

Alma Faulds scrapbook

April 30/52: mtg Kelowna April 28 - labor negot. mtg of ^{Ed} Fruit + Vegetable workers ^{union} + Fruit + veg. industry ^{mtg} v. union request for better wages + working conditns.

- at previous mtg. employers said taking union requests back to their principals
- April 28 - union told ^{by negot mtg that} union agreement. Should run for 1 more yr. at '51 rates ^{for (union)}
- union told employers ^{they} want arbitration board - action taken to set it up; Bryan Cooney is union rep on board.

Sept 3/52: Oliver Co-operative Growers' Exchange

- needs extra help for apples - need experienced if not
- union rates paid: 5% bonus ^{skilled: training school.}
for evening shift ^{pre-Oct 1st}

Dec. 24/55: From F. W. Hack + sons Ltd. (-nursery)

letter to Alma: "Thank-you very much for the copy of your parody. . . . Possibly there should be a few more verses added expressing the opinions of say the growers, sales agents; those poor unfortunate consumers who we expect to buy our fruit after it has gone through the mill at the Oliver Co-op. . . . It was very encouraging to see the spirit of good fellowship which exists. I imagine the packinghouse work must be rather monotonous + dreary, but apparently it does not get you down; the touch of humor still continues. To brighten the picture.
Yrs. Truly, F.W. Hack

June 13, 1955: minutes of meeting of labour-management cmtee. of Oliver co-op previous meeting dealt with organization of cmtee. and developmnet of constutuin Safety: no accidentsother than slivers in last month, sign requiring 10 m.p.h. for vehicles on site damaged; metal binding on floor mat not flat could cause tripping on floor: manager primised correction

3. each member of cmtee. indiviudally asked for employee response to formation of cmtee. and suggestiong to better its work: All employees except Mr. Susceff reported nil or favourable response from employees; he said soem in C.S. Dept. concluded that cmtee. was grievance cmtee. : he had attempted to correct impressiön; problme with location of canteen discussed

4, manager advised cmtee of the following: a) recognition of ideas leading to cost, labour -sacing or reduction of damage to fruit; savings fro-m first year would be paid to employee as bonus; 100% savings bonus would be paid after first full year of use--supervisors not invluced since suggetions were part of their job

b) smocks or uniforms: opinions asked; protect regular clothing and makes appearance better; if eitheror both men and women could agree to suitable clothing the exchange buy at wholesale prices, stock quantity for futyre purchase by employes and assist in purchase cost to some degree as done in Penticton packinghouses
c) new equipment and altera to buildings outlined by manager: catching up with other houses

Jan. 1955:

Headline: Fruit Workers Ready to Battle for Higher Pay: Serve warning pic of delegate"attending fruit and vegetable worke~~s~~s union" convention
- no consideration will be given to arb tration board for ruling on wage negotiations and other requixests, "They felt tha their jyst requests last year were not properly considered." "A straight increase of 10¢ across the board is the object ofinegotiations." last year board set "hold the line" policy
- delegates felt that increases in wagesmstill out of line with other industies; also want improvements in working conditions, adjustment of classificzion, fringe benefits such as sick and holiday pay, for seasonal workers to be proportional to perm. workers

New officers PHOTO: "Plenty of supp rt is needed by top officers of any union, declares George Snowden of Okanagan Centre, new pres. of union

two women are: Mrs. Alma Faulds sec.-treas.; Mrs. Mary Pelle: Vice-president

Jan. "Vegetable Workers Want 10 Cent Boost": "Union Spurns Arbitration";

B.C. interior packing house workers watnt a 10 cents across the board increase (same article as above)

Jan. '56

Jan. '56: BCFGA Seeks to Iron Out Labour Trouble: "Despite strong opposition a resolution recommending appointment of a Central Labor Committee by the BCFGA in an effort to ensure a plentiful supply of orchard labour to points of need was approved by delegates to the 67th annual BCFGA convention."

- problem seen as imposing cmtee. on top of existing farm labour employment service, by opposition
- "N.C. Taylor took the position that if conditions were right there wouldn't be a labour shortage. "You've got to give them decent living ~~conditions~~ quarters, he told the delegation, which had already heard Deputy Minister of Agriculture, W. MacGillivray ^{substantially} say the same thing. The veteran Kelowna orchardist concluded: "The time has gone by when any cowshed would do."

Fruit, vegetable union may take strike vote:

- application for strike vote may be made to department of labour by union (FFWU - TLC) veiled hint by Cooney after told conciliation board turned down request for 10 cents an hour wage increase and other minor concessions
- chairman of the board, F.M. Clement, ^{and J.C. Munro} for Fed. Shippers Association said no increase warranted in view of industry's depressed conditions, minority report by union
- present rate for new and wine after 60 days employment is 1.05 for men and 80 cents for women
- arbitrators criticized union brief as simple request for improvements, no statistical presentations and few arguments except that industry not in trouble, no recent wage increases and wages below other industries
- "The fruit shippers case was statistical." The industry was in a depressed condition; receipts falling, ability to pay not improved, costs up. statements supported by stats
- "We accept the view of the fruit shippers. It is our belief, that not only have conditions not improved, but they have deteriorated ~~never~~ during the past years."
- Unwin: "The employers inability to pay could more likely be called a desire not to pay."

- workers have been paid relative to other industries, suggests a ten cents an hour for hourly and pro rata for pieceworkers

Kelowna Packers Vote to Strike: reiterates wage scale. 428 for the strike, 194 opposed; 622 ballots in government supervised vote; FFWU has two months to call strike; decision rests with executive; employers said vote not representative of packing house workers because most operations not operating with full crews

Letters to the Editor: from Wallace A Smith, Oliver.

"Favors Arbitration"

union asked in press release: "Do the primary producers thoroughly understand the position that they have been compromised into and what a strike would mean to them in

Alma Faulds Scrapbook 4.

Mr cooney ins trying dhthrow a scare into the fruit growers. failed to convince th conciliation board that the union should get an increase in wages; refused to arbitrate the settlement; only recourse is to frigten the growers into submission:

- some growers and tohers afriad because they think that t e union can tie up everything tight so that nothing moves
- such a view is some considerable ~~dist~~ distance from the true picture: growers in strong position
- vote must be for all workers ~~whatevror not union members~~ ^{on seniroyty list} accordinf to union ~~constutium~~ contract, but many not yet working so union is ignoring the clause and proceeding with the vote
- strike ballot confising, does not state what goals of the strike ~~are~~
- one third of houses in valley are non-union ; could continue to operate, add shifts can't be boycotted by transport unions since can't picket out non-union place
- make sure that t eir is no force on the part of the union
- union should go to arbitration if they are so sure that the industry can afford to pay demands

A statement by the Executive of the Oliver BCFGA: Some Explanations re Wage Disputes of Fruit and Vegetable Workers

- assoc. deplores use of strike weapon, usually resultw in both sides getting hurt
 - fairest to gor ~~for~~ for arbitration
 - cause of dispute" union forwarded post-convetion list of requests, incldu ng 10cent an hour raise, industry agreed to 6 requests but unable to meet 10 cents raise
 - hourly minimum wage cor workers between 1.00 and 1.25 an hour: men; wo, en gwt 80-87¢/ hour, piece workers 1.00 tp 1.50 an hour depending on speed and skill
- also get holiday pay

A Union Member Aug. 2/55 Oliver Chronicle

- reply to Mr. Hack;who spoke for fruit growers; I believe in arbitration and always have, supported it last year; provat e reservation re: strikes, o.k. for Ford workes but hot FFWU,"^{a good}tonight voted for the strike as did many of my fellow workes and it is not because we are an irresposnsib le bunch of radical or t at our motivating force is greed. It is only necause we believe that it is the lonly alternative left for me."Labor is a most precious commodity, unused a single d ay, it is lost." Because it is so perishable the workers must sell is as deadly as he can and because it is a cost facotr which affexts the profit rate the emploter must by it as cheaply as ~~hexcanx~~ possible. we realize that."

Alma Faulds Scrapbook 5.

- don't want grower to pay more for labour that he cantreasonably afford believe entitled to profit but workes are also entitled to raise
- believe thta growers can afford it and if not wouldnt have distprted figures presntef in negotiation and conciliation
- union wants Royal Commission to investigtae fruit industry
- growers based their profit figures on receipt for Fancy and Cee grade red delicious but delicious run to large, medium and extra large; argued women's wages on basis of champion packer made in best week and male box maker when set alltime record at Kelowna Growers' Exchange
- just as logical for uni n to base demands on the most fortunate of the region's 3500 growers
- grpwers excluded road stand pofits from their stats and said that only 30 raod stands in t e Okanagan, yet on ride to Osoyoos to garageat Ospyoos counted 44 roadstands
- puls 12 signs stating that fruit for p~~x~~ sal
- wage scale presented in paper sounds good but far from reality: in fact woman receives 66 cents an hour for the first two weeks, then 75 cents till worked 60 days, often takes till second season to make 80 cents an hour; 87 cents an hour only paid to head sorters, only for apple season, many firms have no head sorters
- \$1.25 male rate only earned by rev eivng supervisor and dt er supevisor, average male rate is \$1.05 an hour, work 54 hour week, even violating union prnciples to keep long weeks in a province where the limit is 40
- question Mr. Hack's use of "grant" in realtion to holiday pay, not granted but complying with government regulations

July 30, 1955 letters to the eidtor

another Wallace Smith letter: strike could be settled by arbitration, only 52 ~~houses~~ houses in the Valley are unionized; farmers' co-ops ~~are~~ are run by farmers nad despite the strike they could be run with staff not seen as strike-breakers, the farmers themselves (and their wives implied).

- peaceful picketting ~~is~~ is allowed
- transportation of ~~of~~ fruit would continue from non-certified houses, co-op members packing own fruit isnot "hot" fruit and unin would have to haul it
- if fruit co-op members get fruit across picket line then unions would have to haul it if no barrier of picket line

Letter from R.V. Bonnett: profits are dropping in the fruit industry, how can union expect an increase, arbitration or conciliation board could not grant increase beca se of this

on the part of the union
"The mere fact of frequently asking does not entitle them to a "yes" answer sometimes

- after 16 days the industry is now offering an increase--the union now willing to accept a five cent increase whereas before they would not
- 3 cents saved because box shock is cheaper this year
- growers throughout the Okanagan decided to carry on their operations despite the strike, to endorse their negotiating committee, very successful at maintaining operation, "XXXX with a large number of growers offering their personal help or help from some member of the family, to manage the packing houses and carry on during the critical peach and pear season"
- continues with crop figures for 1950-1954

Dangerous XXXX Situation at Present Between Labor and Industry here

- INDUSTRY committee stressed that they are controlled by the wishes of the growers and that stand was expressed wish of the primary producers
- in discussing situation with members of BCFGA at meetings there are few none who have heard all the details of the labour situation or asked an opinion
- negotiators have said that none happier than packinghouses to see increases in wages but producers opposed, as this in fact the case?

Fall 1955: Brian Cooney, director of organization for FFWU succeeded in that position by F=George Snowden, Cooney led strike in area August 25-Sept. 9 removed by executive council (4 members of)

Orchard Run by Wally Smith

- apologies to Snowden, business agent for newly chartered Teamsters union of fruit and vegetable workers; criticized complaints that Snowden made that packing houses not sending in check-off money, none are
- for a few weeks after Teamsters "took over" convention some houses continued to send money, however since situation confused will not send in
- lawsuit underway
- ~~XX~~ Federated Shippers representing unionized packinghouses is negotiating with the old union, the FFWU as only certified bargaining agent
- teamsters are not the same old union in new paint, the teamsters have totally different way of operating, get into trouble with other unions in the US, and own members, involved in extortion, racketeering,
- old FFWU still have strong hand, suing the Teamsters, backed by Carpenters Union, deputy minister of labour concerned with disruption of labour solidarity in packing houses
- should be referendum to decide which union'

Brian Cooney Joins Teamsters Oct. 28/56: fired from his job because of role in strike, now working to organize 4,000 workers who are non-union in

Alma Faulds 7.

in Okanagan into the Teamsters. hired by them

April 21, 1956

Calm Okanagan Union Battlefield Van Sun by Bruce Young

- extraordinary inter-union battle in Okanagan, International Brotherhood of Teamsters and the Okanagan Federation of Fruit and Vegetable Workers
- interested observers are the United Packinghouse Workers Union of America, they have three locals in Okanagan canning plants and have been seeking to extend their jurisdiction
- TLC and CCL merging, Teamsters will not join CLC because it holds a no-raiding pact and they won't sign
- UPWA concerned with way that Teamsters are stepping into the picture at the point of merger

-Dec. 10. 1955 Fruit Workers will not join teamsters

- Executive of the Federation of Fruit and Vegetable workers announced that they will not accept charter from Teamsters
- do not want to subject membership to three way split in the valley
- exec. split 5-2 on the issue
- membership apparently did approve merger after vote; "during the recent packinghouse strike the powerful Teamsters Union came to the assistance of fruit workers and contributed financially toward the strike fund."

Teamsters Handling Fruit Workers Gently

(Sun I think)

- three way split amongst 3000 organized Okanagan fruit workers patched by top-ranking Teamster official
- FFVWU-TLC ~~is~~ is uncertain of its future and will continue to work on its plans for merger with the Teamsters
- last week refused to accept Teamsters Charter, sharp division on membership
- some want to affiliate with teamsters others with the UPWU
- rest want independent organization
- Teamsters visited and outlined dangers if rift not healed immediately
- federation officials invited to Northwest Council of Food Processing workers first such convention of teamsters held outside the US- discussed demands
- impressed FFVWU officials - set out to develop constitution maintaining autonomy within teamster ranks

DEAR SISTER OR BROTHER from D.R. Leckie, Sec.-Treas. of FFVWU

"You will be receiving from the Federation Office a copy of a letter from a Mr. A. MacDonald, lawyer from Vancouver, legal representative of the U.P.W.A.-C.I.O., together with minutes of a so-called Executive meeting held on Dec. 28, 1955, and you will undoubtedly be puzzled as to the why and wherefores of such a letter and the

events which led up to such an action." "Vice-presidents N.B. Sundeman, A. Faulds, and C.E. Holmes have all been doing all in their power to veto the wishes of a majority of the membership and the locals throughout ~~the valley~~ as expressed in meetings held throughout the Valley and at Revelstoke and Creston."

"This small minority group are unfortunately in the majority on the Executive Council of five, and can pass nay or all motions made between conventions. whether these motions are against the wishes of the interests of the membership or not, For reasons, best known to themselves, but with evidence of conferring with members of the U.P.W.A. ^{and} C.I.D. this group has been acting against the wishes of the membership and using the authority vested in them by reason of being the majority on the Executive Council."

XX unconstitutional meeting held, not called by Brother Snowdon, President.

At unconstitutional meeting following resolutions passed:

to engage services of lawyer to "forstall acting on your wishes"

freezing funds asked and action vs writer, as well as payment to vice presidents for trip to Vancouver of \$111.85.

At following meeting passed authorization of spending, lawyers retainer and also motion making meeting constitutional.

Bills will be presented at convention for authorization because it will happen before 30 days has to be met,

"Regarding the return of the Charter to TLC Headquarters there is a letter on file dated Sept, 10, 1955 informing the TLC of our application for affiliation to the IBT. An answer from ~~XXXXXX~~ Gordon G. Cushing Gen.-Sec. of the TLC ~~wishing us every~~ ^{dated Sept. 15,} 1955 acknowledged our letter and wished us every success in our new affiliation,"

charter sent back to Ottawa for UFFVWU

Penticton Herald March 28, 1956. Teamsters Plan Get Tough Policy

in last years strike picketers paid only 25 cents an hour

- now, since affiliation with the Teamsters, they will have a \$40,000 fund for immediate use and unlimited resources if it needs further help
- monthly dues have risen from two to three dollars
- not yet on Teamster benefit plan still using the FFWU payment based on participation in industry not on twelve month a year payment by workers
- IBT will open negotiations, clearly planning get tough strategy
- "During the weekend's talks, the impression was gathered that the days when the federation approached the shippers with a sympathetic, if not hat-in-hand attitude, are gone forever.
- rebel union still challenging: canvassed workers in a number of houses to get them back into the union but IBT successfully countered efforts

Alma Fzulds Scrapbook 9/

"Executive members were unanimous in their reasons for the collapse of the old Federation- strike funds were completely inadequate- there was a lack of discipline between locals-administrative breakdown which meant that leaders didn't call for help from department of labour

FFWU Rebels determined to Force Court Action Against Teamster's Union (statement by N.B. Sunderman)

- "We'll talk referendum after the situation has been clarified by court action" said Sunderman, president of valley FFWU, legal action launched against officials of rival teamsters union would be proceeded with

- Labor Minister Lyle Wicks proposed a referendum at meeting in Vernon as means to settle dispute ; FFWU said they would have supported referendum before the convention ~~but now~~
statement:

- will not withdraw its case from the supreme court, want people in valley to know exactly what has transpired, highhanded, illegal and unfair methods used by Teamsters
- under pressure from Teamsters to drop the case but won't because it is in people's interests to know

FFWU certified to deal with the shippers, certain that the workers will rally to them in 1956-7 negotiations

FRuitt Union locals sue over merger

Kelowna: seven summonses ordering court appearances in Penticton issued to-day to International Brotherhood of Teamsters, first legal move of Penticton and Vernon locals of the FFWU to declare the annual meeting of Jan 19-21 unconstitutional
- 2 locals walked out of meeting after ~~declared~~ it voted to accept Teamsters charter

- want decision declared null and void and restraint on teamsters using FFWU funds

"The delegates from Vernon and Penticton and from Summerland declared the Teamsters affiliation robbed the FFWU of its autonomy and locals of their status within the federation framework."

- summonses to Naramata, Westbank, Kelowna, Okanagan Centre, Kelowna, Vancouver and Setalle, local reps.

Oct. 1, 1956 To Our Employees: Re Proposed Vote to Settle Jurisdictional Dispute from management: July 24, 1952 LRB certified FFWU to bargain for workers

- dispute for last 8 months with Teamsters as to who will represent; 2 weeks ago rival unions decided to submit dispute to Section 44 referendum among employees
- Minister of Labor agreed to carry out referendum to settle dispute
- terms are (sets out voting procedure and that union receiving majority of votes will take over for all plants; union losing will withdraw; does not break up or

does not break up or confirm poly-party unit "30 house unit"

"We wish..to draw to the attention of our employees that this right over every employe to vote was secured for you by the employers in this industry for the first time in 1946 in exchange for the monthly deduction of dues, It is covered by Article 4 Section 2(clause (e) of the current contract. Both unions recognize the soundness of this principle and we shall continue to press for the recognition of this principle in any and all matters of dispute affecting this industry,"

- urge all employees to vote; employers would be willing to supply any further information desired but do not want to influence vote

An Open Letter to all Fruit and Vegetable Workers: A Few Facts from the Executive Council of Fruit and Vegetable Workers Union

- FFVWU still has legal bargaining certificate and is bargaining for all locals not Teamsters

- IBT must succeed in both court and before LRB to enter the picture and represent workers

- Fed. Shippers continue to recognize the FFVWU; negotiations begin March 24, 1956
IBT has avoided a clear referendum vote: first inquiry into nature of IBT constitution was not meant to be application for charter by old exec., when saw it rejected charter; every promise of the Teamsters re: local autonomy is contradicted by their constitution

- exec, council does not have right to accept charter on behalf of membership:

"Who then assumed authority to accept the charter on behalf of the FFVWU? Why was it installed before the convention? Was it done to place the Teamsters in the position to take over the convention by appointing local delegates?"

- if win FFVWU promises more decentralized power to locals to avoid future takeovers

Alma's notes: ~~"Any other group but FFVWU, shippers cannot touch any other group."~~

These are the simple facts in the case and can be verified by checking with the Department of Labour. The success of our negotiations this year depends on how well informed our membership is on this question."

Bejm "Did you know that your union had \$40,000 in assets? Chief function of a union is to establish contract between employer and employees so that terms of employment ~~can be~~ and working conditions can be established. Purpose of labour laws is to establish legal machinery for bringing two parties together. It is not satisfactory when there are two organizations trying to bargain for the employees and can only bring confusion. The right to bargain has been granted legally to the FFVWU. Nothing has changed this established procedure. (she has ? after established)

No other organization has the right to bargain. In fact the Federated Shippers would be breaking the law if this province if they attempted to bargain with any other group but FFVWU, the shippers cannot touch any other group.)

must be her speech in meeting!

Series of articles on Teamsters Union and their doings in the USA: "Teamsters on Trial for Dock Alliance": An international union with 11,000 members ^{in B.C.} is in danger of expulsion from the new labor congress

- because of alliance of Teamsters and International Longshoremens Asociation:

"gangster-ridden", AFL kicked out the ILA in 1953

- some 40,000 unionists could be left outside of the new federation: the union that were ousted from labour bodies because of left-wing affiliations: Mine-Mill, UFAWU, Civic Outside Workers

- members of the BCTF recently voted to break labour ties

-labour leader Tom Alsbury: "the Divorce of teachers from the ranks of organized labour may not be complete"

-Memebers of the Van. Secondary Teachers Federation Assoc., a local of the BCTF are interested in forming their own alliance with labour. BCTF officials say there is nothing to stop them

-Dispute between OFFVW will probably end up in court

-Teamsters stepped into the area earlier this year and claimed a majority of 4,000 packing house workers wanted to affiliate with them

-both sides now say they represent the workers

"-Teamster officials explain the matter could readily be settled by a government-supervised vote, but can only be called if both sides ask for one. Hence the possible court case to settle the issue."

"FROM GOON TO GENT" The Teamsters' Frank Brewster (April 1, 1957)

-description of Frank William Brewster as witness before the McClellan committee, "As he gestured with his carefully manicured hands, he flashed gold cuff links. His handsome face was bronzed by many a day spent under the sun at Santan Anita, Tanforan and Bay Meadows. Only his slightly cauliflowered left ear betrayed the past of Frank William Brewster, 60, West Coast boss of the international Brotherhood of Teamsters, as a brick-fisted mug."

-"the stroy of the first phase of the McClellan committee's investigation is the story of how Frank Brewster used Teamster funds to make himself a real gentin the world of showy blondes, fast horses and high-proof burbon."

"Fruit UNION BALLOTS TO DECIDE PAY ISSUE" (The Daily Courier- Sept.8, 1958

-"Conciliators Award Five Percent Hike"

- answer to whether or not the fruit processing industry will be on strike this year will be known within two weeks as union members and industry officials ponder over conciliation board report handed down Thurs.

-members of the Teamsters' FVWU, local 48, vote of reprot this week, industry officials mulling also,

-according to government legislation, both parties have 18 days to accept or reject.

-Teamsters' ahve bargaining rights in five B.C. Fruit Processors Plants in the Okanagan

- industry and union officials decline comment on reprot
- say it is a majority report, with the industry dissenting and advocating no increase in wages
- they say the reprot calls for increasing the basic wage for experienced employees ^{from} ~~from~~ \$1.00 per hour to \$1.05 for women, and from \$1.38 to \$1.45 for men.
- management and the union are currently working under an agreement that expired Aug, 15th but is carrying on until a new agreement is signed.
- union said if no agreement was reached on conciliation report, the union "likely would ask for a government-supervised strike vote."
- conciliation board consisted of Dr. E.H. Morrow, Vancouver, former dean of commerce, UBC; J.C. Munro, Van., representing the industry; and John Brown, Van., representing the union.
- industry spokesman said, "no comment" until the reprot had been fully discussed by the board of directors and other industry officials
- industry rep. on board conciliation presented "strongly - worded briefs emphasizing the precarious position of the growers and the fact that the company (B.C. Fruit Processors Ltd.) was unable to consider any wage increases at this time."
- industry source said the increases would cost an estimated \$25,000 additional during the time the contract was in force
- wages are main item in dispute. industry employs 350 to 400 workers during peak season

INSTRUCTION FOR PICKETING - Jim Scott Teamsters

1. The lawful object of picketing is to bring to the attentions of those persons who may be interested, the fact that there is a strike or other labour grievance or trouble in progress.
2. Pickets may carry signs containing the statements of fact only. (ie. not opinion or arguement.) The statements of fact must be true.
3. The pickets should not:
 - a. Stop walking momentarily;
 - b. Speak to customers, employees or any other persons whether such persons have business with the employer whose place of business is being picketed or not;
 - c. Attempts by gestures or in any other manner to prevent or dissuade persons from entering or leaving the place of business;
 - d. Create a nuisance either by loud singing, conversation, or obstruction, or in any other way;
 - e. Trespass on the employers proerty either by entering thereon or placing signs thereon.
4. Where there is a sidewalk pickets should keep to the outer edge
5. If spoken to, or asked a question they should reply politely and quietly that "there is a labour dipute" and keep moving. They must not say "THIS IS A PICKET LINE", or say anything to indicate that any persons should not enter the building.
6. The number of pickets at any building should be kept to a minimum since numbers alone can constitute intimidation. Those on duty

at any particular building should avoid grouping themselves together. They should not.....even singly.....place themselves in any doorway.

7. Pickets must remember that when on duty they represent the union, and that if their behaviour is objectionable, the entire union may be held responsible and suffer accordingly. Therefore, whatever their personal feelings may be, they must be careful that their conduct is at all times above reproach, and in every way a credit to the organization they represent.

"CONGRESS BLASTS GOV'T ON VOTE CALL - Union Representation Issue at Stake"

- telegram sent by A. M. Morrison, B.C., vice-president of the CLC.
- it reads as follows "Gordon G. Cushing, executive vice-president Canadian Congress of Labour, is protesting the proposed supervised vote by B.C. Labour Relations Board to Chairman William Sands."
"We recommend with confidence that all workers repeat all endorse authority of their congress." As a result of this telegram, the "independent" FFVWU has called a special meeting tonight in its board office at 227 Main Street, Penticton.
- attending meeting will be board of the organization which will represent its nine locals in Penticton, Kaleden, Naramata, Oliver, Creston, Summerland, Kelowna, Vernon and Oyama.
- "A direct challenge of a provincial government's authority to call a referendum as a means of settling a jurisdictional dispute between rival unions was telegraphed today from Canadian Labour Congress to the office of the Federation of Fruit and Vegetable Workers' Union, here."
- "Canada's newly formed central labour body, the Canadian Labour Congress, disputes the right of B.C. Labour Minister Lyle Wicks to call a referendum vote among packinghouse workers in the Okanagan Valley to decide which union FFVWU, "independents" and FFVWU "Teamsters" will be their spokesman."

"-BACKGROUND TO TELEGRAM " "The telegram stems from a meeting in Kelowna, September 18 at which the investigating committee of the CLC came into the Okanagan and interviewed both parties to the jurisdictional dispute. At that meeting the "independent" FFVWU was informed that the original charter of the packinghouse bargaining union had been revoked, but at present is suspended. Since that time the "independents" have applied to the CLC for restoration of the charter, jurisdictional rights in the Okanagan and Kootenays, and asked for affiliation with the CLC."

"LABOUR CONGRESS BACKS TEAMSTERS IN OKANAGAN"

- Kelowna-CCL has stated it supports the Teamsters Union in its jurisdictional fight with the FFVWU formerly an affiliate of the Trades and Labour Congress of Canada.
- CCL says the position of the Congress has always been that the FFVWU should now be a part of the International Brotherhood of Teamsters
- reasons for this position are: in October and November, 1955, 9 out of 12 locals of the Federation voted to transfer to the Teamsters, Locals at that time were advised that a resolution would be submitted to the January convention to ratify this procedure.

-the congress at all times has urged the minority to accept the majority decision and work for a continuance of unity in the fruit and vegetable industry, in the Okanagan.

"UNION PUT \$400,000 IN CITY TRUCK FIRM"

- Seattle union boss Frank Brewster testified today the Western Conference Of Teamsters put \$400,000 into a Van., B.C. trucking company that looked as if it was going to fold"
- Brewster told of this financing during the questioning by the Senate rackets investigating committee about handling of union funds.
- Brewster says the unions "paramount interest" in putting money into the company Pacific Inland Express Company, of 90 Keefer Street, Van., was to "save the jobs of 160 workers" and retain a contract.
- he said, it was the first "model contract" negotiated in Canada and if the company went out of business "it would cost us more than the loan" in new organizing efforts.
- said some of the money may have gone into purchase of stock
- a representative of the firm first came to the teamsters office in Seattle to get help
- It was contacted in Canada by the Black Ball Trucking Lines of Seattle, they went to Van., and the Rep. would have had a share in the company if we got our money back with interest
- asked if any other loans to trucking companies are being made, he said the Teamsters are loaning money to Black Ball Freight Lines which are building a ferry to cost over \$3,000,000 running between Seattle and Vancouver. The loan would be \$250,000 and that they were secured in every way on the money loaned.

"BECK ADMITS GETTING \$400,000 INTEREST-FREE UNION LOANS"

- Teamster president Dave Beck said he had borrowed \$300,000 to \$400,000 in union funds interest-free during the last three years.
- Claims all is paid back
- Beck says loans justified because there was no possibility of the union losing money, and the money was from open bank accounts that were not drawing interest
- Beck has been given until Wednesday to surrender his personal records for scrutiny by the special Senate rackets investigation committee
- the committee is investigating links between the Teamster officials and racketeers in the Pacific Northwest

"\$709,000 IN UNION FUNDS "DISAPPEARS"

- the Senate rackets committee today charged that \$709,000 in west coast
- Teamsters Union funds were either lost or misappropriated
- committee says the figure does not include the \$400,000 invested in the Van., trucking company
- Chairman John McClellan, Dem., Ark., put the Accusation in the record
- a teamster official testifies the money was used to take over the Pacific Inland Express to keep it from going broke
- Brewster said he barred the PIX deal testified his handling of the union funds "was not good"
- Brewster denied any knowledge of, or any part in, an alleged attempt by some teamsters officials to "Muscle in" on rackets profits in Portland Oregon

-Brewster has been indicted for contempt of the Congress.

"BECK WON'T ANSWER \$320,000 Question"

"Teamster Boss Mum On Grounds He Might Incriminate Himself"

- Teamsters boss Dave Beck refused on grounds of possible self-incrimination today to answer charges that he may have misappropriated \$320,000 in union funds
- money was used to pay of Beck's personal loans from banks, funds deposited since 1949 in Beck's bank account, to pay for his house and other houses on his property,
- Beck on constitutional grounds refused to give his personal records to the Senate rackets committee, and refused to answer questions about his financial dealing with the union
- the AFL-CIO responded quickly by saying "that any union official who invokes the fifth amendment is unfit to serve and should be ousted."

-"UNION BOSS PAID AS "STABLE BOY"

- Frank Brewster, West coast boss of the Teamsters' Union, testified that he received \$5,000 a year as "Stable manager" for a Seattle insurance man who was making \$300,000 a year in brokerage fees on union welfare funds
- Brewster told the Senate rackets investigating committee the money was "salary", and that for this he got up at 4:30a.m. to supervise the walking of Newell's race horses
- Brewster was paid the sum in 1951, 1953 and 1953
- Beck facing a subpoena threat, eventually agreed to surrender his personal records
- "Brewster, a suave, graying man of 59 who wears \$180 tailor-made suits, testified that on about half the mornings of 1951-53 he arose at 4:30am to tend the horses."
- referring to the health and welfare fund, Brewster testified that employers contribute \$10.40 a month for each union member, which is turned over to Occidental Insurance Co., for which Newell is an agent
- Newell is the man paying Beck the money for his stable duties and is receiving \$300,000 a year in brokerage fees
- Robert F. Kennedy, committee council said Newell had listed the \$5000 payment for 1951 tax return (income)
- Kennedy said the brokerage fees amount to some \$500,000 a year

"REVOLT LOOMS IN TEAMSTERS UNION"

"Rank and File Unionists Show Resiveness as Probe Continues"

- signs of rank and file revolt against the Teamster Union were seen today
- local in La Salle, Ill., sent telegrams to Dave Beck and James Hoffa (vice president), and Einar Mohn calling on them to resign because of disclosures before the Senate rackets committee investigation
- Toronto head of the Teamsters local said his group will not support Beck in his drive for financial aid to help the indicted officers.
- SAN Francisco Tom Leonard 54, died of a heart attack during a meeting with 6,500 member which lasted 3 hrs., died after making an excited speech

"\$100,000 "SPECIAL FUND" OF TEAMSTERS DISAPPEARS"

- the Senate labour rackets committee states that nearly \$100,000 was withdrawn from the teamsters union local for a "special fund"

- Brewster swore the fund did exist once, stated that it was used for political contributions
- asked if it was used as a down payment on his house - answered that he couldn't remember
- the union spent \$2,670 in 1954 and 55 for boxes at the California racetracks
- he couldn't remember why he spent \$750 in union money on one occasion for his jockey

"SPENDING SPREE BY UNION CHIEF BARED"

- "\$85,000 in Teamster Funds Used for Diapers, Nylons, Love Seats"
- a Chicago public relations man today bared details of and \$85,000 shopping spree he conducted for the Teamsters Union President Dave Beck
- Nathan Shefferman told the Senate rackets investigating committee the items purchased for Beck ranged from \$19 to diapers, knee drawers and nylons
- he did not know if the money came from union funds
- Shefferman was called to the stand after Beck refused to answer questions about his personal affairs or handling of the union funds
- He (Beck) has been charged with misappropriating \$322,000 in union funds
- Beck took the stand again after Shefferman and again refused to answer questions on the grounds that he might incriminate himself

"SENATORS WILL TRY TO JAIL BECK"

- Beck has been warned by Senate investigators that he will be sent to jail for his "utter contempt" of Congress in refusing to disclose his finances
- the Seante also says that Beck has failed to pay back \$50,000 of the \$320,000 he allegedly took from the union
- Beck, said in Chicago his Teamster union will open a 1 million dollar press agen bureau at Washington to tell the "true" story
- official records in Seattle show that Beck Liquidated \$1,000,000 in real estate holdings during the time he allegedly was attempting to settle his income tax troubles
- Records show that Beck mademore than \$500,000 in converting the property to cash

THE WASHINGTON TEAMSTER Seattle Washington Fri., Dec. 16, 1955

"Teamsters Welcome B.C. Cannery Union"

- "a Teamster Union charter for Fruit and Vegetable Workers Local 48 in the Upper Okanagan Valley of British Columbia was installed last Sunday in Penticton, B.C. though snow and cold weather rather spoiled the auspicious occasion."
- "Headquarter of the new union which is affiliated with Joint Council of Teamsters No. 36 of Vancouver, is in Kelowna. The unions jurisdiction is from the border at Oseyoos, B.C. to Vernon, a stretch of valley that extends some 166 miles."
- "The peak average of membership at the many fruit packing plants in this area is between 4,000 and 5,000 members. The monthly off-season average is 1,400, Russ Gallgher, Secretary of the Northwest Food Processing Council declared".
- Nine out of the 12 union locals unions in the old federation of Fruit and Vegetable Workers, Canadian Trades and Labour Congress,

voted to affiliate with the Teamsters. Two voted not to affiliate while one did not conduct a vote."

Letter sent to Mr. D.R. Leckie, SecretaryTreasurer, Federation of Fruit and Vegetable Workers Union, Kelowna. Jan., 17th 1956

sent by: Alex B. Macdonald

Dear Sir:

" A circular mailed by your about January 4th, 1956, to members of the Federation refers to me as "Legal Representative of the UPWA-CIO". The innuendo is that I am really acting for this Union although taking instructions from the Federation. This is false and slanderous and I am demanding an immediate apology.

It is true that I have, at various times, acted for the UPWA as well as many Unions, both TLC and CCL including the Teamsters. In this case, I recieved my instructions form officers of the Fedration and wish to safeguard the interests and independence of the Federation under its Constitution and Bylaws. My advise was based upon the law and the Constitution of the Federation as I see it, and is given soley in the interests of the Federation. I have taken instructions from no outside union or persons whatsoever."

Yours Trulyy

Alex B. Macdonald

(copy sent by N.B. Sunderman and G. Snowden

"UNION PATCHES UP FRUIT WORKERS RIFT" (special to the Van., Sun

"Penticton-Top AFL Teamster Union officials patched up a three-way split in the 3,000 Okanagan fruit workers Sunday while delegates decided to seek 10 cents an hour raise."

" The FFVWU's (TLC), agreed to continue working on merger plans with the Teamsters. Last week they had refused to accept a Teamster charter and officials reported a split in membership."

-some wanted to join others wanted affilitation with the CIO United Packing house workers and the rest were content to remain an Independant organization.

-Charlie Gower, secretary treasurer of the teamsters' warned the danger of complete collapse if the rift was not healed

--delegates decided to seek 10 cents an hour boost to provide a pension plan.

"UNION HEAD MUST EXPLAIN VOTE REVERSAL"

-Kelowna-members of the executive of the FFVWU will be asked to explain stand in opposing affiliation with the Internatonal Brotherhood of Teamsters when the union holds its annual convention in Penticton

-various local packinghouses locals voted in favor of the affiliation but on the eve of the presentation of the charter the proposed affiliation was turned down by the executive council by a 3-1 vote

-the charter was then later presented to the FFVWU despite the executives action

"STORM BREWS AS WORKERS DIVIDED" Jan. 20 1956

- 57 delegates at the annual convention of FFVWU at the Hotel Prince Charles, a storm brewed today during deliberations
- the federation's executive has voted 3-2 against a merger with the teamsters union.
- Charter with the teamsters was presented to the seven locals in ceremonies last December 11, but was opposed by Penticton, Summerland, and Vernon who failed to have official representation
- a controversial resolution is that the federation should become local 48 of the Teamsters
- when workers struck last fall, the Teamsters moved in with financial assistance and this brought about the possibility of amalgamation with the powerful and rich union
- Sequence of events leading up to the workers present dilemma is:
 - Dec. 4 the executive board of five from Penticton, Oliver, Kelowna Okanagan Centre, and Vernon met in Kelowna
 - it was at this meeting that the executive went against the majority of locals and voted 3-2 against affiliation with the Teamsters.
 - Vernon and Oliver executives were against affiliation
 - Penticton proposed that the matter be set over until next spring when the TLC and CCL will merge
 - Kelowna and Okanagan Centre voted for affiliation
 - It was then decided to go ahead with affiliation plans and the charter presentation despite the executives stand, on the basis that original agreement was that expression of opinion by the majority of locals would be the guiding rule.

"FRUIT MEN OKAY TEAMSTER UNION"

"Some Delegates Walk Out in Protest of Affiliation"

- Penticton- the FVWU (TLC) voted by a 5-4 margin to join the independent Teamster's Union
- Later delegates to the annual convention of workers walked out in disapproval
 - vote: 30 to 24 and reflected a split in the fruit workers ranks since a strike last fall.
 - the 16-day stoppage ended Sept. 9 when the union accepted a five cents an hour across the board increase, half of what they asked for
 - during the strike, the Teamsters had offered financial assistance to the packers
 - "the dissidents walked out after John Sweeney of Seattle, secretary treasurer of the Western conference of Teamsters had spoken."
 - "When the delegates said, "we're walking out" they were answered by their fellow workers on the other side of the fence with "goodbye."
 - "they left the meeting despite the impassioned pleas for unity by president George Snowdon, TLC vice-president R.K. Gervin and Mr. Sweeney."
 - Mr. Sweeney said "this is one of the great things of our democratic process, the right to be able to do what we want to do."
 - "But I will predict that they will be breaking down the doors to get back with us."
 - the remaining delegates went on the record as inviting those who took the dissidents to return.

"NEW TEAMSTER LOCAL NAMES FIRST SLATE"

"Formerly Fruit Workers"

Penticton- A.R. Hesford of Naramata was elected president of Local 48 of the International Brotherhood of Teamsters (Ind.) until Friday known as the FFVWU (TLC)

- leaders of the new local and the parent organization from Seattle said after the closed final day's session they hope for more co-operation between management and labour in the fruit industry
- The convention endorsed a resolution passed earlier in the week by the B.C. Fruit Growers Association to ask the federal government to appoint a royal commission into the industry
- the union also endorsed requests for payment of unemployment insurance to farm workers not now covered and also higher old age pensions
- the dissidents who walked out after the vote told mediators from the Teamsters that they will not be returning to the new local
- Mrs. Anne Bolen of Kaleden was named vice-president of the local

EDITORIAL OLIVER CHRONICLE "IS DEMOCRACY DEAD?" JAN. 26th 1956

"At the FFVWU convention held in Penticton last weekend it would appear that democratic ideals, if not dead, were well buried because we understand that the affiliation with the Teamster Union was simply railroaded through with practically no discussion being allowed from the floor of the meeting. FFVWU convention rules state that every floor member present is allowed to speak twice on any motion. The FFVWU executive, in an effort to have an unbiased presentation of facts go before the convention go before the convention, brought Mr. Alex MacDonald, well known labour lawyer, from Vancouver. He was not allowed to speak. Most attempts from FFVWU members were ruled "out of order". Could it be that these powerful Teamsters were afraid that the meeting might be influenced by any airing of ideas other than those Teamster inspired?"

"REORGANIZED FRUIT UNION FAVOURS INDUSTRY PROBE "

DESPITE gravity of their own problems and the tenseness of not knowing what might be the final outcome of the "Walkout" staged on the opening day of the convention, delegates to the ninth annual convention still had time and thought for problems other than their own.

"shown in the lengthy list of resolutions that faced the delegates prior to the opening convention, last under the old auspices, first under the new one. The workers mission in investigating every phase of the industry and in this regard were in sympathy with growers who at the BCFGAs convention, passed a similar resolution."

PENTICTON HERALD Monday, Jan., 23rd, 1956

"TEAMSTERS TAKE OVER FFVWU DESPITE WALKOUT"

"Door Will Be Kept Open for Reconciliation"

- "A dramatic and history-making convention of fruit and vegetable workers in the Okanagan concluded its three-day meeting late on Sunday afternoon, ending sessions that completely changed the name, and perhaps the character of the fruit union movement in the valley." Before the Convention ended, it witnessed:

A final definite sign-up with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

The walkout of a group of delegates, those representing the locals in Penticton, Vernon and some from Summerland.

Election of an entirely new executive.

Passage, unanimously, of a resolution calling for a federal Royal Commission to investigate all phases of the fruit industry.

"SNOWDON WANTED TO PREVENT SPLIT" (same newspaper article)

"Even the opening of the convention was not without its drama, for before the convention was hardly seated, George Snowdon, president throughout the stormy 1955 term, made his own position quite clear:

"I have been asked by quite a lot of people to make my stand decisive. They seem to think I am sitting on the fence. There is an issue, there is no denying that, and, in spite of my personal feelings, I have tried to bring the two sides together, for I do not want to see this organization split, for if you split, you may as well pack up and go home."

"My personal opinion whether I am for the Teamsters or a continuation of the Federation does not matter. There are some who say I am for the Teamsters and get paid by them, or have been promised something by them. I get paid by you, as Director of Organization for part of 1955, and nobody else, and you have been made no promises."

"As far as I am concerned, it is not a case of whether you decide for the Teamsters or for the Federation; it is rather that you avoid a split. We have worked on the rule of the majority and I think we should continue with that. I believe that when nine out of eleven locals voted for the Teamster affiliation that was a democratic vote as you can get. As for the charges, and counter charges, you are splitting hairs on both sides, and I believe you would be better to forget the whole thing."

"GERVIN MAKES APPEAL FOR UNITY"

- Snowdon then called on Van., R.K. Gervin, vice-president of the Trades and Labour Congress of Canada, who said that he had received instructions from the president of the congress to come to Penticton and perform certain duties.

- his letter suggested that as vice-president of the Congress, he should chair the convention at the opening, because it concerned two affiliated bodies, linked with the TLC; then to entertain a motion regarding the affiliation, and, once a majority had voted and ruled to join with the Teamsters, to disband the original convention and reconvene under that auspices

Gervin (cont'd) "It is of paramount importance that the workers remain in one group, that those who seem to be in the minority stay with that group, for if you, the minority, go your own way, you are heading for destruction and unfortunately, you will bring down the whole organization with you."

"This country, and indeed the whole world would go down, if we didn't go along with the majority. It is up to you to decide. I would say you had decided when you took the vote on the question last fall."

"HISTORY MAKING RESOLUTION DETAILED"

- the convention agreed that the resolutions' committee retire and endeavor to return with an unanimous motion for concurrence.
- they later returned, stating that their membership asked that the resolution be put to the membership as a whole.
- speaking in favour of the resolution (to affiliate with the Teamsters) Bryan Cooney, former director of the organization for the Federation, said there had been some dissention, "and possibly I've caused some of it. It has been said that I'm paid by the Teamsters. I am not. I am on UIC".
- Cooney said that he had not been in favour of the affiliation, a while back, but had had cause to change his mind.
- "He had thought that the time was not ripe for affiliation (such an) but the strike in the summer of 1955 had caused him to change his mind".
- "Our weaknesses became apparent to those we had to deal with, and the only thing, is to strengthen our organization, and I believe that the Teamsters can give us that strength."
- "opposition speakers, including Charles Vincent of Pentiction and Clarence Holmes of Vernon took the floor with a plea for not authorizing the amalgamation. Holmes said that the meetings where the matter was debated and voted on had been given to understand, "They might as well go along with it because the majority will", to which many delegates shouted "No, No that's not correct"."
- he continued to speak, however, "We have found there is no advantage in joining with the Teamsters. We have had local autonomy, but with the Teamsters the head of that organization in Miami would be able to censure anything we did that they didn't like."
- debate continued for a short time longer, but after the final return of the committee the delegates ruled that there be no further discussion and that the matter be put to a vote at once.
- Several opposition speakers still got to their feet endeavoring to get a hearing, but were finally compelled to follow the dictates of the convention as a whole.
- A secret ballot was called for, the vote being 34 in favor to 20 against.
- the convention reconvened as a teamster convention
- first speaker to be called upon was John Sweeney, secretary treasurer of the Western Council of Teamsters, "I am now here as one of your official spokesman," "As the result of the action that you took a little while ago, I can assure you that our job is to try to help you in getting better wages and working conditions. We are in business to secure for the people who work for a living, decent wages,

decent hours of work, and decent fringe benefits. I am very pleased that the majority here decided to affiliate with our great organization. No other organization in the world is as large and we are prepared to help you get what you desire."

- "This will be a democratic organization. You will elect your own officers, without influence from us."

- Sweeney said that at the present time a conference between the Teamsters and the UPWA was in process, working towards the affiliation, and said that they would unite with the International Brotherhood of Butchers, thus, had the valley group linked with the UPWA they would have been in a rather peculiar position."

- at this point the delegates representing Penticton, Vernon and some from Summerland and Oliver, walked out of the convention.

- "We're walking out," they said and stomped from the hall. "One of the battle cries of the union is justice," Reply from delegates who were staying was a simple "goodbye" but, following the withdrawal, the meeting voted unanimously to keep the door open for their return at any time they chose to do so.

- the convention got onto business grieved but not overcome by the loss of some of its representatives.

"NEW EXECUTIVE" of the Fruit and Vegetable Workers Union, now affiliated with the powerful Teamsters' Union, are shown above a few minutes after the voting results were tallied Sunday afternoon at the close of the Convention. From left to right, seated are: W. Fleck, Kelowna, recording secretary; W. Darroch, Westbank, secretary treasurer; Allan Hesford, Naramata, president. (men sitting) Standing, are Mrs. Ann Bolen, Kaleden, vice-president; Mrs. Alice Miller, Keremeos, trustee; Mrs. R. Geddes, Oliver, trustee; Mrs. S. Townrow, Osoyoos, trustee.

JOINT OFFICERS REPORT

- past year executive and membership had a very difficult year.

- compliments to all who supported us during the strike and helped to make it a success in spite of the odds against us.

-- would like to censure the Teamsters' organized truck drivers who were crossing our picket lines, for the way in which they violated all codes of organized labour

- for these reasons and also our own members going back to work that we had to settle for 5¢ instead of 10¢

- it was near the end that the teamsters offered their support both morally and financially

- emotional stress during the strike caused the membership to ask the executive to investigate the I.B.T.

- a meeting was arranged between the Executive council and the I.B.T. for this purpose.

- it was at this meeting your executive was told that we would have to be in favour of affiliating with the IBT before and IBT constitution would be available to us.

- your executive then drew up an application for affiliation with the IBT subject to ratification by general membership

- this application in its drafted form was not acceptable to IBT officials on the grounds that it was very indefinite as to the stand members would take.

JOINT OFFICERS REPORT CONT'D

- IBT made a new draft omitting (subject to ratification of membership) and assured us faithfully that it would have the same meaning as far as they were concerned.
- asked to sign this draft on behalf of the Federation, very reluctant to do so.
- during this discussion the IBT offered \$2000.00 financial aid
- finally after further assurance from IBT that we were merely investigating IBT your Executive Council signed the application.
- your executive council learned that very week that trust in IBT was a great mistake
- newspapers were carrying articles stating that the Fruit and Vegetable Workers Unions had affiliated with the IBT
- furthermore our Director of the Organization at the time Mr. Bryan Cooney had circulars distributed stating we were now a local of the IBT
- IBT promised us Local Autonomy but this proved to be only a myth.
- Oct. 13th we were called to an executive council meeting and informed that Russ Leckie our Federation Secretary Treasurer had been hired as business agent by the IBT supposedly on our behalf
- we raised strenuous objections but were told by IBT officials since they were paying the shot they would choose the man and further announced that the charter would be installed October 23 at the Prince Charles Hotel
- feeling badly let down, your president and vice-president asked for a recess and held a short meeting at which they decided that they had no alternative but to let Bryan Cooney go and voice further protest over the choice of Russ Leckie as business agent
- A meeting was called for Sunday, October 16th and we informed IBT officials present that we would not accept the charter on Sunday October 23rd and though we regretted it we felt that it was in the best interest of the Federation that we discharge Bryan Cooney.
- IBT realizing that they had double crossed the executive and the no further co-operation could be expected from them, invented a scheme to by pass them completely.
- this was done on October 23, when locals were asked to send members to North West Conference of Process Foods, at Penticton, merely to see IBT in session
- it was at this meeting that IBT were successful in bringing to the very few members of the Fruit and Vegetable Workers present the necessity of having larger representation from locals to meet with IBT with the hope of solving difference they could not solve with the Executive
- it was agreed that each local send two delegates to a meeting in Kelowna, on November 6th, 1985.
- it was understood that locals would discuss all the implications involved and study the IBT constitution and compare
- Nov., 13th it was agreed that the eleven resolutions passed be presented to Locals Number 1 - 12, for acceptance or rejection.
- your executive was told that 9 locals had accepted and 3 rejected.
- it must be admitted that in almost every meeting since the strike,

JOINT OFFICERS REPORT CONT'D

- representatives of the IBT or those in full support have done the talking. In almost every case the IBT have tried to prevent the members in accord from airing their views.
 - on Dec. 4th your executive decided that by accepting the charter at this time it could only cause a split in the ranks and went on record as refusing to accept the charter
- IBT proceeded to install the charter in spite of the executive. We would like to point out that according to our constitution, neither we nor the member have the right to have a charter installed without referring it to the convention which is the supreme body.
- throughout meetings with IBT and their legal council we have been assured that if we change over we would not have to be recertified under the new name.
 - there seems to be considerable differing opinions on this
 - we feel that the general membership should have a full realization of what the change over would entail and to that end have hired Mr. A MacDonald, barrister and solicitor.
 - a split at this time seems almost inevitable. The only alternative to this is for the IBT to withdraw from the valley. In doing so they would be doing organized labour a great favour for it must be remembered that we hold a majority for our members under the FVWU
 - needless to say if they insist on staying in the valley and cause a split in the ranks of Labour and when certification is challenged we do not think they would hold a majority
 - we feel that in the federation we have absolute freedom to run our own affairs and also have the people with the ability to do it.
- Therefore, let us think again before throwing away the organization which we have and for which we have fought so whole heartedly and single mindedly in the past to attain.

Clarence Holmes
Alma Foulds
N.B. Sunderman

"MAY ATTACK CERTIFICATION" -- VERNON NEWS JAN, 23/56

"FRUIT LABOUR SETUP SPLIT WIDE OPEN AT CONVENTION"

- "The whole thing was railroad~~ed~~ and as far as we are concerned the fruitworkers' union movement in the Okanagan is split wide open."
- thus the former North Okanagan vice-president of the FFVWU (TLC) Clarence Holmes summed up events when he returned to Vernon from the Federations annual convention in Penticton.
 - Holmes said the break up was "disastrous", said it was the most unhappy convention he had been to in the Federations' 10-year history.
 - Holmes led the Vernon delegation in walking out of the convention
 - Holmes was one of the executive majority that refused to accept a Teamsters Charter come weeks ago.
 - Mr. Snowdon at the same time assumed office as director of organization when Brian Cooney of the Okanagan Centre was ousted from the post.
 - the charter was accepted by several locals at a meeting attended by Federation president George Snowdon.
- Holmes: "The local autonomy they enjoyed in the past has been thrown out of the window." "Vernon won't even be a local under the Teamsters' organization."
- it was predicted that the group who walked out of the convention "would be breaking down the doors to get back with us."
 - "the rebels however, did not relent- and did not return to the convention."
 - "Mr. Holmes said that when the Teamsters first came into the Okanagan picture, "they said that if there was sign of a split in the Okanagan, they would get out." But, the intruding union had not done so."
 - from other local sources last night it was learned that the old school Federationists were not prepared to accept the new deal without a fight.
 - "Up here it might come to having the thing contested, when we've found out what the people want to do."
 - "The Teamster affiliation had not been accepted by the labour department yet, and it transpired that a possible manoeuvre would be to challenge the certification of the new regime."

MEETING OF DELEGATES FROM PENTICTON, SUMMERLAND AND VERNON. AT THE PENTICTON HOTEL, PENTICTON. B.C. Jan. 21st 1956

Meeting opened at 2 p.m. with Clarence Holmes appointed as chairman, Tilly Atwood as secretary.

Mr. Alex McDonald, Barrister & Solicitor, was asked to attend, with the following delegates:-

<u>Vernon - Local No.6</u>	<u>PENTICTON LOCAL NO. 1</u>	<u>Summerland local No. 12</u>
Clarence E. Holmes	Bert Sunderman	Alice Larrett
Ralph Pearson	Charles Vincent	
Ken Law	Joyce Swan	
Earl Gray	Irene Morrison	
Margaret Gray	Vera Pollock	
Leona Hanson		
Tilly Atwood		

Mr. McDonald outlined the position that we are in now, and just what course of actions we could take.

1. Re Convene the Federation Convention, with delegates present. Elect our officers. Take steps to retain all properties, funds assets, etc. of the Federation through court action. In the meantime it would be important that we hold a strong membership in the Penticton, Summerland, and Vernon, areas. If the court decides in our favour it may mean that the IBT will challenge our certification, putting the onus on themselves to re-open the Poli Party certification. If we should our case we could decide on what action to takes from there. He said the earliest date that our case could come up, was May, costs would be between \$400.000 to \$600.000.
2. Join with the U.F.W.A. if they will have us.
3. Join the Teamsters, under protest. A good deal of discussion followed these proposals, and allot of points aired as to our chances of winning the case, cost, etc.
M/S that we take a 2/3 vote to see if we are to take steps to try and retain the Federation.

CARRIED

10 Voted for retaining the Federation

4 Voted against retaining the Federation

CONVENTION RECONVENED 3:30 P.M.

of Officers:-

RESIDENT:-

(COPIED EXACTLY)

~~MEARNS TELEGRAMS FROM~~ PENTITION, SUMERLAND AND VERNON. AT THE PRINCE

CONVENTION RECONVENED 3:30 P.M.

Election of Officers;-

PRESIDENT:-

Atwood (declined)
Sunderman (Elected)
Holmes
Pearson

SECRETARY TREASURER:-

C. Holmes
T. Atwood (declined)

Since there was no representation at this meeting from the other areas, suggestions were made that the Vice Presidents be elected Pro Tem, but instead it was.

M/S that we make Summerland another District, and elect a Vice President ~~from~~ that area.

CARRIED

VICE PRESIDENT - Summerland District

Mrs. A Larett.

M/S that for the **present**, the Federation operate with the 3 executive members, with power to appoint an additional three executive members, as and when they see fit, from the appropriate districts.

CARRIED - (Unanimously)

Moved by C. Vincent, seconded by R. Pearson that we authorize the executive to take legal proceeding to safe guard our name, certification, properties, documents and assets of the Federation.

CARRIED

It was generally agreed that each local should have a meeting as soon as possible to bring this up to their membership, for approval or disapproval. Also, unless all three locals approved, it was felt that it would be wisest to drop the matter.

CONVENTION ADJOURNED AT 4:30 P.M. M.M. Atwood

(Personal letter to Alma from ^{Tilly}~~M.M. Atwood~~)

Dear Alma:-

Even though you aren't on the Executive for the present, am sending you a copy of the minutes from our meetin in Penticton. Also clippings from the Mondays edition of the Vernon News. We think the articles is fairly good, except we don't know where they got the last part of it.

What do you think of their new executive? For ability? They don't even come anywhere near Cooney's or Leckies ability, in my estimation. Jave worked eith both Hesford and Darroch, and have never seen them use their heads for anthing more than hat racks. Besides Heresford has a 13 acre orchard, and he told us that he intends to get out of the industry in 2 to 4 years. Darroch was manager in one the K.G.E. plants last summer for a while. Is gradually planting more trees on his acreage. His dad is secretary or treasurer for the B.C. Tree Fruit Board. Fleck is the only one that knows anything regrading labour. It will be interesting to see how this group operate. We are still expecting to see either Leckie or Cooney be put on as business agent, as I understand that Leckie declined any nominations. Cooney was badly defeated in his run as Secretary-treasurer. Makes me feel all the better that we didn't go back in. Otherwise he would have said that our group defeated him. O.K. District Trades and Labour had some Council business to talk over with Bill Fleck yesterday. Later Clarence came in and we really had some discussions on the Teamsters until the wee hours. Things were hot and heavy at times, as you can imagine, knowing Clarence.

We are having our meeting on Thursday night (Jan. 26) Will soon know what steps we will be taking.

By the way, we didn't go home Sat. night after the hockey game - (that sure was a poor game - too one sided) stayed over until Sunday morning. Even at that late date. Some of the delegates were hoping that we would come back in.

Well, Alma will close for now, wish us luck. We sure need it. Any advice or help you can give us will always be appreciated.

Best regards, Sincerely Tilly

(letter copied in its entirety)

From: Alex B. MacDonald, Barrister, etc.

Mr. N.B. Sunderman
Vice-President FFWU
609 Victoria Drive
Penticton, B.C.

Dear Sir:

Following your Convention at the weekend, at which a large number of delegates seceded the Teamsters, and the decision of your Convention to take necessary legal action to safe guard your certification, funds, property, name, documents, and assets, I am writing, as promised, to indicate the proposed action.

You should sue for a declaration of the Court along the above lines, and base your action upon these, amongst other grounds,--

- (a). The misrepresentation, illegalities, and undue influence of the Teamsters' campaign leading up to the convention;
- (b). The unconstitutionality of the Resolution to merger the Federation arising out of procedure, including no 2/3 majority, Resolution filed too late, filed without seal of a local Union, curtailing of discussion by the Chair; and,
- (c) Unconstitutionality of the Resolution because it was not in harmony with our Constitution, and because a Union cannot be dissolved while a minority wishes to carry on.

I would like to have your Presidents instructions by Friday morning at the latest, and at that time, to proceed, I would need the names of the present officers of the so-called Local 48, and their home addresses, and I would like the names of two or three rank and file loyal members of the Federation who were not delegates to the Convention but who should be joined to express the rank and file position.

To safeguard your funds, and to take care of the legal expenses the Local should advance such expenses to in trust by certified cheques, this money to be held by me in trust for the Locals, subject to any expenses.

Yours very truly, Alex B. MacDonald

(letter copied in its entirety)

OKANAGAN FEDERATED SHIPPERS ASSOCIATION

March 3rd, 1956

Mr. N.B. Sunderman,
President,
FVWU,
609 Victoria Drive
Penticton, B.C.

Dear Sir:

We acknowledge receipt of yours of February 24th outlining proposed amendments to industry wide agreement.

Our Committee will have some counterproposals to make and these will be in your hands by the 15th of March.

Our Committee plans to meet on March 12th and at that time will endeavour to arrange a definite date for a joint meeting of the two Committees to commence negotiations.

Yours truly, L.R. Stephens Secretary, Industry
Labour Negotiating Committee

OKANAGAN FEDERATED SHIPPERS ASSOCIATION

March 4th, 1956

Mr. N.B. Sunderman
Penticton, B.C.

Dear Sir:

RE: NEGOTIATIONS 1956-57

Further to our letter to you of March 3rd, our Committee met on March 12th and asked me to advise you that the industry's position with respect to the contract, and changes therein, is as follows:-

1. The 1955-56 wage scale must remain unchanged except for any minor items where mutual agreement may be reached. We feel sure that every packing-house employee in this Valley realizes that, in spite of the best efforts made in the marketing of the 1955 crop, the returns are such that they would not justify consideration by us of any wage scale higher than that presently in effect.
2. A downward adjustment in the piece-work rate for labelling.
3. That Art.4, sec. 2 paragraph (a) and paragraph (e) be amended by adding thereafter the words "for the purpose of this vote all employees

(cont'd)

- whose names are on the current seniority list shall have avote whether or not they are working in the packing house at the time of the vote."
4. Consideration of the abolition of the night shift premium because of that a great many of these workers prefer the night shift and cannot work during the day-time
 5. Reduction in the peach packing rate to bring it into line with earning and other commodities.

We suggest a meetin on the afternoon of Friday, March 23rd, commencing say - at 2 o'clock, for the first joint meeting of our respective Committees . However if this date and time is inconvenient to you, please let us know.

Yours truly; L.R. Stephens, Secr. Industry Labour
Negotiating Committee

LRS/A

cc W.S. Owen, Q.C.
cc Industry Labour Negotiating Committee
F.L. Fitzpatrick
W. Spear
A.E. Hill
J.R. Jordon
R. Macdonald
J. Kosty
Nigel Taylor
Don Sutherland

OKANAGAN FEDERATED SHIPPERS ASSOCIATION

March, 15th, 1956

Mr. N.B. Sunderman,
FWWU,
Penticton, B.C.
Dear Sir:

Further to our letter on the 14th, I have notified our committee of a meeting for Friday afternoon, March 23rd, at 2 o'clock in the Board Room of the B.C. Tree Fruits Ltd., Kelowna, and have booked the room for a joint meeting of our two committees.

If anything should happen in the meantime to warrant a change of date, I will get in touch with you, or you may get in touch with me.

Yours truly, L.R. Stephens
Secr. Industry Labour
Negotiating Committee

"NARAMATA UNION LOCAL "REBLES" ELECTS OFFICERS"

- packinghouse workers at Naramata, members of the FFVWU met and elected a slate to replace those who disaffiliated themselves from the FFVWU and joined the Teamsters
- "eighteen persons were in attendance representing, officers said, about two-thirds of the permanent Naramata residents engaged in packinghouse work."
- the group is reorganizing in the valley,
- "Court action is pending in an injunction brought against the Teamsters by the FFVWU, seeking to recover books, records and some funds."
- the FFVWU maintains that they are the only certified bargaining agents for the workers in the eyes of the Labour Relations Board.
- at the meeting Murdo MacKenzie was elected president, Enid Rounds Vice-president, Perry Darling, secretary treasurer, Marthat Johnson, recording secretary.
- they will act as trustees until permanent trustees are elected in the near future. Regular meetings will be held on the fourth Monday of each mth.

"UNION OFFICIALS SAYS 1955 WAS GRIM FOR VALLEY LABOUR"

- *150 unionists from the Okanagan Valley were present in Vernon for the annual banquet of the Okanagan District Trades and Labour Council
- banquet Chairman William Fleck TLC president and interior field man for the Congress, also a member of the TLC policy committee and the executive of the IBT, Local 48
- Fleck said to the diners, "The past year has been one of the grimest in the history of organized labour in the Okanagan," since it was established here in 1942
- guest speaker deputy minister of Labour W.H. Sands called for a referendum as a solution to the present confusion.

"REFERENDUM PROPOSAL WELCOMED BY RIVAL FRUIT UNION SPOKESMEN"

- teamster Local 48 welcomes a referendum advocated by Labour Minister W.H. Sands as a solution to the present inter-union strife.
- "In my opinion, it should have been done months ago," TLC fieldman Bill Fleck said. It is the only democratic way to do the thing."
- "Deputy Minister SANDS suggested holding a referendum in an attempt to determine precisely what kind of representation the majority of packinghouse workers favoured, with an eye to regaining solidarity out of the present five-way tangle."

-both Mr. Darroch and Mr. Fleck believed that they would call on the department of labour itself to carry out the referendum. They believed voting should be restricted to personnel on check-off and seniority lists as of October, 1955."

"ON THE LABOUR BEAT OKANAGAN DISPUT "UNMERGES" LABOUR"

- "this time strange new alliances have been made in an effort to prevent the IBT from taking over the packing house workers."

- "Rank and file members in many centres rebelled and are now receiving active support from the United Packinghouse Workers, The International Woodworkers and the Carpenters."

- teamsters are supported by the CLCL

"- Claude Jodoin, CLC president has chastised the three unions campaigning against the three Teamsters."

- Tom Gooderham, CIC's top B.C. man has asked all concerned to cooperate with the Teamsters. "I'm sick and tired of all this inter-union bickering."

- Sunderman says that "Gooderman should mind his own business."

"SHIPPERS, FFWU NEGOTIATE; UNION RIVAL NOT PERTURBED" Penticton, B.C. Mon., March 2

- in reference to meetings being held between the shippers and the FFWU Teamsters said they were not perturbed by the event.

- in a press release, W.E. Darroch, sec. & treasurer of local 48, IBT said: "Whether or not the shippers recognize this self-appointed executive and committee is not too important. The department and the workers themselves must also recognize them, before, any agreement reached can be put into effect." The fruit workers in this valley have made it very evident that they wish to be represented by Local 48 of the IBT and they will not be bound by any agreement reached through these present negotiations. No doubt the shippers would be quite happy to conclude an agreement with a group as weak as the one they are negotiating with if they can divide and weaken organized labour by doing so."

- the FFWU are being recognized by packing house operators.

- N.B. Sunderland of the FFWU and L.R. Stephens on behalf of the shippers, made a joint statement after their meeting:

"Discussions proceeded on a very harmonious vein towards revisions in the packinghouse labour agreement for 1956. Both committees established their position regarding their authority to act on behalf of their respective principals."

... is operating independently of a local of the IBT set up in what

"A small ⁹ joint committee was set up to compile certain information in preparation for the meeting, to be called early in April."

"The federation is operating independently of a local of the IBT set up in what the federation describes as an unconstitutional fashion at the fruitworkers' annual convention here."

"The federation's officers have issued writs against members of the new Teamster local and hope to have the new setup declared illegal by the Supreme Court of B.C."

-it now transpires that when dissenting members of the federation walked out of the January convention in protest against Teamster affiliation, they held meetings of their own here and elected officers.

"The federation asserts that the legal bargaining certificate remains with its own locals and that "the federation is bargaining for the entire industry, not the IBT:"

-the federations officers say that the IBT must succeed both with the court and with the Labour Relations Board "before they enter the picture or legally represent the employees in the fruit industry."

-no further action will be taken by the labour relations board concerning a change in name or applications for decertification until the court has ruled on the legality of the Jan. convention the federations says:

"The executive council of the federation says it is proposed to amend its constitution so that the duties and authorities of the director of the organization will be placed in the hands of the locals through a system of business agents."

-the federation also wants check-off union dues paid directly to locals in their respective areas.

"further amendments to the federations constitution to insure that a recurrence of a similar situation as we are now in is made impossible,"

"FFVWU TOLD CROP RETURN TOO LOW TO PERMIT GRANTING OF WAGE HIKE"

(April 18, 1956)

--negotiations between the FFVWU and the Okanagan Federated Shippers are stymied with the shippers contending that the wage scale should remain as last year.

-FFVWU is demanding ten cents an hour increase in all hourly rates and a comparable increase in all piece-work rates plus a piece work rate increase of two cents per standard package on belt-type grader

-in addition the union seeks seven paid statutory holidays for employees who have worked 200 days in a calendar year and a reduction in hours between June 1 and November 30 to 53 hours a week.

"The shippers have replied that the 1955-66 wage scale must remain unchanged
"except for any minor items where mutual agreement may be reached."

"the shippers also suggested a downward adjustment in the peice-work rate
for labelling and sought consideration of the night shift premium because
of the fact that a great many of these workers prefer the night shift
and cannot work during the daytime."

-the federation calls for support of all the workers in the valley.

-"We are faced with a wage cut and a resultant downward revision in our
standard of living."

-"the federation accused the federation of taking advantage of the confusion
caused by the Teamsters union and by this unions attempt to divide the workers
at this most crucial time."

"ALL FRUIT AND VEGETABLE WORKERS: NEGOTIATIONS UNDER WAY" (copied verbatim)

Brothers and Sisters:

Your union is at the moment in the process of collective bargaining
with the Federated Shippers. We are the union that the Shippers must recognize
and we have assumed that responsibility. We would like in this bulletin to
bring you, the workers in the industry, up to date.

On February 24th, we presented to the Federated Shippers the union's
demands for the 1956-57 contract. The main points made by our union are:

- 1) Ten cents increase on all hourly rates.
- 2) Comparable increases on all piece-work rates.
- 3) Seven paid statutory holidays for employees who have worked 200 days
in a calendar year
- 4) Piece-work rate increase of 2¢ per standard package on blet type grader
- 5) June 1st to November 30th @ 54 hour week.

Re to above

Reduce to 16, 53 hour weeks.

The Federation Shippers replied with the following suggestions to the
present contract:

"1) the 1955-56 wage scal must rmain unchanged except for any minor
items where mutual agreement may be reached. We feel sure that every packing-
house employee in this valley realizes that, in spite of the best efforts made
in the marketing of the 1955 crop, the returns are such that they would not
justify consideration by us of any wage scale higher than that presently
in effect.

- 2) A downward adjustment in the piece-work rate for labelling.
- 3) That article IVm, Section 2, paragraph (a) and paragraph (e) be amended by adding thereafter the words "for the purpose of this vote all employees whose names are on the current seniority list shall have a vote."
- 4) Consideration of the abolition of the night-shift premium because of the fact that a great many of these workers prefer the night shift and cannot work during the daytime.
- 5) Reduction in the peach packing rate to bring it into line with earnings on other commodities."

You will readily see from the above that the time has come for our union to rally the support of all the workers in the valley. We are faced with a wage cut and a resultant downward revision in our standard of living. The Shippers are taking advantage of the confusion caused by the Teamsters' Union and in this union's attempt to divide the workers at this most crucial time. The law is clear on this point and the Shippers can negotiate only with the certified bargaining authority-- the F.F.V.W.U.

All the workers in this valley will be affected by the outcome of the negotiations now in process. It is up to each and every one, in his or her own interests, to do all possible to help the hands of the negotiating committee. You can do this by arranging meetings of plant employees, contacting the union office at Penticton 4801 and one of the officers will come out and talk to your group. You can see that the employees in your plant are signed up 100% with the FFVWU

We would like to state clearly here that the best contribution the Teamsters can make is to GET OUT OF THIS VALLEY. While the Teamsters are here trying to take members from the FFVWU they are directly assisting the Shippers. They cannot meet the Shippers to negotiate and can only make the job of the Negotiating Committee more difficult. We need an organization at this time to get you, the worker, the best possible for you 1956-57

contract.

GET BEHIND YOUR UNION, YOUR WAGES AND CONDITIONS FOR 1956 - 57 DEPEND ON THE OUTCOME OF THE NEGOTIATIONS NOW IN PROGRESS.

FEDERATION OF FRUIT AND VEGETABLE WORKERS' UNION

Bert Sunderman

President

Alice Larrett

Vice President

Clarence Holmes

Secretary - Treasurer

"BCFGA PRESIDENT OUTLINES VIEWPOINT ON ARBITRATION" 1955

"The question of arbitration hinges on willingness of both sides to accept as fact sworn evidence which cannot be successfully challenged or refuted by either side. This is the line of thought taken by A.R. Garrish, BCFGA President, in a statement regarding arbitration, made in the aftermath of the packinghouse workers' strike."

"STRIKE IS NOT A GOOD METHOD"

-Garrish said: "Now that the recent labour dispute has been settled for this season it might be well to clear up some misunderstandings which obviously exist in regard to the process of arbitration. I think this is particularly timely as the events of the last few weeks have clearly illustrated that the procedure of a strike cannot possibly be regarded as a satisfactory method of resolving differences over wages between the Industry and the packing house workers."

- "It was with a view to finding a long-term solution to this problem that the industry, and particularly the executive of the BCFGA, some three or four years ago adopted arbitration as the corner stone of its policy to labour matters affecting packing house employees. To date, no reasonable alternative has been proposed. It is true that the industry was more reluctant to follow arbitration procedure a few years ago, but it must be remembered that the only machinery then apparently available for arbitration was a conciliation board appointed under the old industrial conciliation and arbitration act. Under the old act this virtually placed the decision in the hands of the chairman of the board who was drawn from a panel of people who devoted a good part of its time to serving in that capacity."

"SPLIT DECISION SEEMED CERTAIN"

- "With the pattern then in existence it appeared as though some compromise or split decision was almost inevitable regardless of the merits of the arguments on either side. This seemed to assure that the union stood to gain at least half of its demands. However, in later years, particularly in 1954, when under the new act it was agreed to establish an arbitration board with a judge presiding as chairman, we felt that we had arrived at a basis whereby all the factors presented could be properly weighed and assessed by someone with a thorough training in judicial procedure. It was a great disappointment to the executive of the BCFGA when the union after one adverse decision, took a stand against any further settlements on this basis."

"In the hearings conducted by the arbitration board in 1954 all evidence entered by the industry was strictly factual, and was subject to challenge by the union or the members of the board. It had been suggested that the industry's case dwilt on the lowest returns to the grower and highest wages paid to special categories of workers. This is not true. The industry in its presentation made an honest effort to present an average picture and if highs and lows were quoted they were quoted only in addition to average figures. and then only to show the range of earnings or growers returns. Practically all of the information presented to the arbitration board in 1954, to the conciliation board in 1955, and to various arbitration boards prior to that, were matters of public knowledge - as readily available to the union, with a little research work, as they were to the industry."

"LARGE EARNINGS CAN'T BE HIDDEN"

"Some of the material presented by the industry did deal in packing house cost but there again the majority of the packing houses are cooperative and publish to their members a detailed financial statement showing a breakdown of all their costs."

"The suggestion contained in a recent union statement that the union would have to have access to all books and records from producer to retailer before agreeing to arbitration would, as I see it, depend more on how much time and effort the union is prepared to spend in preparing its case than on anything which the industry was prepared to do in the way of making this material available."

"Since the cooperative packing houses and the selling agency operate entirely at cost there are no reserves, other than very minor ones for bad debts, in which large earnings by the industry can (I think this is a typo I think it should read can't be hidden) possibly be hidden. Again on this point, a complete financial statement of the whole of the year's operation is published annually by B.C. Tree Fruits Limited, including the whole of the pool account in detail all of which is audited by a firm of chartered accountants."

"As far as the trade outside the valley is concerned, the industry has no recourse whatever to their records; nor can I see what bearing such records would have since it is the f.o.b. price for the fruit which determines the return to the grower and the industry's ability to pay wages."

"I think the whole question of arbitration really hinges on the willingness of both sides to accept as fact everything which is entered as sworn evidence and which cannot be successfully challenged or refuted by the other side. If this basis is accepted, then arbitration holds every prospect of

of providing a reasonably fair and peaceable method of resolving our differences over the division of the available money."

"FFVWU MIGHT CONSIDER FUTURE ARBITRATION -- IF?" Sept. 19th Penticton Herald

"Refusal of the FFVWU to submit its wage demands to arbitration became one of the major issues of the recent packinghouse workers' strike. Union thinking on the matter, now that peace has been restored in the industry, is revealed in the following statement by Bryan Cooney; "It might be well at this time to consider the question of arbitration as the arguement will no doubt rise again at some future date. The industry, through its bargaining committee has during the past few moths maintained doggedly that it is the only fair way to adjust any differences we might have. This, of course is an about face to their past policy but there is a saying 'a wise man changes his mind, a foll never.' We, on the other hand, have been determined after one unhappy experience, not to take a chance on buying a surprise package at the expense of our membership. We remember the times we asked to arbitrate, and we were turned down by industry, and have not been able to go along with any such suggestion. At least not during the 1955 negotiations. "

"Now that our differences have been brought to a conclusion for this agræement it becomes necessary to again look to the future and possibly ask the question, will we agree to arbitration? The answer could be yes, but only under certain conditions. To agree we must have access to the books and records of all phases of the fruit industry - from producer to retailer. To be asked to accept the figures that industry sees fit to present is not good enough. We must have the opportunity to have men study the whole set up from A to Z and produce fugures showing whether or not this industry can or can not return enough money to the primary producer to enable them to pay fair wages and retain enough to pay themselves a fair wage for their labours. Failing this, we must demand a Royal Commission investigation in order to arrive at the answer being asked by both primary producers and packing house labour. Yes we might agree to arbitration!"

HAND WRITTEN IN SCRAPBOOK

"GOOD LUCK"

"The original of this letter came from the Netherlands. Read Mathew 17. Verse 20. in your Bible. The luck of it has been sent to you. It has been around the world 4 times by its officers.

The one that will break this chain will have bad luck. Do not keep this copy, send this one and four others to friends you wish good luck.

It must leave you 24 hours after you receive it. Jane Arestin received \$36000.00 only to lose it after breaking the chain. You are to know good luck after receiving it. This is not a joke, you will receive it. This is not a joke, you will receive it by mail. Insert your name at the bottom and remove the top name.

L. Hamilton

A. Bernier

M. Nicolson

~~L. Whkelson~~) D. Young

B. Findley

D. French

B. Cooney

(caption underneath by Alma)

Letter sent by Bryan Cooney to all the members' of the executive council after his dismissal as B.A. to show his "Forgiveness"

"FFVWU SCEPTICAL OF FAIR DEAL BY SUBMITTING TO ARBITRATION"

"Threat of strike action by members of the FFVWU hangs heavy over the Okanagan Valley, where this week taking of the strike vote in 32 canneries within the jurisdiction of the FFVWU is continuing. Charges and counter charges are being made and, in accordance with Herald policy of trying to give both points of view, the following statement, received today from Bryan Cooney, Director of the Organization of the FFVWU, is published last Wednesday, which in turn was made in reply to a previous statement by Mr. Cooney. The statement follows: "Mr. Garrish, in his release to valley papers, takes strong exception to a press release on behalf of labour made by myself. He accuses me of trying to panic the growers and takes issue saying that a has been sent out to every individual grower. He points to the fact that labour refused to arbitrate also that our application for a strike vote is an attempt to coerce growers. Why did Mr. Garrish wait until July 18 (date line of letter to growers of which I have a copy), before sending the letter? I charged that the primary producers have not been kept up to date on negotiations, at least I had not been able to find one who was. In his letter,

Mr. Garrish, as is his habit, does not ask the growers for their opinion but suggests the line of thinking they should follow. He says in part, "It is difficult to avoid the conclusion that the union representatives are not interested in the position of the grower but are interested only in obtaining more money regardless of the growers' ability to pay." He says in part, "It is difficult to avoid the conclusion that the union representatives are not interested in the position of the grower but are interested only in obtaining more money regardless of the growers' ability to pay." He says that of people who in 1950 took a 5¢ per hour cut to try and help the industry when no one else attached to it did, and incidentally, there was no lowering of packing charges due to our taking the cut. He is also referring to people who cooperated with the fruit industry in presenting briefs to the federal government which helped obtain a subsidy from the government for primary producers and which amounted to payments of some 23¢ per box on the fruit covered. This, of course, was before Mr. Garrish was president.

When our organization reaffirmed its policy of support to primary producers to be called on whenever we could assist by adding our voice to theirs in making this Okanagan a better place for everyone. Mr. Garrish, as president of the BCFGA said: "That stuff smells, it's lobbying, we do not need help from outsiders." Nevertheless that help will be forthcoming whenever it is wanted or would be appreciated. Remember also that it will come from people who asked not a raise, but an adjustment to their wages this year.

So I am trying to coerce the growers. I suggest that everyone take another look, they may find that I am one of the few, who at the moment is trying to talk common sense in stead of stubbornly going ahead into something that could have drastic results. Mr. Garrish, in his news release used one argument, the merits of arbitration. This sudden desire by the Industry Committee, evidently feels that his shoulders are wide enough to shoulder the load. My advice to him would be to quit peeping shyly from behind the skirts of a two man majority report but to come out and face facts. This take it or leave it attitude adopted by the Industry

Negotiating Committee will not resolve our differences, but will tend to make them worse.

"OKANAGAN GROWERS BRACED FOR STRIKE"

"Packers' Walkout Will Hit Small Farmer, Growers' Leader Claims"

Oliver - "Thirty-five hundred fruit growers in the Okanagan are bracing themselves against a possible strike in their fruit-packing industry. The government supervised strike vote will start Tuesday in all packing houses certified by the Federation of Fruit and Vegetable Workers Union."

"A.R. Garrish, Oliver fruit farmer and president of the B.C. Fruit Growers Association, said today that "This strike is directed straight at the farmer, the small fruit grower with five to fifteen acres of orchard. These are the same growers who were hard hit by the big freeze in 1950, who lost most of their peach crop in 1954, who haven't had a good cherry crop in the last four years, and whose net returns have been getting less and less since 1950. We have the pages of figures to prove that."

"The fruit growers' representatives," concluded the leader of the big Okanagan farm organization, "all through the negotiations have expressed a willingness to arbitrate the dispute over wages. The union has refused to arbitrate. A year ago an arbitration board decided in favor of a wage increase. This year the conciliation board headed by Dean F. N. Clement, after viewing all the evidence, decided the fruit growers were in no position to increase wages."

"VOTE SATISFIES UNION OFFICIALS"

"Satisfaction with the result of the strike vote held last week in valley packinghouses is expressed by Bryan Cooney, director of the organization, FFWU, (TLC), in a statement issued to the press today. The statement follows: Officials of the Federation are quite satisfied with the result of the recent strike vote held in the Okanagan. Sixty-nine percent is ^a favourable indication. The percentage would probably have been higher but a large majority of our membership from Penticton north were not eligible, who are not members and in many cases not packinghouse workers but who were helping out in the rush of cherry packing.

THE SUNDAY SUN ---SATURDAY, AUGUST 6, 1955

"STRIKE VOTE HIT BY FRUIT GROWERS" - "CLAIM UNION CONTRACT REQUIREMENTS NOT MET"

VERNON- John Kosty, of Cold Stream, member of the labour negotiating committee, and one of the B.C. Fruit Growers Association board of governors, Friday night challenged the legality of the strike vote taken by the FFWU, of which ballots were counted Thursday.

Kosty alleged the union contract contained a clause that the vote must be taken by all to whom the contract applies. "Workers on the payroll as of July 19, 1955, were eligible to vote; anyone working after that could not cast a ballot," Kosty said.

At that time, only 1,009 individuals were employed, out of an average number of workers for the Okanagan of 3,700 or at season peak, some 5,000.

"Out of the 1,000 entitled to vote, total number of votes polled was 622, of which 194 were against the strike action; 428 in favour of the strike.

There were roughly then, 600 against striking - 400 who did not vote, and 194 who voted no."

"ASK 10 CENTS" " Kosty gave us as an instance the Creston area, where one man voted for 83 packing house workers who will be employed later. The union seeks a 10-cents-an-hour increase across the board. The fruit industry claims it cannot afford more than was paid last

year.

article continues on till page 49.

"
UNION JUSTIFIES ITS STRIKE IN OKANAGAN -- REPLY TO "PROSPECTOR" COLUMNIST"

"Following is the text of a statement from Mr, J Clayton Walls, an official of the Internation Woodworkers of America CCL-CIO 249 Bernard Ave. Kelowna. Mr Walls replies to comments on the recent Okanagan fruit strike which appeared in the the column entitled, "My Views" by Janet Stevenson. The views of Mr. Walls like the views of of Prospector columnists, do not necessarily represent the views of the paper.

"I was amazed to read on the Editorial Page of the issue of Sept. 16 last, the comments of the writer of the column "My Views", in respect to the recent strike in the Okanagan fruit industry. I say "Amazed" because in my opinion the analogies drawn and the conclusions reached are based on false assumptions and misinformation insofar as the labour movement is concerned.

I have intentionally delayed writing this letter until the heated discussions and furore cause by the strike have now abated somewhat, and thus it is now possible to assess the matter with a more detached and objective attitude. Labour principals are the same, be they applied to a plant that is owned ;by a "big owner who is living in idleness on his yacht" or owned by a hard working small operator or by a growers co-operative. Christian Social principle apply to all. The workers employed by them, regardless of ownership, have a moral rith to recieve a just wage in return for their labour. By the same token, we recognized that the woner has a right for a fair return on the money he has invested, or the grower receive a fair return for his produce.

"Not What Labour Unions Built For"

The seeeping statemnt made by the writer, to quote.... "To get back to the strike".... I don't think that one like this is a bit fair. This sort of thing isn't what labour unions were built for. They were to stop factory owners, etc. from making exhorbitant profits instead of sharing them with the

workers." (end quote) I do not know where the author obtained her information on the purpose of labour unions and what they were built for. I would suggest however that were the above statement true, it would be a purely negative purpose. As one of those people termed by the writer who "are presumably elected because they are a bit brither than the rank and file member"(?) I would hasten to assure her that the labour movement has very positive and definite objectives. I would like to make a few observations on some of them. As a matter of interest, I am not connected in any way directly with the FFVWU TLC but am employed in the lumber industry as a union official.

"Purpose of Labour Unions"

A labour union is a voluntary association of workers whose purpose it is to bargain collectively with the employer to obtain just wages, hours and working conditions. Pope Pius XI in the Encyclical "Quadragesimo Anno" states "In the first place, the wage paid to the workman must be sufficient for the support of himself and his family." And further on adds: "Every effort therefore must be made that fathers of families receive a wage sufficient to meet adequately ordinary domestic needs."

"IS IT FAIR?"

"Workers in the Okanagan Fruit industry are among the lowest paid in B.C. industry. They receive anywhere from eighty-five (85¢) to one dollar and six cents (\$1.06) per hour. I recognize however that there are some piece-rate workers who earn much more; however I am concerned here with the hourly wage earner who depends on that hourly rate to support himself and his family. In the lumber industry in the Okanagan, the organized workers are receiving a basic hourly rate of one dollar and forty cents per hour; on the coast the basic rate for common labor is one dollar and fifty four cents per hour. From personal observation and experience- I have a wife and seven children to support- it is my opinion that an Okanagan worker cannot meet adequately ordinary domestic needs" on the scale of wages now being paid

(cont'd) fruit industry workers. Rent, light, food, fuel, clothing and other household expenses are just as high here, on the average, as elsewhere in B.C. Evident proof that wages are insufficient is borne out by the fact that wives of most workers in the fruit industry have to work in order to make ends meet, this excepting the so-called "career girls."

"CAN THE INDUSTRY STAND THE RAISE?"

The stock answer given every trade union that has ever requested a raise in wages, improved hours or working conditions, is that the industry cannot stand it. The industry is not making any money, it is bordering on bankruptcy, and the few cents the workers request will wreak economic havoc. The same story was echoed by the fruit growers' spokesmen, and has been said by the lumber industry every time negotiations come around. The fact is that the owners of the fruit industry, the growers, are making a good living, as can be witnessed by their homes, cars, trucks, and the amount of money that is being spent on luxury items as recently reported by the Dominion Bureau of Statistics. Finally, the Industry's Negotiation Committee did not produce a case, satisfactorily showing that an increase in wages would create economic chaos in the fruit industry.

WAS THE STRIKE FAIR?

Strike action is a form of economic warfare, to put it bluntly. However, most unions employ the strike weapon wisely, and only when all other methods of negotiation have failed. Too, in most unions, strike action is taken only if a majority of its membership vote in favour. It is not my intention to question the writer's opinion that for certain reasons, this strike was ill-timed and ill-advised, nor do I intend to concern myself with the internal policies of the FWU. I do say however that in my humble opinion, I consider the following to be facts: 1. -The hourly wages paid fruit industry workers are grossly inadequate for a worker to bring up his family in keeping with his station. 2. The Fruit Industry's Negotiating Committee did not produce

(cont'd) evidence beyond shadow of doubt that the industry would be adversely affected to such an extent that the workers' requested demand for a wage increase would create economic disaster in fruit growing industry.

3. -The Union had exhausted every avenue of negotiations to reach a peaceful solution to the problems.

4.-A majority of the workers concerned authorized strike action, in a government supervised strike vote.

5. - The strike was legal.

"THE STRIKE HAS NOT WORKED"

I was also taken aback by the writers' almost gleeful statement that "Fortunately, the strike has not worked.." She went on to tell that there was a potential labour force of people who were willing to use trade union terminology, to scab and strike-break-one of the greatest "sins" in the labour movement.

"IT WOULD BE QUITE A DIFFERENT STORY..."

The rather nebulous argument that it would be quite a different story, if the fruit packing plants were owned by absentee owners, the writer states she too, would be in favour of strike action. In my opinion, whether the ownership of the plant or industry, is held by "absentee owners," private local ownership, or a grower-owned cooperative, in no way affects the responsibility of the management to pay the workers a just wage. To further state, in attempts to rationalize the position that because the plants are grower-owned in many instances, they are different, and thus imply that the principles of social justice do not apply, is sheer nonsense.

The argument that "here the profits go to everybody, in the district.... the barber, the school teacher, the tractor mechanic, and every person in this lovely valley, either directly or indirectly, is dependent, on fruit. So what? This holds true of every industry in any district where it is

(cont'd) dominant. A good example is the lumber industry in B.C. where 58¢ on every dollar made, is produced by the forest industry... thus it can be said the prosperity of B.C. in large measure is dependant on the lumber industry. In such cities as Port Alberni and Alberni, the whole community is entirely dependent upon it... here the profits go to everybody in the district...the barber, the school teacher, the mechanic, the store-keeper, etc.

"RATHER FOOLISH"

I find it rather idfficult to follow the line of reasoning that calling the strike was rather foolish. In my book, where such drastic steps as strike action is taken as a last resort in order to obtain economic justice for low paid workers, it should not be passed off so lightly. While the writer has a right to her opinion that she may contend with merit that certain tactics employed may have been ill-timed or illadvised, I cannot agree that they were foolish.

To assert dogmaticallt that tthe United Auto Workers would not go on strike, if they know there was a working force on hand who would be willing to strike-break, is not in keeping with the facts. Such a condition actually existed in the Auto Workers' Strike of 1936 and the company involved used airplanes to fly scabs behind the picket lines, in attempts to operate the struck plants. It worked only so long, until the social conscience of the scabs began to bother them.

My only comment on people who hand in their union cards when the chips are down, so to speak, is that they haven't the intestinal fortitude to face up to their responsibilities to their fellow workers!

A SUGGESTION

I would suggest that the author, who it appears from this article, is directly concerned in the fruit industry as a grower, delve a little into the

top-heavy management structure of the industry, where it is rumored that some top executives are receiving fabulous salaries which they have refused to make known even to its members. Perhaps with a few economies in this area, and elsewhere, a few meagre cents could be passed on to the underpaid fruit worker."

"OKANAGAN STRIKE DISPUTED" - *"The Prospector" (newspaper)*

Mrs. Janet Stevenson, "My Views" columnist, here offers a rebuttal to Mr. J. Clayton Walls of Kelowna, IWWA Union official.

"Packers Wages"

Mr. Walls quotes the wages paid in the packing houses as being from 85¢ per hour to \$1.08 per hour. Okay, that's what they are, for the lowest paid of the workers. And in these packing houses down here, practically all of the workers receiving those wages are married women, or high school students just working for the summer holidays. Other than one or two men, physically handicapped -and pensioned- the sorting is done by women. And nowhere in His Holiness' encyclical do I remember reading that after a man has been employed, his wife must also be employed.

It isn't only the male packing house workers whose wives work for 85 cents to \$1.08 per hour. Our packing houses down here have wives of store clerks, school teachers, government workers, fruit growers, and even loggers. If the fact that their wives also work is evident proof that packing house workers cannot make enough to support their families, it is also evident proof that store clerks, school teachers, fruit growers, government workers, loggers, etc., cannot make enough to support their families, either.

"WHY THEY WORK"

If you ask any of those women why they work, practically all of them will say that it is because they have to, in order to make ends meet. And probably they are right. Once in a while you meet one who gives a different answer.... like one whom I know, who put it.. "where else can a 60 year old

(Cont'd) woman make six hundred dollars in a season without exerting herself?" I'll admit she's unusual, and a bit wonderful... sorting for eight hours a day must be monotonous, to say the least. One day during the strike, I stopped beside a picket, and asked her how long she expected to stay out there. She shrugged and said "I don't care, I'll stay out here all winter, my husband has a good job."

If Mr. Walls premises were carried to a logical conclusion, and every male packing house worker was paid enough to support his wife and family, does he still think that the same packing house should then hire his wife, and also pay her enough to support her husband and family? And if he does not subscribe to such a foolish premise, what about the grower?

Why can't he expect to make enough out of his orchard to hire all male help, and pay each one enough to support his wife and family. And how about his own family. If it is made unnecessary for packing house workers wives to work, then growers' wives shouldn't have to either. Growers wives ^{would} no longer be expected to thin the fruit, pick the fruit, keep the books, and even change the water on occasion. And, on that last item.... the union obviously expects a packing house worker to make enough during an eight hour day to support the little wife and kiddies, so why should the growers work at least 12 hours? That means that either the morning or the evening change of water must be done by paid help...who must also get enough to support his family.

"LUXURY ITEM"

Imagine what a box of apples would cost. The lowest paid government worker who incidentally, receives \$1.08 per hour, and cannot have his wife working with him for the same rate, would require a weeks pay or more in order to purchase one box of apples for his children...that is, if the grower entitled to the same consideration as Mr. Walls and the union say a packinghouse worker should have. Fruit would be a luxury item...like mink coats.

To compare the fruit growing situation in this valley with the logging industry

(Cont'd) on the coast is grossly unfair. I'm well aware that Port Alberni is strictly dependent on the logging and lumber industries. I lived there for years. I was there when men were fired from the Alberni Pacific Lumber Co. for no other misdemeanor than union organizing. I was still there years later when the union itself split wide open to get rid of its commie leadership. And the situation does not parallel this one in any way.

"ANOTHER ANALOGY"

Nobody, not even Mr. Walls, could honestly claim that a strike aimed at the vast holdings and wealth of one individual like H. R. McMillan is the same thing as a strike aimed at every little ten acre grower in this whole district. A closer woods analogy would be if the buckers went on strike and demanded that they get a raise, which was ~~only~~ to be taken from the fallers. Not from the big shot...not from the government....not from the consumer...but only from one other class of worker whose labour is essential to keep them employed. And destroy his years work if he won't give in rith away.

Ridiculous isn't it?

I also remember the episode in the auto industry to which Mr. Walls refers. In 1936 the industry flew strike breakers behind the picket lines in an effort to break a union strike. This was not...Repeat NOT...the same sort of thing at all. Them, the Industry flew in men who had no personal interest in the business. They came for the sole purpose of strike breaking. Here, it was the owners themselves coming in and working for sixteen days, in an effort to save their entire year's work and crop from destruction. Meanwhile, they did their own work and took care of their orchards as well. A woods strike cannot compare to a packing house strike in any way. In the woods, while the strike is on, the product just stays put...unless fire happens to get into it. If that happens, the striking union itself pitches in and puts men on the fireline to save the trees, so there will be jobs to go back to when the strike is ended. Here, the fruit and vegetable workers union called a strike at the peak of the season of the major, and the most

HIGHLY PERISHABLE crop in this part of the valley.

"IT WOULD ROT"

It would have rotted, and brought no return to either the growers or the workers—and what good does that do anybody, including the strikers. One year twelve whole months would have gone by before the crop was there again. I still think that it is unjust, and not according to Christian social principles, to call a strike at the height of a perishable season like that. It was certainly expedient for the FWU, but expediency and justice rarely walk hand in hand.

There is one more thing to be mentioned in regard to this 85¢ and \$1.08 wage rate. Down here, the majority of those who receive that rate are permanent residents of the South Okanagan. I said that before, but please forgive the repetition, it is necessary that that fact be borne in mind. During the season, those workers pay UIC. And apart from the students, the majority of them work only enough to collect. Packing houses are seasonal employment at the best of times, so these employees feel perfectly confident that the national employment offices will not find them suitable employment elsewhere for the rest of the year. So, after the packing is finished, they collect UIC for the full period of time. And since most of them are married women who wouldn't leave here anyway, it amounts to a government subsidy to raise their wages. To figure out what they actually get paid it would be necessary to add their UIC payments to their wages and then divide it by the time they worked.

And on the subject of turning in union cards. I still think that those workers who did so, during the strike had the intestinal fortitude to stick up for what they thought was right. And such moral courage is one of the rarest of virtues...it is always easier to drift than to act.

Nor will I be bothered by Mr. Walls' attempt to sabotage the B.C. Tree Fruits by starting rumors of "fabulous" salaries. Such rumours exist about union officials too, but, personally, I prefer to stick to facts.

HISTORY OF UNIONS IN FRUIT INDUSTRY

1922 Small group in Summerland

1938 Small group in Kelowna

1941 Small group in Penticton

1942 Early spring workers organized Oliver, Osoyoos, Kaleden and called in Organizer from C.C. of L. Local Union set up in above areas.

June 26th, 1942 Agreement signed covering all Plants south of Penticton.

1943 Spring: Workers organized in Kelowna, Rutland, Winfield and Okanagan Centre, Woodsdale, Oyama, Vernon and Salmon Arm and Local Union formed.

June 15th, 1943: Agreement signed covering all Plants in Okanagan Valley with clause stating "This Agreement is one of a series identical in terms and is not subject to alteration by any of its signatories."

1st Industry Wide Agreement approved by Employers and Workers

1944 No Agreement reached.

1945 May 1st: Another Industry Wide Agreement signed. (Containing clause referred to in 1943 Agreement.)

1945 November: O'Brian outlines to Local Unions C.C of L. could no longer afford to service valley.

1945 December 23rd: Representative of Local Unions met in Kelowna to discuss transfer. Only one local favoured transfer.

1946 March 16th: After request from C.C. of L. representatives of Local Unions met with O'Brian and Symington to discuss transfer. O'Brian again states C.C. of L. unable to finance service of organization. Statement by Symington taken from minutes of meeting. "Re: the Industry Brother Symington said, that in order to get proper results thru a blanket agreement the whole industry must be reorganized." Representatives agreed to put matter of transfer to vote of locals.

History of Unions in Valley continued:

1946 March 16th to 20th: meeting in all Locals Held to vote on transfer to U.P.W.A. Symington, O'Brian in attendance. O'Brian again made statement in Local Union meetings C.C. of L. could not afford to finance service in Valley. Symington stated, "All locals must vote in favour of transfer to UPWA there could be C.C. of L. and UPWA Local in Valley." in answer to question. All locals voted in favour of transfer.

1946 April 1st: Unions became local of U.P.W.A.

1946 April 10th: Agreement reached between Unions and Employers for Industry Wide Agreement leaving Holidays with Pay and Hours of Work Clauses open for negotiations.

1946 July 8th: In meetings with Employers, Holidays with Pay clause settled. Hours of work clause left in dispute, Negotiating Committee met Symington and disagreed with him over strike to take effect August 15th, 1946.

1946 August 2 - 10: Unions held meeting discuss withdrawal from UPWA Union voted in favour of withdrawing.

1946 August 17th & 18th: Representatives of Unions met in Penticton and set up present Federation of Fruit and Vegetable Workers Unions.

1946 December 17th: Became affiliated with the Trades and Labour Congress of Canada.

1947, 1948, 1949, 1950 and 1951. Have held Constitutional Convention dealing with Industry Wide Agreement constitutional changes and other matter affecting the membership.

History of Unions in Valley cont'd:

The following bodies set by Convention delegates to protecting interests of membership year round.

Executive Council: President, Secretary-Treasurer and three District Vice-Presidents. (Elected in Convention) Director of Organization and Executive Secretary: Appointed by Excecutive Council.

Excecutive Board: One elected Delegate from each Local Union.

General Adjustment Committee: One elected Delegate from each Local Union.

General Adjustment Board: General chairman, Vice Chairman, Secretary and two members. (elected by the delegates of the General Adjustment Committee.)

Local Chairman's Committee: One elected Chairman of each Local Grievance Committee.)

Official Journal: "Fruit nad Vegetable Worker." Issued monthly.

All of above bodies tie together efforts of Local bodies in all Areas.

All Agreements have contained clause referring to or mentioned in 1943,

All Industry works on overall basis. B.C.F.G.A. Selling Agency and Federated Shippers.

(Letter to the Editor of the Penticton Herald) by Brian Cooney
Director of Organization

"CAN'T GET JUSTICE"

"I have noted with interest your recent editorial on July 27th. You have voiced the opinion that workers could gain as much by arbitration as through strike action. Basically your thinking is sound as you observe that a board's values lies in being able to look on both sides of the door and in being armed with legal power to look under the mat."

We are convinced that we have never had a board that was too willing to look under that mat. You ask what the industry can bear? Also consider what labour can bear. Much is being made over our decision not to arbitrate. You will note that the spokesmen for industry are carefully keeping away from discussions on the same question as they affected previous conciliation boards."

"In defence of our decision not to arbitrate, let us go back to 1954 when, to show what a packer could earn, figures were presented showing what the world's champion apple packer packed per hour in competition. to show earnings of box makers, the largest day's output from a machine in the history of the Kelowna Growers Exchange was used. Any grade, variety or sized range that sold particularly poor was used to show returns to growers. All of which was presented to the arbitration board by a Vancouver lawyer who never missed a technical point. Workers in this industry decided that they were tired of being bamboozled by such tactics. They do not agree that justice can be obtained in that

wya."

(Bryan Cooney's Letter to the Penticton Herald cont'd)

"We agree that the mat should be looked under but that does not mean that you should shut your eyes and pull the mat over your head."

LETTER TO THE EDITOR, Oliver B.C. Sept. 17, 1955

Dear Sir; Now that the strike is over and everybody is back on the job it is a good time to take a close look at the results to see what has been gained, what has been lost, and what has been learned.

In pre-strike negotiations the union asked for a wage hike of 10¢ an hour for men and 8¢ for women. The issue was brought before a board of conciliation which recommended no increase in wages. It was a majority report, as those things nearly always are. The conciliation board chairman who was neutral, sided with the grower-industry representative. Naturally, the union representative opposed the other two as favored a wage raise. Because of the lower price of box shooks this year the industry is able to save on this item a considerable sum of money, all of which was offered the union in the form of a wage increase of 3¢ an hour across the board. The union declined to accept this offer, and also declined to arbitrate the dispute, so the strike followed.

The strike lasted 16 days and was settled on a basis of a wage increase of 5 cents an hour which is just 2¢ an hour more than was offered before the strike.

The union thus made a gain by the strike of exactly two cents an hour, or 18 cents gain for a nine hour day. Those on strike lost 14 days' work. This means a loss of about \$100 for the female worker and \$132 for the male worker. To recover this cash loss will take the female

Letter to the Editor cont'd.

worker 555 working days, calculated on the basis of 18 cents gain a day. In the south end of the valley where the packing season starts in July with Cherries and runs through apricots, peaches, pears; and on to late apples in early December, the worker may get in 150 days during the season. Thus it will take about three and a half years to recover that \$100 the female worker lost during the strike. The male worker lost \$132. It will take him about five years to recover that amount.

In the central and northern end of the valley where the packing season is shorter it will take the worker a corresponding longer time to recover the money he lost by going on strike.

Having been through the experience of a strike the fruit grower has the satisfaction of knowing he, his family and his friendly sympathizers were able to keep the packing houses in full operation during the whole time the strike was on.

One of the most important points brought out during the strike, and one that was made perfectly clear by the railway company and by officials of the rail workers union was that both the railway and the union members were obligated to move fruit loaded on railway property regardless of the packing houses workers' strike.

The lesson learned by the fruit growers' is that so long as the union holds the club over the growers' head - a club in the form of strike threat, they, the fruit growers, must be ready to step into the packing houses and carry out the job in case of a walkout.

The only alternative is to pay the union demands, no matter what those demands may be. That is the position the fruit growers are in, and that

is the position in which they will remain in until strike threat is removed by compulsory arbitration.

Arbitration is the only fair, just, and equitable method of settling such disputes and time will come, sooner or later, when all fair minded people will realize this and governments will pass legislation to outlaw strikes and settle labour disputes by a court of law on a basis of justice, not force. Wallace J. Smith Oliver, 'B.C.

"FRUIT UNION HEAD PONDER'S ARBITRATION" (special to the Vancouver Sun)

Kelowna-- The FFVWU (TLC) may agree to arbitrate future disputes with employers, union organizer Brian Cooney indicated in a statement issued this week. Refusal of the union to submit its wage demands to arbitration became one of the major issues of the recent strike. Mr. Cooney in his statement said: CLAIMS SWITCH "The industry, through its bargaining committee has during the past few months maintained doggedly that it is the only fair way to adjust any differences we might have. This of course is an about face to their past policy but there is a saying that " a wise man changes his mind, a fool never." We, on the other hand, have been determined after one unhappy experience, not to take a chance on buying a surprise package at the expense of our membership. "IF SEEN" Now that our differences have been brought to a conclusion for this agreement it becomes necessary to again look to the future and ask the question "will we agree to arbitration?"

"The answer could be yes, but only under certain conditions. To agree we must have access to the books and the records of all phases of the fruit industry- from producer to retailer. To be asked to accept the figures that the industry sees fit to present is not good enough.

"We must have the opportunity to have man study the whole set up and present and produce figures showing whether or not this industry can or cannot return enough money to the primary producers to enable them to pay fair wage for their labours."

"Failing this we must demand a royal commission investigation in order to arrive at the answers being asked by both primary producers and packing-house labour."

PROTECTION FOR CREWS PROMISED-PLAN UNFOLDED FOR THOSE WHO WORKED IN FRUIT TIEUP

Special to the Vancouver Sun

Osoyoos- Protection will be given crews and individuals who worked when the fruit workers' union went on strike, a meeting of the B.C. Fruit Growers' Association local here was told.

Art Garrish said that the industry committee will do everything possible to protect those who worked during the strike. The meeting also discussed the possibilities of improving market prices and the marketing situation of the fruit and vegetable industry.

The meeting was informed that a resolution passed at Oliver stated the industry would be thoroughly studied.

It was suggested that a joint committee of the Oliver-Osoyoos association members carry out the inquiry.

It was also suggested that the committee investigate the dumpin of produce by other countries. Information would be presented, with information gained by the appointed government economist, to a royal commission, which, whould be called in the near future.

The Osoyoos local appointed a committe of three. They are: Hugo Johnston, Art Brown John, and Henry Schalz.

"STRIKE SETTLEMENT TODAY?" PRINCIPALS MEETING THIS AFTERNOON BELIEVED NEAR ACCORD."

Penticton, B.C. Friday September 9, 1955 The Herald (newspaper)

"A high union official told The Herald at press time, " I think the strike is just about over. The two sides are meeting this afternoon and they'll stay all night if they have to to bring this thing to a settlement." Hope runs high today that the 16-day old strike of packinghouse workers, which has threatened a crippling blow to the Okanagan Valley despite the fact there has been a movement of fruit, will come to a peaceful settlement today. The optimism is shared by both camps—industry and labour alike. "Yes, it could be over today," spokesman for the duputants confirmed when pueried by The Herald today, an expression heretofore unheard in the period of time that has on occasion developed into bitterness since the Fruit and Vegetable Workers Union struck for a 10 cents an hour wage increase, Aug. 25.

MEETING TALKS AT KELOWNA (cont'd in the above article) At press time, industry and labour representatives were gatered in an attempt to hammer out a basis of peacedul settlement in the aggravating tie-up which both sides say they didn't want to see happen. The union labour negotiating committee met in Kelowna this morning to confer on industry's "latest and final offer." This afternoon they took their answer to the bargaining table.

Meanwhile, picket lines were being maintained, growers' faced up to the immense task of picking, packing and shipping, the CPR railway and members of the Brotherhood clarified their positions, the Western Conferance of Teamsters stepped into the picture, growers maintained their previous offer to labour at an industry-wide meeting in Kelowna, Wednesday night, and A.R. Garrish, BCFGA president, agreed to withdraw his resignation.

cont'd from previous page article in The Herald

Mr. Garrish's statement said: In compliance with the wishes of the joint District Council meeting held in Kelowna, Wednesday night, I have agreed to withdraw my resignation and to complete the balance of my present term as president of the B.C. Fruit Growers' Association.

RAILWAY POSITION IS CLARIFIED (cont'd same article)

Railway management and union held huddles following reports, later denied, that union men had refused to cross picket lines and trains were being loaded at "team tracks", that is tracks located on the railway right-of-way where picketing is illegal.

In a statement, issued today, Gordon McGregor, chairman of CPR western lines, Brotherhood of Railroad Trainmen, said: I feel that there is some need to clarify the position of the Brotherhood of Railway Trainmen insofar as the present strike conditions concerned.

In doing so I hope to correct any misunderstandings which may be present in the minds of ~~the~~ some who have been affected by the dispute between FVWU and the fruit industry.

The members of the B.R.T. belong to a fraternal organization which has been dealing with railway management for 72 years. Therefore, you will appreciate the fact that we cannot and do not condone illegal activities or contract infraction by our members.

Penticton local members are stalwart citizens of this community. They take an active interest in its well being and the welfare of its citizens by taking part in many various activities and donating to many community causes.

Unfortunately...some who do not fully understand the position of our

Penticton Herald article cont'd

statements
group.. have caused embarrassment by threats and false accusations
about our members and our union..a union which...by the way...has never
been involved in an illegal strike during its many years existence in
Canada.

We hope that the negotiating committee of the FFVWU and the fruit industry
will resolve their differences to the mutual satisfaction of all concerned..
and that all parties will proceed in a legal and orderly manner.

Under the statutes of Canada governing the contract our organization has
with the transportation system involved, we are, required to move any
freight placed on railway property. Our members will continue to make
every effort to carry out this contract and to obey the governing statutes
where possible to do so.

We hope that the affected parties will appreciate the position, that by
law and by contract, we must maintain.

An earlier release from Vancouver said:

W.G. McGregor of Calgary, general chairman of the Brotherhood of Railway
Trainmen, said in Penticton that his members would do all possible to'
handle traffic offered in accordance with their contract and called upon
picketers to conduct themselves in accordance with the law.

A CPR spokesman added that as a result of the fruit strike in the Okanagan,
the railway companies find themselves in a very difficult position in
fulfilling their statutory obligations.

The railways as a common carrier, by Parliamentary statute, are obligated
to accept and deliver traffic offered accordaing to their powers or face

actions for damages from members of the public who may suffer as a result. "Trainmen, who are contracted to handle the traffic are making every effort to fulfill their contract and avoid the company suffering any loss, but have been severely hampered by violence, interference and pressure," Mr. McGregor said.

Meanwhile the Western Conference of Teamsters pledged all-out support to the FVWU's in the Okanagan Valley, James Scott, a B.C. representative for the conference, announced.

"The packing industry is the lifeblood of the Valley," Scott said, "and it is the purpose of our organization to aid in the economic improvement of the workers with the resultant benefit to industry and the public in the Okanagan."

A series of meetings between packing house workers and representatives of the Teamsters from Washington, Oregon and California fruit packing locals has resulted in pledges of mutual, financial and economic support, Scott reports.

The Teamsters have opened bank accounts in the area to provide relief. Teamsters represent most of the large trucking concerns in the Okanagan. The resolution expressing full confidence in the industry's negotiating committee was the principal outcome of a meeting in Kelowna Wednesday night attended by some 150 leaders of the fruit industry, including BCFGA, district councils, Tree Fruits officials and packinghouse operators. There was no indication of an inclination to capitulate the industry's position to have the strike ended. In fact the contrary was the case. Representatives of the extreme south indicated in no uncertain terms that the south was solidly resentful of the concession offered by the negotiating

committee up to date.

The meeting which commenced at 8 p.m. and lasted until nearly 1 a.m. had the general effect of clarifying the position of the industry's negotiating committee. During the past few days considerable criticism had been levelled at the committee for having gone too far in conciliatory offers. This criticism came particularly from the south and resulted in the offer of A.R. Garrish to resign his position as president of the BCFGA.

The meeting definitely strengthened the committee's position.

The resolution expressing confidence in the committee also urged it to bring about a satisfactory and quick settlement of the strike. The resolution stipulated that any settlement must carry the provision that there be no changes in the clauses of the present union contract and that both parties agree there will be no discrimination against either those who went on strike or those who worked.

One speaker suggested that the strike be settled at all costs and was laughed and hooted back into his seat.

A.R. Garrish was selected as chairman of the meeting and accepted a resolution urging that only arbitration should be considered as a means of settling the strike. The chairman allowed a very long discussion on this point which got nowhere. The arbitration committee proposal consisted of a judge of the supreme court and the deputy ministers of agriculture and labour. Almost the same proposition had been turned down by the union when it was made some three weeks ago by Premier Bennett. Throughout the meeting there was no evidence of any panic and no indication that the growers were ready to capitulate. On the contrary, there appeared to be a general atmosphere of confidence and determination to see it through.

The meeting was, however, ready to make reasonable concessions in order to have the strike settled.

Mr. Watson of Vernon, seemed to express the meeting's general attitude when he said that a reasonable was desirable and that every effort should be made to bring it about. However it must be seen through or the industry would hand over its control to the union and be faced with a similar situation next year.

The north would appear to be solidly behind the negotiating committee. The south's resentment stems from the fact there they feel the committee has made too many concessions. The south is nearing the end of its peach crop, the V'S being almost over and the Elberta's starting.

Several speakers expressed criticism of B.C. Fruit Processors for having signed a union agreement giving increased wages when the industry was in the midst of its negotiations. L. G. Butler said that decision had been made by the directors of the processors.

J.B. Lander, sales manager, B.C. Trees Fruits, told the meeting that all packs had been well received by the trade, which was cooperating fully. No business had been lost because of the strike. He said that up to Sept. 5th, 52,174 packages of handpacked peaches had been shipped and 203,813 packages of wrapped peaches.

A resolution that had been passed in Vernon was presented to the meeting. It expressed confidence in the negotiating committee and urged that three days be given the union to accept the industry's last offer including no changes in the clauses of the contract or the growers would step in and handle the packing business themselves. This was defeated.

J. Snowsell expressed the opinion that only registered growers should

have the say at such a policy meeting as they are the ones directly affected. F.L. Fitzpatrick said that the primary producer and the labourer in the industry were but parts of the same wheel. Each needed the other and what affected one affected the other. Both got money from the same source and both share in it. There should never be a reason for such a serious step as a strike. Their differences should be settled amicably and arbitration was the reasonable and sane and proper way of doing so.

Speakers from the southern area indicated clearly that the southern growers felt they had been let down by the negotiating committee. They had worked and sacrificed to carry on despite the strike and had done so successfully. They resented concessions being made to the strikers.

Following the meeting, the district councils met and after some discussion asked A.R. Garrish to withdraw his offer to resign as BCFGA president. On Saturday he had made the offer because of a policy disagreement with the negotiating committee. He could not go along with the concessions being offered he stated. He stood with the southern growers against further concessions.

Following the lengthy session, which was closed to the press, the industry reiterated its offer of five cents an hour boost to key personnel; three cents an hour to male workers and two percent on all piece work.

The wage boost would take effect September 1, with a similar increase May 1st, 1956. Contract would run for two years.

As an alternative offer, the industry has proposed a five cent an hour increase across the board effective immediately and an equivalent increase on piece work rates.

The industry has agreed that there would be no changes in the working agreement, with an additional clause that there would be no discrimination against those who worked during the tie-up or against those who did not work.

The industry made its latest offer last Friday, but the Federation of Fruit and Vegetable Workers Unions (TLC) made an alternative proposal of: starting male help \$1.00 an hour; after 60 days \$1.05 an hour; after 200 days \$1.15; starting female help 75 cents an hour; after 60 days 80 cents; after 200 days 88 cents, on certain classifications. The with ten per-cent on piece work agreement would terminate April and an extra ten cents an hour 30. 1957.

(end of article)

NEWS REPORT AND REPROT TO LOCALS (typed up on white fullscap paper.)

Negotiations concluded Friday evening, September 9th in Kelowna.

All terms of the new agreement and wage scale to become effective September 10th, 1955, and carry through until April 30th, 1956. The following are the changes to the wage scale and to the previous agreement:

1. 5¢ per hour raise on all hourly rates, male and female.
2. 5% raise on all female piece work rates.
3. 4% raise on all male piece work rates.
4. One paid Statutory Holiday with Pay (Christmas Day) for employees who work at least 225 days in the calendar year.
5. First aid attendants to be paid 10¢ per hour over his or her regular rate of pay.
6. Pay to be retroactive to the start of the current pay period on new packages when rates are finally established.

Continued from Previous Page

7. A separate seniority list to be kept for short night shift workers on shifts of less than 7 hours.
 8. Stools to be provided.
 9. The word "during the work season" be deleted from item N, Section 6 Article 7.
 10. Article 9, Section 4 to be put in operation in all plants.
 11. The union to supply union label stamps, and the employer to endeavour to have them placed on at least 25% of the packages.
 12. There shall be no discrimination, punitive action, loss of seniority or any unfair or disciplinary measure shown or taken either by the employer or by the Union against any employee for the reason that he or she continued to work or returned to work or refused to work for the Employer during the strike of August-September 1955. In the event of any conflict between this clause and the provisions of Article 3, Section 91) of this agreement this clause shall govern.
- All employees will be called back to work in order of their seniority on the lists prior to any strike action. This will be done by management as quickly as possible.

(signed) Brian Cooney Director of Org.

WORD BATTLE BETWEEN UNIONS CONTINUES April 16th, 1956 (paper unknown)

"Court Hearing Expected In May Says FFVWU (Rebels)"

Commenting today on the fight between the Fedearation Of Fruit and Vegetable Workers Union (TLC) and the Teamsters for control of packing house workers in the Valley, N.B. Sunderman, of Penticton, president of the FFVWU, said he believed his union's hearing of an application against the Teamsters for an injunction would be heard either May or June.

Penticton and Vernon locals of the FFVWU have refused to join the Teamsters while other valley locals did.

"The court case, we believe, will be either in May or June," Mr. Sunderman said.

"The primary objective of the two locals in Penticton and Vernon is seeking court action is to maintain the Federation at all costs.

"Therefore, no matter what happens we intend to carry on until the entire membership shall decree otherwise."

He added, "we are recognized by both Federated Shippers and the provincial government as the legal bargaining unit agent."

Mr. Sunderman also made a press release which said:

"In the interest of all rank and file members of the Federation of Fruit and Vegetable Workers Unions, the Executive Council in this circular shall point out the facts as they now exist in the dipute withthe Inernational Brotherhood of Teamsters."

1. The legal bargaining certificate remains with the FFVWU, 1, 2,3,4,5, 6,7,8,9,10,11, and 12. The Federation is bargaining for the entire industry, not the Internaitional Brotherhood of Teamsters.

2. The IBT must succeed in both the Court and before the Labour Relations Board before they enter the picture, or legally represent the employees