

Detailed (Point by Point) outline Chapter One:

1875 eg. T.O:
5% workers in
factory -
7% garment ind. &
mass scale entry

- entry of F into BC labour force later than other areas of Canada
- early record of BC workers as miners, industrial militancy characteristic / but in NA by 1880s & pt. of workforce - not so in BC (Palmer)
- growth in job possibilities for F: gold rush → service and then development of railroad; subsequent growth of mining, lumber

- character of economy: ^{resource} industry ~~base~~ base - large cos. dominated mining; ^{rail} construction → industrial & skilled workforce
- late frontier development → dominance of men in province's industries & in population
- scarcity of non-industry related manufacturing - unlike East. T.O. & Montreal where F consistent part of workforce late 19th c onwards
- resources org'd. around camps - no services employing F outside of urban centres

- # of working F grew from 4.4% of province's workforce (1891) to 8.07% by 1911
- logical: most employ. opps as urban domestics - in households of wealthy - more 90% of working F than in other provinces
- also "professional" jobs: teaching, stenography, typing, nursing

vs weak identity for F

- labour market in BC episodic, response to seasonal nature of province's industries: fishing, forestry
- also to vulnerable primary resource market - fluctuations
- seasonal industrial wk for F: fish canneries, fruit/vegs.
- ~~when service sector developed~~ * depression (1890s); growth in jobs (1910); recession (1915) → stagnation (1920s)
- growth of unco. sector & service sector tied to industrial base: (need for telecoms. for marketing - urban location)

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- limited subscribers until 1920s → business community
- service jobs (hotels) dependent on business cycle → vulnerable to recession - relying on incomes of industrial workers, ability of firms to pay for services
- ♀'s labour market easily glutted : ① ♀ forced to seek work in domestic jobs when other work dropped eg 1914/5 - depression waitresses serving wking. men; laundries servicing industrial contracts, (steamships, hotels) vulnerable
- price of domestic + other labour actually depressed
- jobs available to ♀ were urban-based: domestics, service sector Van stat.
- ♀ who were outside cities often named - not socially OK to work, also - ~~no~~ no work possibilities
- small sector of crafts ♀: eg. tailresses on record in Vancouver, Victoria - shared labour market with men - lower wages
- other eg. bookbinding - small % of ♀ labour force - interesting hist. re: org. since in ♂ interests to see not ♀ unionized
- Paul Phillips: "extreme fragmentation" common for ♀ - 2 distinct positions dev. in ♀'s work experience were often isolated in small workshops w/ strict paternalistic supervision or within others homes, or totally individual (teaching)
- other reality: employment w/ large corporations → ins. sector, telephone company
- employers major expense was their wages: strictly monitored - work deskilled (Taylorism) + gain heavy supervision
- both extremes meant employer hostility to organization - shared by small employers + corporations

- org. structurally difficult - alone - have to find co-workers or supervision made connections difficult
- essential: & scattered, fragmented,
- no space to congregate, no transportation, no childcare, hours of work long

See page 4A

- conditions of f's work:

- early Canadian working class history:

① wage differentials → early structure of labour market argument that f worked for extras

family wage: working life affected family development [Palmer]

"precarious" family life

~~conditions~~

kids especially employed in manuf.

entire families in canneries

where relv: BC - put out young f → family not indiv.

economy - combined earnings

majority of working f young & single

married f: wt. in home, labour further devalued:

perceived as needing less

early family economy fragile: if parent lost kids were boarded out

family often import. vs pressures of working life

- B16 change in 1920's: consolidation of nuclear family as unit of consumption → mass cult. vs local culture

- consumer market developed: wages rose

- reforms: one perspect. see them as relieving pressure on family so they can consume

- shorter hrs → time for consumpt.

- family wage still crucial

- opening of service sector jobs for f (extension of family)



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marital status of f workers:

(A)

- large # of men compared to f in BC pop:

① many f married in BC → fewer spinsters

② smaller # of f in lf.

③ majority of f who worked quite young - sought
exit strategies through marriage

pop. distrib. limited f's careers + marital status → outside
urban area: wight domestic work, inaccessibility employ →
outside lf.

④ young + single → lived at home → incomes essential to
family survival

- employ as domo → relieve family from supporting them

⑤ married f out unless tragedy

1911 BC: 51.5% of workers under 25

49% 15-24 27% 10-14 [manuf.; domestics]

⑥ IMPACT of poor conds: discourage f from working

- consistent w/ earlier Can. lab hist → trend to WW II although
more married & divorced f worked 1920's

90% of f in lf single (Palmer)

1920's: trend to married, divorced entry

⑤ condit of P's work

Paul Phillips: extreme fragmentation

- condit: 2 distinct probs: isolated in small workplaces, strict paternalistic control, forced to work at home, in others' homes, denied contact → hard to locate coworkers
- employ w/ large corporations eg telephone co
- central expenses: \$'s wages → strictly monitored - work deskilled / supervised
- union org. difficult: courage / innovation
- small employers: domestics / large corps → unprecedented hostility
- large org. BUT diff. condit of work than Ⓛ
- deskilling: TAYLORISM, speedup
- ~~org. struct diff - alone hard to~~

ROSENTHAL: scattered, fragmented, no space to congregate (exclusion from public life), no transport, no leisure, long hours of work

Palmer:

- female job ghettos: tech. change + marketing
- domestic labor → waitressing w/ growth of service sector, consumption
- chain stores, groceries ↪ mail order jobs - manual sales
- temp. status: ideology
- (manuf) limited BC → dilution eg WWI - between boss + craftsman
- extreme segregation Im's on BC w/ some craft exceptions: printing (b/binding); tailors → gen. isol. for \$
- some areas in transition: clerical (compet.); industry (WWI)
- led to Ⓛ not understanding \$'s condit of wk; need to organize

~~Wages and working conditions~~

conditions of f's work:

~~WAGES AND WORKING CONDITIONS:~~

early Canadian wking. class history (Palmer)
 wage differentials -> early structuring of l.m.
 argument that f worked for extra
 crafts -> labourers -> f + kids
 f earned up to 1/2 craft
 esp. from ~~1890s~~ 1913 \$10/wk as ♂
 Campbell: HREU; chambermaids \$25/mth
 f tailoresses: vs \$15-18/wk. waiters
 waitress (Star) 1913: \$10/wk.

- E. Canada: terrible conditions - KOL survey (talked to bosses, some f): 1895-6: highest garment industry wage \$5/wk. lrlly. not piece; other shops: \$3-\$5/wk; piece rates sweatshops; 7f/7♂ in one room: \$150 - 300/wk.
- employers: 'brothers + fathers help f live'
- "All these f were of an adult age" KOL
- probs. w/ pressures of married f: home work - (earners hired) replaced
- bosses swear at f, wait for wk, work Sat pms - gullbody
- similar cigars: tech. change: mould; kids hired
- ONT. Forsey: f beaten by boss w/ ugar moved 1888.
- early BC conditions: FORSEY
- Van TREC 1902: Millinery House on Cordova St -> offered f who worked for 1 year ^{as} unpaid apprentice -> (~~the~~ was 50¢/wk) -> raised to \$1.00 after TREC intervention

Prevailing wage: \$2/wk: f clerks. 1902

1900:1921: Van -> labor force struggle to keep pace w/ inflation
 productivity up - wages the same (fall even)

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History of BC labour unions in period:

♀ Local Council of ♀: estimated living wage was 7⁵⁰ /week
(5⁰⁰: room/board; (low); carfare, laundry doing)
(dropped to \$5⁰⁰ for min. wage submission)

who drafts stages:
strategy
issue

most ♀ earned below minimum
Council of ♀: Min wage: 'balanced account'

1920s: } 1200-
\$1500 } needed for family of 4

Falmer

82% of ♀ earned less than \$1000/year; 60% (on wkng?)
family wage key below \$1000

- operators - 1906: \$ ⁸⁰⁰ /wk. (Bernard) + needed to dress for work: expensive dress code; good health essential

Telephone workers: conditions

① co: 1880s BC → hired young boys; also messengers → exchanges in stores → decision to hire ♀: boys rude to customers, played pranks, ♀ worked hard, w/o pay for training period; same \$ as boys → seen as interesting & classy
Responsible job → businesses, wealthy, public services

② telephone work became more regulated → workload up w/ # subscribers; speed-ups, depersonalized
(- still personal 1902)

Codes of behavior super-repressive: eg. Victoria multi-pt. program

tranees still unpaid, no sickleave, low \$

③ heavy pressure from management. vs operators → eg. re: organization

issues of control: training, tech. paternalism (lounge etc.)

④ ops: young; high turnover - co. hired young: educated ♀ healthy, tall so could reach board.

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- ⑤ Taylorism: after union-bustid 1906: 'scientific management': division mental/physical tasks, repetitive, continual monitoring, speedups-productivity THE goal
control: degrad. of work; vs image of 'professional' job, "vocation",
8hr. day / 1 day off/week; split shifts
wage \$8 - \$10.50 (super) strenuous criteria
- ⑥ ability to memorize 9600 multiple facts, drilled in training,
height → reach #'s + adjacent boards
co. medical → sat rigid/alert w/ lbs of equipmt -
NO wk exper. so wouldn't revolt (refs. educ.)
- ⑦ contests, statistical compilation, monthly reports
- ⑧ paternalism: clubs, family ideology

LAUNDRY workers

- ① unmg. hired → 'sweated' work → 'literally
low wages
- ② 1914 - over 700 \$ Van laundries - heavy machines: \$9/wk.
9 hr. day / hot / stood.

DOMESTICS

- ① low status
- ② at employers' beck & call, 14 hr day, pathetic wages, wage reductions for goods broken, rm + bd instead of \$
1913: \$30/mth m + bd
vulnerable to recession - 1915: \$10 - 15/mth
- ③ turnover of skilled wks - left for more \$
- ④ unmg. \$ → Sally Ann brought in

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- teaching: see BCTF

- canneries: see Fishing
Indian wkr

- racial segregation: double whammy m:org - cannery work: non-unionized
agnc. wk → domestics: Native & immigrants; racism in produce → affected jobs possible

conditions: ① long hours; split shifts

ISSUES

② lack of control

③ Low wages

④ control of hiring → competition → oriental wkr
↳ orient &

Stage of Union Org:

- some ♀'s demands correspond w/ ♂'s (eg. shorter day): treated diff.
- many wkrs. unorg'd but comparative history re: ♂ org.
- heavy domination of industrial org → coal, hard-rock, rail, later wood
[male ideology + experience]
- craft exper. (also ♂)
- industrial unions devel. early to cope w/ large corporate control, desperate conditions → KOL for eg: symp. to ♀ organizing - ♀ not in industry like E.: not part of early hist of org - KOL (1880s) ^{central} E. Can.
- hard for ♀ + ♂ to sustain org → ♂ more luck - ♀ econ. wkrs, numerical ~~more~~ employers in BC generally anti-union/partic. for ♀. Tho' some supt - early 20th © based on protection

History of union org. in BC 19th © → 1920

- ① - industrial org: Miners - records of strikes: 1849 coal inceptor Ft. Rupert characterized by 'disposition to riot' Palmer
 - coal (not indep. contractors) → DUNSMUIR - 1870-71, 1877: Miners Mutual Protective Soc → erected from homes, militia, 4mths → LOST
 - rail rd: CPR → Chinese / TRADES (craft): vict. printers 1862
 - issue of oriental labor → 1883 onwards: strikebrks, wage issue
exclusion as strategy until WWII
- ② - KOL: 1880s-1890s: political campaigns; coops; shorter workweek, education
 - industrial ♂'s trades in west; in E: ♀ → KOL founded 1869: secret society → 1880s public → mixed assemblies, trade assemblies
 Palmer 10 membs. min → 1000
 fees: \$100 / ♂, \$.50 / ♀ minimum; local dues: 10¢ / mth - coop fund:
 5¢ / ♀; 10¢ / ♂; to org assembly \$20 → \$10 → organizer ♂, \$5 org. ♀
 - District Assemblies
 - active in TLC's: Canada: combo. KOL's & TLC unions -

11 - by 1890s: KOL declining: not negotiations-oriented - Crafts vs "amorphous" industrialism KOL - crafts org'd in BC: printers, shipwrights, trades joined

BC: trend to regional unionism

- railway unions: 9 hr. day fight -> labor councils [ITU]

- urban: Van, Vic, Nan. -> eg Tailors, miners

- prov. congress 1890 - miners studies dominate

- 1892: stalemate - breaking threshold

- fishermen org. -> prob. was race divisions ->

1890-1895
VAN TLC: coop movement
letter to TLC: control of immigr.
1891 see FORSEY
among a Chinese community
Broke
Japanese -> traced R. Fish strike initial labour solidarity

disease, corruption



1895:

even Indians are taking to unionism

- WFM: 1890's - Intl: US/Can -> Europ socialist influence / Brits.

Deduct 6: paper, 8 hr. day, libraries, lectures, stats/wages, Unemploy

[continuum: working class culture] 1903: org. orientals vs strikebrking.

1895: public ownership 8hr. day

- labor reps: govt - Pol. CR. miners broken again & again

1897-1902: KOL dominates TLC -> AFL out / dual orgs expelled 1902 -> growth AFL
- 1903: VTL reformed TLC -> crafts built in industrial slump - Boom in mining, fishing, construction - 15,000 unionists -

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use of strikes 1902-1906 - employers increasingly org'd. - 1902-1905
Employers Assoc.
ix of heads
1900 Fish
continual linkage LW political POV w/ intensive racism - strikes reinforced

1st AFL/socialist, UBRE | craft → industrial → UMWA into west → WFTU coal → IWW

1906: full employment NOWHERE IN CANADA was 'labor g.' so prominent
↓ class sentiment so "BITTER"
IWW appeared → at first unified industrial unionism, Ken Id. Kenney

political differentiation: unemployed, transient ♂, unskilled,
workers control, direct action

- little impact in BC although org'd. Native wood wks
industrial front already occupied in BC

until 1911-1913: org'd wood industry, VTHE socialists also
helped - Nelson: org'd all wks except miners - allied w/ mainstream,

also competed + raided

1911: IDIA
industrial Disputes Investg. Act
conciliation bd - cooling off period

/ closed shop struggle

crafts: fight to control training process

other industrial group: Can. Fed of Miners → into UMW; District 28

Canadian Colliers: Island 1912-1914 struggle

blacklisting of safety protector (control issue) → lockout

Chinese signed 2 yr. contracts; feared deportation * ideology of

anti-chinese posit → union should have fought for full political

rights for Chinese → district struck - causes: S. Wellington,

Nanaimo, Extension → 'RIOTS' → ^{25th} Bowser's 72 → Miners' Liberation League

BCFL: united all but rail + IWW

craft unions: growth construction [eg. IBEW]

WWI: outbreak → high unemployment: markets died

1915 Van riots re: breadline

pol. org. instead of union org: labor prog: \$'s suffrage, end to assistance immigration, WOB, 8 hr day, relief public works

Ball upside down

(B)

(because of W)

- W. labor: strong influence in T.C. - conscription: fear of loss of union rights
Your conscript of labour as well as soldiers

1916: \$'s suffrage, WCB won, BFL, UTAC, NWTLC, UTLC all vs conscript
TLC retreated when war broke out

- 1917: vs T.C. policy, 83% rise in membership

general strike agit begins: if conscription imposed

- labor defeat blamed on F → only \$ of overseas enfranchised

1918 - polo: labor cand; Mary Ellen Smith - indep. on lab. platform

SPE vs labor party

- Russian Rev. → usurpation

- wage issue, repressive legislation

GENERAL STRIKE #1

telephone ops exempted on basis that too inexperienced

Goodwin: murdered by special police

Fri. Aug. 2nd → supt. Vancouver, Telephone wires, Rr Pupet, punters, teamsters

- UTLC temple raided by soldiers: Frances Foxcroft saved Midgely Victor

PL 1743: Feds: collective bargaining, right to org. abol. strikes/lockouts for duration

BC: Borden banned left orgs.: IWW, SDP

end to anti-orientalism: socialists

Western conference to prepare for T.C. - discussion in labor mind
OBU aggressive, industrial debate was for industrial unionism vs craft E/W tradition.

UTLC moved to org. sympathy strike if force used vs unions, for reinstatement. postal workers + pol. program.

10,000 struck - may. in favor

~~debate~~ - debate on strike: were telephones essential?

strike mtee defined essential services → no usurp govt. power
curb whis threatened - if not return to work.

opers. called out

council + businesses held fast refused settlement

Scabs. for phone ops.

Van return: demand that no victimization

only 1155 returned operators - Supers demoted stayed out xhaunks

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debate for indust. vs craft

OBU: org'd : June 11: Calgary conference - aggressive, include
decentralized structure; recall + referendum for democracy
W. Coast: grew

Lumberworkers Industrial U. (OBU)
industrial, teamsters, some trades (machinists)

VTLE, Pr. Kup. TLE, District 6 Mine Mill

(101 locals) 41,000 → Can.; 29 locals BC: 19,064

Feels + Wise ♂

Organizers
without
pull starts to
abstract
wks. →
then speak

Loggers: most active: improved cond's in camps

- employer blacklist - mines refused recognition
- strongest oppos. from Intls
- many had dual membership: Intls + OBU → Intls forced
wks. to leave OBU to work

- disillusion after Winnipeg

- early 1920: econ. ~~strong~~ strong - = OBU/Intls → mid-'20

- regrouping of loyal troops: Intl Lab. Council van Aug. 1919

9 unions: 25 affils → 5000 membs end 1920

led by established unionists: Gustafson; McVety; Showler
lobbying, political campaign, Fed Lab Pty; work w/vets;
racist: no LW influence

- extreme conflict, yet both saw a union as conservative

- late 1920: split CWU from OBU

- eastern coal: conflict w/other workers

Dist 1 OBU vs Dist 18 UMWA - OBU lost -

- end 1920: slump - crafts hit first

6,000 unemployed in Vancouver - relief camp: Cambre St. grounds

SPC; FLP org. unemployed → relief, allied to OBU

no prov. body

VTLE pushed anti-orientation Throughout B.C. Asiatic Exclusion

League & SPC users:

believed unemploy. everywhere; race ≠ issue

League

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crafts / Intls refused unemployed members
left unions so argued they should belong: i be supported by
unions

Rosenthal - diffs. in interpretation of period: weight given to: ① conds of wk/employer hostile./short term in wkforce → diffs in organizing
Campbell ② male paternalism + exclusion of ♀ → favoring of middle class ♀ - protection
 militant ind. even in early period (16) ⑤ witnesses in union strategies → eg sep. of craft/ps/locals → isol. of ♀ + defeat → hist. of ♀ in BC unions: Bernard

early period: - difft
 few ♀ wk/fw org → org. where ♂ + ♀ wk together

1891: ♀ pt. of craft unions - pt of tailoresses/Victoria - rates recognd by majority of firms - orgd both sexes to fight undercutting of rates 35 ♂/15 ♀

unemployment 1893: lead to rates cut → disbanding

- ~~sect~~ - sector where ♀ had long term role in wkplace + organization

eg. Cuttidge

eg. Miss McKae - active Tru to 1913

- hard for all workers to sustain organization

1890 VAN ITU: united ♀/♂ for 8 hour day
 1891: VAN ITU = pay for work by ♀/♂

Impact econ direct:

Van JTUA: formed coop lost strike 1898 - won 1898

KOL's ♀ elsewhere move later



oriental: * feds wanted Chinese instead of org. US in w/o rights immigr. repression for union Chinese org exclusion/removal

see Rodulw: debate on reform

Forsey
 KOL: org everybody: men + ♀, blk/white (USA), vs strikers → coops, pol act
 Can: 1875, Ham: 1881-2

telegraphers assemblies → strike: = pay for ♀ + men key issue 1883
 unite ♀/♂ into 1 body, in theory not org by craft: did so

E. Can
 KOL: accept Victorian ideology re: ♀ but by org. of ♀ raise q. of ♀ for first time - norms ruptured: ♀ organized by KOL

♀ peers, deserve = pay, could hold union posits, sex/pol reog: suffrage
 "family circle"; "innocent sister"

(♂) ♀ given preeminence → traditional offer to join: social events

♀ org: recog. ♀ demand for wages → argue "not remain strangers"

* class-based reform: must trust for bourg. ♀

♀ respected by KOL "the ♀ are the best men we have" → dignity issue

(1880s: 10% KOL in Ont: ♀)

* BUT B.C.: early trend seems more paternalistic: ♀ ≠ industrial work

- earlier CU (1876) to: as female suffrage (F in home)

Forsy

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TLC conventions - issue of F workers - org. wherever poss. for better wages / shorter hours

John Armstrong "If the ♂ of the country worked under the same disabilities as the working F there would be a revolution"

F should earn what ♂ did if capable of same amt labor -
F better wks, small pay for F incentive for crime
F as good unionists as ♂

1886 - 1888 → res. repeated

→ emergence of major treatment of F: as reproducers esp → concern w/ reprod. health at times genuine at times masks desire for exclusion, excuse to not org. (secondary)

→ major reason for org: concern for F's morality → low wages → prostitution

→ interesting: "put into oppos. w/ pb reformers: "immorality" of workers → F protected that moral despite poverty; ♂ expressed concern

→ led into Protection as strategy

→ F wks. argue for org. not just protection

~~1870's / 80's / 90's / F's duties / suffrage / schools / legal justice / abolition / public community~~

1888: Factory Acts - KOL pushes for F factory inspectors - (Forsy) want unions in on appts, in depth inspection

F supt BUT point out weakness of inspection → ~~then~~ ignored → debate revolves around F's "delicate questions that required to be asked female workers"

- immorality of manufacturers: ^{obsession w/} concern re: F's sexual health
~~1890-92~~ Mol: established (receive 1/2 ♂ wage)

→ 1888 in east Canada: prob. of F being more militant than ♂, ♂ don't supt in struggle vs rate cuts - admonished them

Forsy also angry that 'Hebrew' hired - ~~then~~: 'accepting low wage - seem as racial character'
Ottawa: men used again as domestic who org'd employers threaten to hire Chinese or men'

BC: less record of KOL &'s org.

Male unions divided → exclusion vs inclusion / supt.

attitudes of craft unions: uneven → block to &'s org. ↓ needs but also debate in BC unions - tend. to industrialism - included place for &

1902-1906 - evidence of &'s organy.

-national efforts re: & organizing

~~early re:~~ ① reliance on councils of &: The vs KOL & arguing that & divided along class lines debates in west over strategies for reform + key issues enlist to supt. for & → ~~Red Heritage 1890's & clubs =~~

② ~~org. came last as issue~~ 1890s: BC &'s clubs: suffrage, social, literary awareness of settlements, dignity/order

Red Heritage

alliance w/ WCTU → KOL in BC forbided (failed) → socialists: poverty → drunk not vice versa - wks educated to hopelessness / depression: bad laws, poverty, lack of social org. → enfranchise &, wCB, legislation, Rev. US saloon as adjunct to prostitution, white slavery scare → post-1900: Van anti-prostitution camp.

③ paternalism - Not org. → legislate, pressure to improve eg. Mullerery House - JH Watson organizer protest low wages. union of saw bars as clubs ties in w/ racism → orient. prostitutes, "dangers"

Couldn't live a virtuous life → raised & apprentice wage to \$1/wk & clerks couldn't live on \$2/wk.

Royal Commission on labor bonds in BC → VTLC → to middle class spokesf - set \$5/wk → instead of \$7.50 (law); also "balanced account" girls didn't deserve living wage - (60hrwk)

appearance rules

④ proper sphere: Palmer - & confined in rad. w (KOL) to label embers, auxiliaries, despite &'s supt for labour action in the west → & seen as interests in family

- many & didn't mention domestics: hit home

⑤ ~~org. came last~~: legislation as organization pb: legs: suffrage + reform union &: suffrage + org. + reform ok if org'd. - SKEPTICAL of legs.

Philleps Bell → TO choose legs not contract

⑥ main tune → hard to sustain?

£ tended to industrial org - some craft org.

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early period: from Star + Elaine
telephone Nov. 26 1902: telephone ops / Lenormon: higher pay, shorter hrs, union recognition (♀: 2.50/mth. increase, ♂: 5-10/mth.)
telephones: unmt; initial unity → separation of \$ local: defect
co. created diff. contracts

NW + Vict: sympathy strikes → till Dec. 12/1902 paralysed system
business unty. supted: anti-monopoly bosses suggested
offered tariff network: telephone co. refused: alienated that of manp. by ♂ S. Pangry
tel ops: own ~~local~~ org: branch of local Aux #1 → after IBEW opened to include £ → org. news in BC - welcomed £
own officers, controlled own business → sep £ + ops. dept.
local 213: 2 reps. at meetings

NW +
Burnard
Inlet Tel.
co.

(Campbell suggests uneasy rel.)
BC Tel: met all demands - recog. Local 213 - 8 hr day wage increase, 10 day probation, city ops \$20/mth.
\$30 after 2 1/2 yrs → also protected, closed shop, 10 day probation
"electrical working sisters": OK policy for business, sick leave (3/mth.), Sat pm off

won recog. of all wkrs. in 1 bargaining unit

co. hired strikebreakers but
worker knocked system out,
city aldermen + business in on talks

2 1/2 wks: econ power strikers / crucial role ops / public sympathy / no time to recruit scabs

1906: differing interp. of strike -

- ① difficulty in keeping org. vs routization of work + harassment
- Campbell: ♂ to "whip operators into shape"
- probs. in form of org. → \$'s probs separated
- 2 interps: ♂ supted as Campbell: ♂ worked
- Bernard: ops. isolated in ♂ labor mvt
- turnover;
- 1906 contract: closed shop for craft NOT for £ → separation → defeat + depopulation

- co: saw ops. org. as threat to ability to manage
- co. paternalism: offer lounge + mtg. place for agreement not to unionize
- ops. signed agree → went to union to protest
- joint grievance comm → IBEW 213 full supt. of operators
- wanted recog. of ops (but co. refused) → its proposed

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- strike Feb. 22/1906 - 20 craft wks / 34 ops
- co: had strikebreakers
- business unified anti-union
- co: brought in IBEW W. Region UP to mediate → Trout
- would be anti-♀ - instead he supt
- Local 213 refused to abandon operators
- UTC strike supt. meeting → press + labor vs co.
- sprung: union tried unfair labor practice -
- Aug. 1906 - by Nov. linemen back-ops, lost → replaced

Campbell: strike pay limited / voluntary
♂ not out (!)

- PROB: ① econ. power gone → strong co. anti-union
- ② sexism: in decis. NOT to defend ♀'s closed shop, witness in helping ops stay in union

Other org: 1902-1906

clerks: Retail Clerks Intl Prot. Assoc → 1902-1904 (disbanded)
small: 72

Shutwaist & Laundry Wks Intl. Union Mar. 1902 estab.

1902-03: Excelsior → for wk. schedules → benefits 1903

2 laundries stuck 1903 → closed shop

Vict. Nov 1903 - 1905 strike (30 : 22 ♀ / 8 ♂); for back wages →
supt from other wks : ♀ too poor to feed kids → disbanded 1904

* hard to keep org.

Factory Wks, 1903;

Waters & Cools Union → ♀'s local 766 Waitresses / Ladies Coats →

Kol 1898 → ♀ from beginning

1903 → ♀ officer → rabidly anti-oriental → current
Craft alliance

later period:

increased evd. of ♀ org. - different models emerge → industrial org. of ♀ vs craft org. + ideal → tend towards legislation / anti-orientalism (even indust. org. supt. reform leg.)

later period: 1910-1920

① low evaluation of ♀'s work even when org'd → institutionally.

wage = 1/2 mens wage
report saw settlement as inadequate

of unequal pay : 1913: waid \$10/wk 8hr day / \$12/wk 10hr day | HREU: \$25/mth. (17¢/day inc.) vs \$15-18/wk (just)

HREU contract below min. wage despite considered victory

1910 waitresses union : 13 ♀ pres (out of 300 : m holls, rest ♀)

Aug. 1910 - 5 hotels + cafes employed ♀

named ♀ delg TLC → push for union waitress hearing
employer demand outstpped ability of union to supply
annoyed not enuf supt - from unions → hearing hall problem

② ♀ supt demands of react. unions - Campbell: ♂ org'd to supt.

Kern-grain of truth → HREU - but ♀ also threatened by non-white labour -

1914: merge w/ ♂

WWI: = pay → shift (TLC) clearly to supt ♂ out of Canada -

- protection of ♀ who enter industries to replace ♂ "

"fact" to get ♀ out -

- ♀ : purchasers of production: need \$ to buy (sign of times!)

③ difficult for ♀ in period of union fragment. + internal warfare

eg. IBEW - telephone ♀ - double whammy: 1st strike laundry wks + IBEW ♀ not "allowed" out: now - Then 2nd strike: phone wks. used as strategic dencher - proud + intocit, but smashed - they released after wks. from their defense but suffered → victimized → left on own after defeat: IBEW in crisis re: DBU

* ♀ + ♂ at diff. stage of org. re: needs + stability → male issue: untl vs indust. dominates

④ trade union & not located where impact →
ideol. re: ♀'s place

Gutteridge → resigned as ♀'s organizer

♀ not allowed own conference → meet, TLC of us special treatment
* issue pops up again & again only elected delegates (yet practiced it)

⑤ in difficult posit. re: strategy: type of union

OBU: strong ♀ in OBU → W. Conference Sarah Knight

HDEU: domestic - IWW type programme

self-org. (OBU/IWW) → innovation

all ♀ - no rel. to ♂ union → CAPACITY TO INNOVATE - 1913 - cooks, governesses, cooks, nursemaids: 9 hr day, min wage, recog indust wks, turning hall, records employees, coop boarding house → asked for ♂ supt.

* struggle for DIGNITY of ♀ swk → turns around traditional base of d/l → continuum KOL → into present
vs Gutteridge: oppose OBU: loyalty to group, perception of ♀'s needs? legislation

empt. of pol. strategy ie suffrage ILP

to org. door to door walking bureau

respect named ♀ day wks role of home

MILITANCY characteristic in struggles

Laundry:
♀ borrowed strategies → laundry wks. coops / or closed shop
militancy

1914 - reform local 37 laundry wks - reafil. VTLK →
Renner fired 4-5 unionists
1914: 700 ♀ in laundries
Strike 1918

role of ♂ in forming structure union laundries - ♀ excluded from political life / depended on ♂
① operative: massive supt in strike → org, picketing, morale

② reg: correct + direct ♀'s idea of unionism, call off strike Min Wage not contract

probs w/ reformism: legislative strategy: Min Wages → lost strike

MIN. WAGE AFTER strike 'practically reestablishing the inequalities inadequate wage existing before the strike'
NO indigenuous ♀ leadership: membership

UNION upset that decision would push ♀ out

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- role family attrib. - min. w. debates → family econ. meant fathers suppt. daughters in fight for higher wages.

♀ critically involved in miners' strikes as wives - supporters
eg. Ellen Greenwell

Structure mining empy more stable than logging → families to feed ∴ organization stronger

♀ not employed in mines but FAMILY wage + several dependents

PO2 ISSUES: sup/rage: Outrage supb → but towards wking ♀ -

Char of period:

- ① Confused orient. of ♂ unions to ♀ org.
- ② male control: ① trad. view of ♀
② ♀ deferred / inexperienced
③ isol. ♀
- ③ violence of employers
- ④ initial public sympathy → disinterest (?)
- ⑤ isolation
- ⑥ turnover
- ⑦ BASIC demands - \$, closed shop
- ⑧ diff. interps demands ♂ + ♀ (= pay; 8 hr. day = protection)
- ⑨ probs w/ legislation - beginning of wkers rep. in politics
- ⑩ prob w/ reliance on middleclass ♀ to artic suppt for ♂ - male unions / ♀ (wkers) more realistic
- ⑪ impact RECESSION econ.
- ⑫ once org'd HILITANT: more than ♂ - more than ♂ expect
- ⑬ ♀ self-org'd → self-confidence → sense of strategy expressed
org saw selves as diff (?)
in section where no unions to org ♀
waitresses (react) vs domestics (militant)
- ⑭ ♀'s role - rely on tradit. skills.
- ⑮ where unions in place; probs. re: strategy re: ♀ }
eg. legislation
structure (BEW)
- ⑯ still-valiant history