

Daisy Brown

	NAME	PG.	PLACE	PG.	DATE	I
WWII / Work at Union	5* Selective Service Employees * Hotel Restaurant Union	1 1	* Saskatchewan	1 1	8* 1945	1
OTEU PW	5* Selective Service *technical 1* Office Employees Union 1* Hotel + Restaurant Employees Union	1 1 1	* Burnaby	1		
Sex Differences in Industry	6* Love's Cafe 6* Georgia Hotel	1 1				
PW / Women + Union	Chris Waddell					
History HREU	1* Beverage Dispense's Union 1* Hotel + Rest. Employees Union 1* Club Employees Union	1 1 1	* Pender St. Van * Kitti mat	1 1	8 1945 -48	1 1
Union / PW Organizing	1* Building Services Union 6* Alcazar 6* Grosvenor 5* Dept. of Labour (B.C.) 6* Trocadero 6* Only Fish + Chips 6* the Melrose 6* the Zenith 6* Love's Cafe 6* Flo Allen	1 1 1 1 1 1 1 1 1 1	Hotel & Restaurant Employees Union Level 28		8* 1946-7	1 1
Union Issues	1* IWA 6* Emily watts 5* Night order (Provincial)	1 1 1	* English Bay	1		

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	NAME	PG.	PLACE	PG.	DATE	I
PW/Trusteeship +	1* Emily Nutall	/		8*	1947-48	/
Red-Baiting	1* May Martin	/				
	2* C.P.C	/				
	1* Lenin	/				
	2* / 16 Marxism	/				
	1* Jimmy Morrison	/				
	1* Archie Johnston	/				
PW/Union	1* HREU	/				
Consciousness						
HREU						

ALSY BROWN

NOTES

WORK AT UNION

- identify place p.1
where was Selective Service?

OTEU P.W.

- fnt. second paragraph - situation explained here is p.1
very unclear.
- fnt. - what year was this?
- fnt. - history of OTEU needed to clarify her
comments re: non-organizing + no one on staff.

SEX DIFFERENCES

- fnt. - approximate years she is referring to?

F. Women + the Union

- fnt. Chris Waddell
- fnt. premium paid day

Status of Union + PW Organizing

- fnt. Flo Allen

Union Issues War + PW

- date of 40 hr. week?
- Night Order - history? dates?

Her Work at Union

During the war years my husband was not able to go into the services, so he came here and worked in the shipyards. I didn't attempt to work at that time but found it pretty long days for me, so I took a part-time job in March '45 with

the union. I worked four hours a day, which stood me quite well in those years back. *I've been on fulltime for many years now, I've been on my own so it has been a necessity to have an eight-hour day. I had never experienced much of union affairs in Saskatchewan, but

it was just that I went to the Selective Service and two jobs were available.

One in a telegraph office. They wanted someone who wouldn't be interested in working steadily, because they wanted to give the jobs to the fellows when they came back from overseas. The other four-hour job, which I preferred having, was at the Hotel Restaurant Union.

I did all the office work, books, any typing, anything that was to be done. I'd look after the members when they came in, eventually being like an office business agent, as well as an office secretary, bookkeeper and payroll clerk, as the years went by. The officers were out pretty well all day, either scrounging dues or trying to sign up new members, because there were so few places organized in those earlier years, 1945-'46. I got to the point that I could interpret the agreements. If employees phoned or came in I was able to try in some way to help them or phone the employer and get things straightened out for them a bit.

I certainly admire unions and appreciate them and enjoy this industry, but I'm still not one of the real militant people. I'm not going to get out there on a picket line unless I really have to. I think that common sense is much better than picket lines. I think it's a good idea to be unionized. But as much as they want to preach trade unionism I still say I guess I like to be a capitalist in some respects. I enjoy the better things in life and enjoy taking nice, long trips and having a nice apartment. I guess I want to earn enough that I can enjoy living and through unions we've been able to do that.

When I went into the union office to enquire about the job that they mentioned at Selective Service, they said, "You'll have to become a member of the Office Employees' Union", so I did that when I started to work there. I was never a very active member, I lived out in Burnaby and I'd never belonged to unions in Saskatchewan and I wasn't really that familiar. Following that I participated a little bit more and I was president of the Office Employees' Union for a period of time.

Eventually, the person who was then Secretary-Treasurer, he in no way would listen to any negotiation talk, or have anybody in our office to suggest what should be paid to the office staff. He would be the one to decide and that was that. From then on I was not a member of the Office Employees' Union because it was finalized there and then. *(FNNT. Employers forced I to leave union)* or 835. *(FNNT.)* The same thing came to pass in the Local 40 office in later years.

Now the women who work here are members of the Hotel and Restaurant Employees' Union.

I used to speak freely at the Office Employee Union meetings because we were such a small group and the only people we had in the union were people who worked in union offices. They felt that if they worked in the Electrical union they should get what the top lineman should get. I would say, "I don't feel that we as one small union should be demanding the great increases that a lot of the girls seem to feel that they should get." We certainly had more privileges than any office staff ever had. We were quite free to come and go as long as we got our work done well.

For that reason, I became a bit disenchanted with the Office Employees' Union because they weren't organizing and there wasn't anybody on staff.

DAISY BROWN HISTORY OF HREU 1.1.

include?
The Local 28 charter was granted in July of 1900. We had the jurisdiction for hotel and restaurant employees in those years back. There was the Beverage Dispensers' Union in Vancouver—they didn't have bats in the hotels in those days anyways, they just had private clubs, so they had private club members actually, in those years. The club employees formed their own union, so then that meant that there were three union within the City of Vancouver. -- The Hotel and Restaurant Employees Union Local 28, the Beverage Dispensers' Local 676, and the Club Employees Union Local 740.

It would be between '45 and '47 or '48 that the Club local was formed and then following that the Beverage Dispensers' Union bought a building at 440 West Pender. We moved there. It was then that the aluminium company started at Kistimatt, and so then the camp employees had to be considered and Local 740 then took in all the camp employees in the catering industry: kitchens, bull-cooks who look after the bunkhouses, all that type. ^{FINT.}

^{FINT.} They then amalgamated with Local 835 which covered the Lower Mainland, the New Westminster local, so Local 740 and Local 835 became one, as local 835. In 1972 Local 676 and Local 28 became one and were then Local 16. It's now several years past that Local 16 and Local 835 became one and are now Local 40.)

They had waiters in Loves' Cafe. There were a very small number of waiters employed in the industry, except as night waiter, at the counter, if there's a restaurant open all night. Mind you, waitresses, they could look after themselves pretty good. I don't think they needed the boys there to manage their affairs for them.

There wasn't that number of men in the hotel industry either in those years back. You'd get men in the kitchen, but we had a good number of women who were the roast cooks, and the vegetable cooks, like in the Georgia Hotel kitchens. The men certainly worked in the kitchen but the women carried a fairly good sway, so far as the senior jobs were concerned. Other than the janitors, of housemen, bellman, and a few desk clerks there weren't that many [men].

They

~~I think that almost everyday this matter comes up.~~ I always say there's more to a hotel than just the bar! I'll give you a for instance --the July the [↑]first holiday fell on Sunday and some of the men were really up in arms because they thought that Monday should be the premium paid day. But we said "No, July the [↑]first is July the [↑]first and through our agreement that is the day and that will be paid at double time and one half." "They couldn't seem to understand that. I said, "Yes, but you forget that we have a whole kitchen crew and the dining staff and the chambermaids. If everyone thinks in terms of the bar only they're pushed aside."

NEW. PAR.

Even our business agents who go into hotels, they forget that there are chambermaids that would be interested to maybe air a little bit of a beef once in awhile. But they always find it difficult to talk to chambermaids about their duties. They're not interested in the women's housely affairs, you know, the bedroom affairs of cleaning under the bed, and whether they dust properly. All these things the maids have to be very careful about because the inspectresses or the housekeeper goes in after the chambermaid's been through a room. If there's a feather or if there's a little bit of dust they can be criticized and given warning, or they can lose their job.

We don't have any women officers. There was a period of time when Chris Waddell was at the office as business agent. She could have been elected to the top offices very easily. She was accepted very well. Apart from her we haven't had any women officers at all. * *FINISH accuracy of claims*

DAISY BROWN

State of Union and
Post-War Organizing in Hotels 1.1.

It must be 1946-7 that they made a dent into the organizing campaign of the hotel employees. That was done jointly with the Building Services Union. They went sweeping through the hotels. Within a very short time they had pretty ^{well} all the hotels organized.

There were a few ^[Hotels that] who stood ^{away from the union,}, one of them being the Alcazar, but they were very, very good to their employees and people were on staff there for many, many years, the same as the Grosvenor. Our health and welfare and pension plan, dental plan and such would be good reasons for them to be in, but they no doubt have been given some compensation by the management for that. ^{But} there were very few of them that stayed outside of the union.

Before the hotel organizing, just strictly the front end of the restaurants were organized. Often, they'd have a different crew in the kitchen, a different nationality. In those years the Department of Labour would give you certification for the unit, which would be just the front end, which meant that they would have maybe a dozen waitresses, depending on the size of the restaurant, a cashier and possibly a hostess. They had no cooks ^{at all} in those years back. In later years you had to have a majority of all the people in the unit before they would give you a certification.

The Trocadero, the Golden Gate, the Only Fish, the Melrose, ^{the Zenith,} and Love's were organized. Love's Cafe was a very important one. I believe they had the cooperation of management more so there than some of the other restaurants. Flo Allen worked Love's Cafe for many, many years.

They had good response to the hotel organizing drive. It was just the right time. ~~It~~ It was during the war years when people were earning more. There was more militancy in British Columbia that was making the hotel people more

aware that they should get a piece of the action too.

Even then, the average desk clerk had to appear to be very well dressed in the nicer hotels. ^{at that time} The wage rate was forty-five cents an hour. I think when we signed a union agreement the first rate for desk clerk was sixty-eight cents an hour. ^{FINT.} It wasn't anything to speak of, but it was better than the minimum wage rate of forty-five cents.

There were always a few who were more keenly interested in getting the thing on the road, so they would be the first to respond and come into the office and sign application cards. Then they in turn would talk to their fellow workers. Our union staff would promote the idea that they should do so, so to get the people to do it on the job, where the organizers couldn't talk to each and every person.

One of their main concerns was their shifts. They could never have a Sunday off— where they always had a midnight shift if they were a desk clerk. If they had overtime that wasn't paid to them they would come in and ask about it, but it didn't seem to be of major importance, where nowadays that is of major importance, and seniority. That number of years back there wasn't that much seniority built up. It wasn't that much of an issue.

In the housekeeping department they always had just the one shift and they would only have a skeleton staff for the late check-outs. In some hotels they wouldn't have a late shift maid except that they might have someone for the washrooms or powder-rooms and then they would be required to make up the late check-outs, or the bellhops would in those years, be required. I hesitate to think that any bellhop nowadays would go up and make up a room.

You found that people had varied jobs to do and that was also an issue. In some of the smaller restaurants they might be required to do dishes, they felt that was not the duties of a waitress, which is true enough. We don't feel that it is either.

In the housekeeping department we would take cases up oftentimes with the compensation board, where women were required to stand up on top of something and wash windows or hang drapes. We felt that these types of jobs should not be the chambermaids' job. We had what we called housemen and their classification would be the cleaning of the lobby and the outside hall work, not duties of the maid assigned in the room.

NEW PAGE
When we first got the forty hour week that was a hardship for the restaurants we had. The employers tried to get more hours of work out of them than what we wanted them to get out. It was a little too early, and I remember our International Vice-President in those years saying that we had really jumped the gun so far as the forty hour week being established in this industry. It was great when they did of course.

It was the starting of the forty hours, with us and the IWA being the first in the province.

So far as uniforms, that was another complaint. In those years back the girls were

required to wear the white starched uniform. It was two changesⁿ at least, a week, and then they had to be laundered. That wasn't always lived up to by the employer and that would cause some concern to a lot of our girls.

We always had regular complaints from the staff that they never got proper food served to them. Then we'd the same complaint from the management that they would be eating steaks instead of having something that was cheaper on the menu. Those were just beefing problems, they were never of a major concern to us.

We have always been very adamant that no way shall tips be taken into consideration when it comes to wage increases. There was always the idea that the non-gratuity employees got a little bit more per hour increase than the gratuity employees.

One thing was a great concern! Emily Watts, when she was with the union, had the Night Order put into effect through the provincial government, That was following a waitress being murdered down at English Bay. I remember one statement she made^m that she'd go over and push the parliament buildings over if they didn't put some protection in for women working these late shifts. So then they put the Night Order in, they had to provide transportation home or the employee was not allowed to have shifts where she would be required to leave the premises between the hours of twelve midnight and six in the morning.

DAISY BROWN Trusteeship and the
Red-Baiting Campaign=1.1.

In the latter part of 1947 or early '48 the officers of Local 28 were deposed from office because of their political leanings. There were a group of their followers who were quite active. They kept in the background after the officers were deposed. The international head office wouldn't give them withdrawal cards so they would never be able to be a member again and they would never be able to hold office again. Emily (Nutall) and May (Martin) were the two who were deposed and they were no longer able to become active in the union in this industry. The international officer put the local under trusteeship and took over the local.

It was a move in Canada at that time to have the Communist element removed from office, and so our union was purged. Those were interesting days. We brought other people up to trial at that time too. I think two or three of them were not expelled actually but they were given some kind of suspension that they couldn't hold office again.

Emily was a very strong girl, a very strong character, and she's a great person. I like May, I'm not critical, but it's just that she didn't seem to be as forceful. She probably hadn't had the same union upbringing as Emily, nor had she maybe the same education as Emily. She wasn't quite as competent and able to put her views as Emily was.

(the Communists)
With Emily being in control, she was able to try to operate as they often do, in as behind the scenes type of thing, but also getting their point across. It was certainly established that they were trying to get people from some of the membership to join the party. But they didn't come out and publically make this known at membership meetings. They would ask me if I had any interest in Lenin or Marxism and I said, "Well, not really. I've read authors and I've read about their community farming over there in Russia, but I haven't really any great interest in it." So they never bothered me about it.

At the time they were deposed there was quite a fuss, but Emily, I guess she thought well enough of me that she phoned me at home and said, "Daisy, I'd rather that you didn't come to the office in the morning because I think there might be a lit

rouble." They had been locked out but had come through the building again. In our offices there was an outside big room and then the inside offices where we worked. When we got there in the morning, there was quite a number of their supporters ^{FTNOTE} no one connected with our union. Jimmy Morrison was involved with that, and Archie Johnston, who is now deceased. He was the ~~vice-president~~ ^{vice-president} from our international head office for all of Canada. He was the one who was assigned to come in and take over the offices and depose the two girls.

*

From that time on I worked out of the ^[the international] hotel room where they brought a typewriter. ^{FTNOTE} As I say, Emily in her own way was above it all. She was very communist but she still was a great girl, but May, she was more devious with things. I think that was quite a correct assumption on my part from the carryings on.

* This section is very ambiguous but should be clarified by intro (chronicle of events & decisions) + May, Emily & Jimmy's testimonies.

In those years there were a lot of women who were just working because their husbands were not earning as much as they would like to be earning, but they weren't as dependent upon work as a lot of women are today. Many are single parents .

There didn't seem to be the same type of younger girl working in those departments. They were in the waitresses' end of it. I got interested in ^[unionizing] the industry because there were many waitresses who were hard-working girls who had children and they had to be cared for, without the daycare services they have today. ~~It~~ was quite a struggle. The wages then weren't ^{near} what they are today. They were much less.

The hotel and restaurant industry is unique. You have to deal with different departments of the hotel that are much stronger than others. In years gone by, the housekeeping department wouldn't be nearly as adamant about their rights or their rates or their breaks as the kitchen staff. There would be different crews that would be more knowledgeable about what they should have and what they shouldn't have.

We had so many departments. We had a few people at the front desk who were totally alienated from the chambermaid or the kitchen staff. Each in their own way were not strong enough units within the one big unit. The chambermaids would each be assigned one floor and at lunchtime they would see each other, but other than that they wouldn't have the same association as some of these people who are working factory or within one plant. It's different than one individual desk clerk who might be on shift and one individual barman. Whatever the size of the kitchen there would just be small little groups, but not one big strong group that would take the same stand on things. They would be more inclined to let things slide along and not worry too much about living up to the letter of the agreement. They were abusing it one way as much as the employer might try to ^{abuse or} skirt it whenever they could.

DAISY BROWN Union Consciousness 2.2. Post-War

out
A fellow working in a mountain camp or a fellow working in an electrical area, if something happens to them, they all walk off the job. Well, you won't find that in our industry. They don't do that and they wouldn't do it.

The waitresses in the dining room, there might be a good, strong group there, but they might not go along with the kitchen staff because they probably didn't get the best service from the chef that they thought they should. The chefs are screaming and hollering at the waitresses and the waitress in turns figures that she should get her orders, or maybe she's not getting along too well with the hostess, because the hostess doesn't seat the best-tipping patrons at her table.

In any construction industry or clothing outlet they have their work assigned to them. They sit down and do it, or they stand up and do it. In ours they're meeting the public. In our industry they work twenty-four hours a day, seven days a week. There's never any break, where in other industries they're working nine to five, Monday to Friday. Ours is coming and going. They don't stand together like a whole union.

We didn't have the support for strike action that you would have in the industrial unions. The officers probably threatened strike in negotiations if they couldn't get a little bit more money, but they would know that when they got to a certain point they probably couldn't bring people out successfully, and they didn't have the money either for strike pay.