit-in for rest periods.

*Was that the big lock out?*

PK: Yeh, that was the only one.

S: It was the only real upheaval we had the whole time the war was on.

PK: Yeah, we had sort of a no-strike pledge, didn't we?

S: No-strike pledge, then we had <sup>movement, that</sup> a shop stewards, worked their heads off  
 A day and night, on the job and off the job to make sure things were going right. Also guys, <sup>people</sup> on the job, members, were getting a fair shake, and the grievance thing, we took care of it right now. It never sat around and after a long period, the union, <sup>was?</sup> accepted. OK, the union in here is really alive. OK, but they're doing a good job. They had to go along with it.

PK: Yeah, I think any union that has a good shop stewards' body that's active, there is a really solidly based union. I remember I used to walk down the shop, and people would ask me things, and I'd say, "Well, why you asking me?" And they'd say, "'cause you're the union." I wasn't the union, I was the shop steward, but that's what a shop steward means to the person on the job.

S: There was this one threat <sup>of a</sup> possibility of a sort of disturbance <sup>a change</sup> in superintendent, he came from Seattle, Bill Katesburg, <sup>Kaseburg</sup> young, out of university, big, strong, <sup>you know, all</sup> brush-cut and all the rest. Just the typical American jock. And he came in after a week or 2 and we made it known, we weren't

just talking about this, but this guy had better be on the line, as far as we're concerned or he'll just have to go, and <sup>it</sup> took him awhile for it to sink in, but he gradually came round so, he got to be reasonable. So if you had a grievance you wanted to talk about with him, O.K. You could just walk into his office and say, "Listen, I want to talk to you about it", but before that, "Phew!" But before that people on the floor were just dirty workers. It could have been a real hassle if he'd been sticky + stayed on his first position.

SD: So you had a shop steward's position, you were...?

PK: The editor of a newspaper. I was the plant representative

PK: (cont) on the executive. I think I was on the women's committee, but I don't remember too much about it, it wasn't a very active committee.

SD: But there was a women's committee. And it was meant to deal with specifically women's issues, or?

PK: I suppose it was, it never actually got off the ground.

S: Well, if I can just say one thing, mind you, as far as women's things are concerned, OK - the executive didn't  
 ^ dress, the union didn't take it up,

take it up; but we had a committee established, for women.

How to deal with, OK, so what was a right <sup>part of</sup> approach <sup>to</sup> the question of what we do and do not wear in the plant.

PK: Oh, <sup>gosh</sup> yeah.

S: Let the women <sup>and</sup> determine what they wear on the head, and so and so, what's reasonable,

PK: No, they didn't. They didn't determine it. They had to wear safety...

S: They had to wear, <sup>but</sup> they could have said, "To hell with it!"

PK: They had to wear things that covered their hair, you know, they resented it. The management ended up giving us three kinds of hats, to try out. One was sort of a turban with little <sup>it</sup> peak on; the other was just a plain triangle that you wound <sup>it</sup> around your head. And I think everybody started out with those, you know, great big triangle, you just wind it around your head and keep all your hair under it. Everybody complained about them, but when we got all these fancy

PK: hats to wear, everybody went back to the triangle, 'cause it's easy if you lost yours, you just tore up another piece of sheet or something (laugh).

SD: *And put it on.*

PK: Yeah. So, that was sort of a really minor issue but the women did talk about it alot. As I read these I'm conscious of, how little aware we were, you know, of the kind of things <sup>that</sup> women now become aware of in consciousness-raising groups and so on. If we had a consciousness-raising group then, it would have blown our minds!

SD: To talk about the conditions of women *as industrial workers.*

PK: Mnhmn. Yeah. And the difference between men and women; and the way, the special way in which women are exploited. We're aware, we were that, working people are exploited, and we thought it was quite a step for equality that women were recognized as part of this working force. But we hadn't come to the recognition, you know, it just didn't seem to be an issue, that women did have special areas of exploitation, and I think we just weren't conscious of it.

SD: Can you think now, looking back on it, of ways that *that manifested* itself at all?

PK: Oh yeah. The first thing I remember was that I, that really bugged me, was, I went to, I was representative *at* a really big meeting of people from different unions, and one of the speakers was a woman. One out quite a few, and that didn't

that didn't,  
PK: (cont) bother me, <sup>^</sup> it seemed quite natural to me, it didn't  
bother me in the least, but <sup>^</sup> when she said, <sup>^</sup> *and you know,* they introduced  
her and they said, "We're gonna put Mrs. So-and-So on  
<sup>^</sup> because  
first, <sup>^</sup> she has a pressing engagement, she has to leave."  
And she said, "I must admit, the 'pressing engagement'  
is the Sunday roast." And I thought, "Well, goddamnit,  
can't anyone else put on her roast for her while she's  
got something more important to do!" (Laughs) <sup>^</sup> It really  
bugged me. And I think some of the issues were that, <sup>^</sup> *yes,* women  
who worked had two jobs, they had their home and they had  
their work, that they were...except for the odd exception.  
If a man, <sup>^</sup> the men had the top offices in the union,  
and they expected their wives to stay home with the children.  
And not, well it's hard if they <sup>^</sup> concern <sup>^</sup> themselves  
<sup>^</sup> could  
with it, <sup>^</sup> *but* they concern themselves in a passive way,  
*while* staying home, and keeping house and keeping the child-  
ren, and whereas if women, if a woman was interested, if  
a married woman with children was interested in the labor  
movement, she wouldn't dream of taking a position <sup>^</sup> which would  
demand that she was working all hours of the day and night,  
because it was just not accepted that a woman would do that  
and leave her husband to look after the children and <sup>^</sup> *the* house.  
<sup>^</sup> worried about, I guess  
And I guess I <sup>^</sup> wondered about that too, why shouldn't she!  
But I never brought it up, and nobody else ever brought it  
up to my knowledge (laughs). Maybe we began to wonder about

PK: (cont) things like.

SD: But people didn't, there wasn't sortof a milieu to articulate it in.

No.

PK: <sup>^</sup>It didn't seem that way.

SD: Did people see women's issues as divisive at all? In terms of, if women were to raise special needs that/they might have, was there that kind of reaction at all?

PK: Well the needs they did raise, I think in some ways they were, in some ways, <sup>they</sup> were divisive. When we went to Victoria, I remember we went to various representatives officers, oh, we saw the Premier too, and I got a chance to tell him that women had won the right to work. And it never occurred to me, poor women have always had the right to work, it's not a right, it's a necessity. (laughs). That if it's necessary to work, that women should be able to do it, I never thought of phrasing it that way. Because women work for the same reason men do, that they gotta, not so much 'cause they love it. (laughs)

SD: But that was, was that seen as somewhat divisive to raise that, or?

PK: Making divisions between men and women?

SD: Right.

PK: Not within the union, no. Women's issues such as, we want a kind of an equality that will give us <sup>an</sup> equal right to <sup>the</sup> top jobs, it, it wasn't raised.

SD: Right. Did the thought that women had to work a double day

SD: (cont) in the sense of doing a certain amount of housework, did that affect the level of their activity within the union?

PK: Mnmhm. Yeah, definitely.

SD: So they were less involved?

PK: Mnmhm. Yeah, and they couldn't be fully involved. If a woman had a home and children, she wasn't so involved. The women who made <sup>the</sup> going in the union were all single women.

SD: Did the union make any effort to draw women in, consciously into other activity, either as stewards or trade unionists?

PK: Well it did draw women in but not as a separate group. Okay in many ways they thought they were being very egalitarian, that they did, that they wanted both women and men to join, that they wanted both women and men as shop stewards.

SD: Were many women active in the union?

PK: A lot percentage-wise, considering the number of women in the plant. Looking back on it, no.

SD: Most women were single, who were active?

PK: Yeah.

SD: And, in terms of the positions that women held in the unions, were they more, say on the level of shop stewards, or were they any other women, like yourself, who were in leadership positions?

PK: Yeah, there were some. What kind of position did Ruth have?

S: Ruth? Ruth; Barbara?

Peggy Kennedy

3589-2 35  
They were shop stewards. They headed committees. A special

S: (cont) committee would be set up for

a certain function, to investigate something, they report on, well  
OK - they'd chair a committee.

PK: I don't remember any other women in the executive except  
myself. Do you?

S: Well Barbara Bainbridge.

PK: Barbara from Plant (2?)

S: Sure.

PK: So there were two of us.

S: Barbara was on the executive.

PK: Betty Griffin never was...

S: Not on the executive. She was active as hell, with  
people on the floor.

SD: Right. And women were heads of committees that would deal  
with specific issues. Would it be like doing the negotiating,  
or grievances, or something like that?

PK: Mnm, not negotiating or grievances. You notice in your  
negotiating committee picture there's no women.

SD: I did.

PK: (Laughs).

S: Grievances were dealt on the floor by the shop steward.

PK: Oh no, we had a grievance committee, dear.

S: You had a grievance committee.

And no women sat on that.

PK: No, we have a picture of it and there's not one woman on it.

S: That's negotiating.

PK: Yeah, that's negotiating.

S: Well, that's different <sup>than the</sup> grievance. That's negotiating conditions under grievance.

PK: Oh yeah. So they were done on the negotiating committee.

S: <sup>It's an obvious thing,</sup> Obviously, just looking at it.

PK: Were they on the grievance committee, I don't remember who was on the grievance committee.

S: Well, Barbara'd be on it, also Ruth.

PK: Are you sure?

S: They could <sup>spot</sup> a grievance several miles away. Ruth would be there.

PK: (laughs) Oh I see. Okay, I was never on it.

S: No matter who it was.

SD: Did people ever think that women had special skills in doing terms of doing things like social

PK: Like being the secretary, Yes! (laughs)

SD: <sup>I was</sup> trying to be subtle... So, oh yeah, it would be good if you sort of repeated that what you were saying about being a secretary.

PK: Oh, yes. Every committee I was on, and I seemed to have been on quite a lot of committees, like the shop stewards' committee and the plant committee, and I was always asked to be the secretary. And I was young, and I thought it was <sup>so eager</sup> a great honor. I always accepted and did all the secretarial work. But now I realize that it's a bit of a 'put-down'. It just never occurred to me then that this is a bit of a

PK: (cont) 'put-down', that women are the most suitable people to do the fiddley kind of work of a committee rather than the broad thinking. And nowadays, like I do a course in assertiveness training, and that, one of the questions that came up was : "What would you say if you were on a committee and you were the only woman and you were asked to be the secretary?" And of course, now that I've thought about it, I'd say, "Well, I'd be glad to take my turn, but I think we should all do our share." But at that time, this type of thought didn't occur to me. And I didn't take it as a 'put-down'. And it wasn't even meant as a 'put-down', but at the same time, it was.

SD: Were they any specific issues which women unionists expressed particular concern around, like, and this includes talking , you know, talking within the work place on the shop floor, like child care or maternity leave.

PK: Mmhn. They did talk about those things. I don't remember them ever getting off the ground but there was the talk about it?

SD: What kinds of things, specifically?

PK: Yeah, just what you said, child care, maternity leave. There was no child care, there was no maternity leave.

SD: Was there any sexual harrassment by management of women at all?

PK: Mnm. There may have been. (Laughs).

SD: I know there was *in the wood industry*. . . Did women come into the war industry, in part, because of being sure of equal pay and equal work? Was that something that they were conscious of, receiving better wages *because they were industrial workers*.

PK: Oh, I, *yes*, I think so. . . But you must remember this occurred right after the Depression. And neither man or women were used to receiving wages, period. (Laughs)

SD: And did any of those things become contract demands?

PK: I don't think so. . . Did you ever hear of that?

S: What?

PK: Any things like day care for children, maternity leave. I don't remember them ever coming up with contract demands.

S: No.

PK: Special things, for women, no.

SD: Were there any discussions in the union of these issues, like, in an organized kind of way?

PK: No.

SD: Was there a Womens' Auxiliary for the union?

PK: No.

SD: No. Were there social events, for the women?

S: *Oh, lots of dances...*

PK: Yes, someone, I don't know who organized it. Who organized the swing-shift dances?

S: Betty Griffin was one of them.

PK: Yeah. We used to be able to go, I was on afternoon shift, you know for half my life, and there used to be dances for people who got off work at 12 o'clock, which was great! Because you're getting off work at 12 and you go home and everybody's asleep. And you get up in the middle of the after, in the middle of the morning, and everybody's gone to work. (laughs). So you never have any social life on afternoon shift, unless you got together with other afternoon shift people. What we used to do was to go to each other's houses for coffee, or else go to *these* dances that somebody organized, I don't know that is, I guess it was the women.

SD: How did the men in the union relate to the women after this?

PK: Fine. The women activists were either quite left-wing women. *Who* as I say, didn't have the level of consciousness about women that women, *that their* sort of women do today.

SD: But men were encouraging?

PK: They encouraged them + *accepted them.*

S: *oh yeah, they thought equality was great. And alot of women shop stewards... we got...*

PK: Oh, yeah, but they didn't encourage and accept their wives to go out and do it while they stayed home. (laughs).

S: *That you stayed home + the wife worked -*

PK: Yeah, that wasn't done.

SD: To women working in the industry as well, how did the men relate to that generally, this just isn't the union officials but guys on the shop floor? Was there concern expressed ever that women would take jobs ...

S: *At that time, no. They wanted so many people, just any where to work...*

PK: They may have worried about what's going to happen at the end, you know, when it's gonna be, the men are gonna come home, and the women will have all the jobs, then who's going to get squeezed out. There might have been ...

SD: Were the women who were active in ~~the~~ union, politically active as well?

PK: Yeah, *almost all.*

SD: What was the relationship between political activity and consciousness in unionism? How did they reinforce each other? or did they?

PK: Well, they certainly did, because, for a lot of women their political activity, they were one and the same thing. Unionism was a *part of* political activity and vice versa.

S: *If I may say —* I would say that, take the membership from here to here, their main interest was the union, *but there was* that percentage *which was politically interested also.* They were the real active ones, we were the real active ones. So many shop stewards, *so many executives.* But most of the membership, even in the active shop stewards,

S: (cont) was union activity - they never went past that. And you had to be very, very careful about discussing anything past that. They'd back off.

PK: Yeah, that's right. You did have to be careful about bringing your political activity overtly into the union, because, a lot of the rank and file union members were very wary, <sup>saying:</sup> "Am I joining the union or am I joining the Communist Party?"

(Laughs) They wanted to make very sure there was a distinction between the two.

SD: Did the party <sup>(CP)</sup> sort of give people backup in terms of union activity, like support and training?

S: Pardon? Every major issue in the union, we had long, long talks.

PK: I remember, very much, yes.

S: About which way we were going to go.

SD: Was that important for women in terms of helping to sort of strengthen their ability to work politically within the union?

PK: Oh yes. Although I must say I never found the party very women-oriented. Should have been, should have been the most conscious of women's exploitation but it wasn't.

SD: Do you feel that the collective structure was important, though, in terms of your own activity?

PK: Mmhn. Very much so.

SD: Also, were there organizations for working women other than trade unions, that women would be involved in?

PK: Not during the '40's, I don't think, there might have been, but I wasn't involved.

SD: And, let's see, were there any women who in the union were specifically, sort of notably mentioned: Barbara?

S: Bainbridge.

PK: Barbara Bainbridge, yes. She's living in Ottawa now.

SD: And Ruth?

PK: Gregor.

SD: Gregor, right.

PK: And Betty Griffin, too. *who is an Alderperson or something in Burnaby.*

S: *Schoolboard, I think.*

PK: Maybe the school board, yes, that's more likely.

SD: Did the union have regular local meetings?

PK: Mmhm.

SD: Who participated in them? Was there a big participation?

PK: Sometimes. It varied. Like most unions, there was a small percentage turned out to the regular meetings. It swelled considerably during negotiation *months* and *perhaps* during *months* elections too. It was quite, election fever took place Had it in November too, the same time as everybody else used to have their elections (laughs).

SD: So union officials were mostly elected, although stewards were appointed and elected, or appointed?

PK: No they were appointed by *dragooning* I guess.

S: Most of the stewards were appointed on the floor. There was a division of the shop.

And the head

Shop steward would say, "We need one or two more stewards for this area. You guys he'd get <sup>people</sup> together, to choose a steward for that group.

PK: How was the head shop steward elected? I guess at a shop steward's meeting.

S: Shop stewards committee elected the chief steward.

SD: And how's the contract put together? Did people meet on the shop floor to elaborate?

PK: No, they met at the union meetings and the negotiating committee took it to the management.

S: <sup>The negotiating</sup> ~~A~~ committee, we did all the drafting, and <sup>we took it</sup> ~~A~~ came back to membership and discuss it, <sup>through</sup> ~~A~~ the shop steward, then the union meeting amended; changed it before we started meeting with management.

SD: What kind of an effect did wage controls have on the unions during the war? Were there wage controls?

S: No, no.

SD: There weren't eh?

PK: Minimum wage, legislation, yes. I don't think it had an effect.

PK: Because...

SD: Well, didn't the government try and set ceilings during the

SD: (cont) Second World War on people's wages? Was it just freely *determined?*

S: I'm sure there must have been a structure, or a ceiling of some type...

PK: I don't remember that.

S: *But we normally in* negotiations, *we were* always asking for more money and *we would* always get more money.

SD: What affect did the no-strike pledge have on *the union* ?

PK: We just didn't strike. (laughs)

SD: But did the union support that?

PK: Yeah. The union supported that.

SD: What was the motivation for that?

PK: *Production.* We wanted to win the war. (laughs)

S: War efforts.

SD: Was that primarily 'cause people saw it as an anti-fascist war?

PK: Yeah.

SD: And did the government's recognition of the right to organize and the right to unionize have an affect in strengthening your bargaining position within the, you know within the industry.

PK: It must have, but I can't remember.

S: We never raised the issue.

PK: But it must have changed the social climate.

SD: At the end of the war, in terms of lay-offs, was it a situation where the women were laid off first, or were all workers faced lay-offs in the industry?

S: Across the board.

PK: I think it was last in, first out. But it was a pretty short operation anyway, everyone was soon out.

SD: And how did women react to that? Did a lot of women sort of look forward to going back to the home, or did they express real anxiety about how they were going to?

PK: They were anxious and they felt unemployed. (laughs)

SD: How did you feel?

PK: I always thought I would get another job. *Stewart* and I took off for Port Alberni; he was quite sure he would get a job in the mill because of his past experience in the woods. And I did, in fact, get a job. (laugh).

SD: In terms of organizing against lay-offs, was that done primarily through meetings, to talk about how industry could be converted.

PK: Mmmhm. And that never got *anywhere*. Yeah, the unions did organize; we had lots of sort of desperate plans to prevent lay-offs: doing prefab houses, shipyards doing peace-time ships and so on, but it didn't prevent lay-offs (laughs).

SD: Did you move into a unionized area after you'd been laid off from the war industry?

PK: I didn't, no, but a lot of women did, and an interesting thing

PK: (cont) was, that spring, alot of people who went out to the Okanagon to pick berries and fruit were ex-Boeing employees, and that, the pickers had never been organized. And they organized a union of pickers. All the pickers start at a certain time; they stopped and had rest periods at a certain time. (laughs) And I don't know if it's, *they're not formally unionized- they're not formally unionized yet, are they?*

END OF SIDE I

Tape 2, Side 2.

PK:

I don't think they are; I think they just had this agreement that they were going to have certain rights, recognized.

S: *Some position as* they were in California.

SD: Were you ever in a... so, okay, so then you were in BCGEA association; was that a after that, the government <sup>↑</sup> long time after...?

PK: Long time after, yeah.

SD: Yeah. Were you in any other unions?

PK: Yeah, I was a member of the Ladies' Auxiliary of the IWA for Alberni.

SD: What did the Auxiliary do?

PK: Yeah, we did; we had little suppers and rummage sales (laughs).

SD: Were you involved in strike support work, for the IWA at all or?

PK: Not really. We left...

The wood strike was

S: '46.

PK: We left Alberni before the big strike came on.

S: *I came back and got on at a sawmill and helped to organize it Just about when the strike was coming. Everybody went out at the mill.*

PK: Yeah I wasn't even in the Auxiliary then.

S: No, you weren't.

PK: . So I suppose they did quite a lot during the strike but I wasn't active at the time.

SD: And also, during the war, was the generalized feeling of

SD: (cont) people, on the shop floor, supportive of the war effort?

PK: Mnm, I think so.

SD: Yeah.

PK: I mean, it's very subjective but mine certainly was.

I used to eye these signs: "What have you done for the war effort today?" And I'd take it very seriously, you know; what have I done? (laughs)

SD: What kind of things did people do? Did you sell war bonds?

PK: Mnhmn. Yeah. And, uh...

SD: How'd that work? How'd that be done? The war bonds?

PK: Oh, well, we were allowed to sell right on the shop floor; we were allowed time to, you know, have a little meeting and get our kits, and, <sup>we</sup> were allowed time off work to sell the war bonds. And <sup>there was,</sup> the company sponsored a inter-shop competition of who would buy the most war bonds, per capita. And <sup>a</sup> we'd have goals and <sup>a</sup> pledge too; we had a little ceremony when we reached our goal, we we were active in war bonds. And then it was considered that my union activity was part of my war work. ~~I used to~~ think, "well if I've done something constructive in the union today," <sup>sign</sup> said I, <sup>very</sup> eyeing the <sup>sign</sup> very seriously (laughs), "then I've done something for the war effort." ~~I used to think, you know, its~~ really hard, being <sup>a</sup> member of the Armed Forces, and if we don't do something to make Canada a little better than the

PK: (cont) Depression-wracked place that they left, then we've been wasting our time, <sup>I'm</sup> not sure of it *we accomplished - maybe we did...*

SD: What kind of feeling was there at that time within the trade union movement? Were people really kind of excited by the...?

PK: Yes, very stimulated. It was a stimulating time and a time of growth, and a time of learning a lot of things. A lot of people who'd never heard of unions, <sup>or</sup> never'd considered joining one, were drawn into the union movement, and it changed them!

SD: Did you see the women around you go through a lot of <sup>sort of big</sup> personal changes, working in the industry? And becoming also economically independent?

PK: I'm not sure, 'cause even, you know during the Depression when I worked in shops and that, *women*, the women who worked did have a certain amount of independence, and a lot of women who worked in the war effort didn't do it for independence. As I say, they wanted to make a stake, and go home and be housewives again. Whether they found they could do that after working, is another thing. I think a lot of them, perhaps found that they couldn't.

SD: Do you have any other things you want to add? we've kind of gone through questions.

PK: Oh, yes... No I don't think so.

END OF SIDE II