

The Food and Service Workers of Canada Union
An Inventory of their Fonds
in
The Library of the University of British Columbia
Special Collections

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December 7, 1992

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INTRODUCTION:

The Food and Services Workers of Canada Union (FASWOC) records described in this inventory include the records of FASWOC which also operated under the names, the Canadian Food and Associated Services Union (CFASU) and the White Spot Union. The records cover the years 1958-1987 and total 6.5m of textual material in 23 boxes.

The records were donated in May 1992 to Special Collections of the University of British Columbia by the Canadian Association of Industrial Mechanical and Allied Workers (CAIMAW), the successor body to FASWOC. The records were acquired in one accession. There was no accession record for the accession.

There are no restrictions to the material.

No further accruals are expected to the fonds.

ADMINISTRATIVE HISTORY:

The Food and Service Workers of Canada Union (FASWOC) was created on March 17, 1958 as the White Spot Employees Union. It was originally a company union created by White Spot Company owner Nat Bailey as a means of preventing the certification of his White Spot restaurants by more powerful international based unions.

In 1968 the White Spot Company was purchased by the multinational General Foods Ltd. Because of the size and influence of the new owner the Union began to have increasingly difficult contract negotiations. This resulted in the Union's decision to change its name to Canadian Food and Associated Services Union (CFASU) and expand out of its White Spot Company base. The name change was registered with the Department of Labour in Victoria on October 25, 1972. On January 3, 1973 the CFASU joined the Canadian Council of Unions.

Great changes occurred to the Union in 1975. That October the CFASU held its first annual convention. It was at this point that the decision to expand the size and scope of the Union beyond the British Columbia borders was formalized. The Union was also restructured at this Convention. A National Administration was established with a head office in Vancouver, where it would remain throughout the Union's existence.

There were three Locals in the Union. Local 1 was responsible for production, manufacturing and distribution operations, Local 2 represented retail outlets, while Local 4, which was added in 1978, represented hotels and other related services. Each Local's number was preceded by another number which designated the provincial origin of the Local. Thus Locals 11, 12 and 14 designated British Columbia, while 51, 52, and 54 represented Ontario.

In 1977 the CFASU had its first success in organizing outside of British Columbia when the Windsor Arms Hotel was certified in Toronto, Ontario. Other successful certifications followed in Ontario. However the Union was unable to organize workers outside of these two provinces.

The Union expanded greatly in its early years. In 1981, it decided that its name was cumbersome and did not fully

indicate the scope of the membership. It therefore decided to change it to Food and Service Workers of Canada Union. The name change had no effect on administrative functions of the Union.

By 1983, FASWOC was experiencing financial problems as expenses began to exceed revenues. Dissension began to develop in the Union, and officers were forced to resign. In 1985, the Ontario Locals broke away from the National Office reducing the Union's power base back to a provincial one. To alleviate these problems, discussions were held in 1987 to explore the possibility of a merger between FASWOC and the Canadian Association of Industrial Mechanical and Allied Workers (CAIMAW). CAIMAW, a national union with a stronger power base, had just recently begun to organize in the food and services area. In September 1987, at a special convention of FASWOC, members voted 612 to 118 to merge with CAIMAW. This merger took effect on December 1, 1987.

At the time of the merger FASWOC consisted of Local 10, which had replaced Local 11 in 1985 and represented the White Spot Commissary; Local 12, representing 19 White Spot Restaurants and 47 Kentucky Fried Chickens throughout B.C.; and Local 14, which represented employees at the Arbutus Club, Arts Club, Jerry's Cove, Newspaper Guild support staff, CASAW support staff, and Co-op Radio support staff.

SCOPE AND CONTENT:

The fonds consists of correspondence, minutes of meetings, financial records, grievance cases, Workers Compensation arbitration cases, legal files, convention material and other textual material relating to the organization and activities of the Food and Service Workers Union, and its predecessor unions, the Canadian Food and Associated Services Union (CFASU) and the White Spot Union.

The fonds is divided into two sub-groups. The first sub-group, the White Spot Union and the Canadian Food and Associated Services Union, covers the years 1958-1975 when the Union was based in British Columbia. The second sub-group, the Canadian Food and Associated Services Union and the Food and Service Workers of Canada Union, covers the years 1958-1987, when the Union became national. The records of 1958-1975 are subdivided into 7 series: correspondence (1958-1975); minutes of meetings (1967-1975); notices (1967-1975), contract dispute with White Spot (1975), constitution and by-laws (1975), convention (1975), and formation of the National Union (1975).

The records of 1976-1987 are subdivided into 18 series: operational files (1976-1978); operational files (1979-1980); national office files (1981-1986); correspondence of the national office (1981-1987); minutes of national meetings (1981-1987); financial records (1981-1987); union office files (1981-1987); legal files (1981-1987); files relating to Rick Peirera (1986-1987); Grievance files (1979-1983); files relating to the British Columbia Government Employees Union raid (1984-1985); files relating to Workers Compensation Board claims (1981-1987); Leila Harding files (1986-1987); Local 10 and 11 operational and membership files (1981-1987); Local 12 operational files (1981-1987); Local 12 membership files (1983-1987); Local 14 operational and membership files (1984-1987); reference: conventions (1975-1987); reference: general (1981-1987); CFASU and FASWOC artifacts. (1972-1988).

Title of fonds is based on last known name of the organization.

Note: The levels of arrangement are referenced in the inventory as follows:

- Sub-groups are referenced by upper case letters.
- Series are referenced by numbers.

There are two sub-groups within the Food and Service Workers of Canada funds:

- A Records generated between 1958 and 1975 inclusive.
- B Records generated between 1976 and 1987 inclusive.

Sub-group A

White Spot Employees Union and Canadian Food and Associated Services Union. -- 1958-1975. -- 33 cm of textual material.

The White Spot Employees Union obtained certification in 1958. In 1972 the Union changed its name to the Canadian Food and Associated Services Union (CFASU) and became an affiliate of the Canadian Council of Unions (CCU). The Union's membership consisted of the employees of the White Spot Company.

Sub-group consists of correspondence, minutes of meetings, notices, contract, constitution and convention records, and a history of the Union.

Title is based on contents of sub-group.

Sub-group is arranged into series by form, and within the series alphabetically.

Series A.1:

Correspondence. -- 1958-1975. -- 10 cm of textual material.

Series consists of correspondence with the CCU, other affiliates of the CCU, the Labour Relations Board, and the Union's membership.

Title is based on file folder label.

Series A.2:

Minutes of meetings. -- 1967-1975. -- 15 cm of textual material.

Series consists of minutes of meetings for the B.C. Council of Unions, the CCU, the general meetings of the membership, shop steward meetings, and meetings of the executive board for the Union.

Title is based on file folder label.

Series A.3:

Notices. -- 1967-1975. -- 3 cm of textual material.

Series consists of notices issued to the shop stewards and the membership.

Title is based on file folder label.

Series A.4:

Contract dispute with White Spot. -- 1975. -- 1 cm of textual material.

Series consists of material relating to a contract dispute between the Union and White Spot Restaurants.

Title is taken from file folder.

Series A.5:

Constitution and by-laws. -- 1975. -- 2 cm of textual material.

Series consists of copies of the constitution and by-laws and records relating to them.

Title is taken from file folder label.

Series A.6:

Convention. -- 1975. -- 2 cm of textual material

Series consists of preparatory material for the first annual conference of the Union.

Title is taken from file folder label.

Series A.7:

Formation of the National Union. -- 1975. -- 1 cm of textual material.

Series consists of drafts of narrative chronicling the formation of the White Spot Employees Union, its name change to the Canadian Food and Associated Services Union, and the Union's development prior to nationalization.

Title is taken from file folder label.

Sub-group B

Canadian Food and Associated Services Union and Food and Service Workers of Canada Union. -- 1976-1987. -- 6.1 m of textual material.

In 1975 the Canadian Food and Associated Services Union (CFASU) extended its mandate to establish a national membership, began holding annual conferences, and actively soliciting new membership from non-unionized food service establishments. In 1982 the Union changed its name to the Food and Service Workers of Canada (FASWOC). Due to financial problems, FASWOC merged with CAIMAW in December of 1987.

Sub-group contains correspondence, minutes of meetings, notices, contracts, certifications, financial records, records of the Union president, the national administration office, and the locals, and conference materials. Also included are reference materials and Union wall signs. There are two chronologically based series, one covering the years 1976 to 1978, another covering the years 1978 to 1980. Within these series the records are arranged by form and within this classification alphabetically. After 1980 the Union grouped its records roughly by subject but not stringently. Material which related to the subject classification scheme and occurred scattered throughout the sub-group has been interfiled within the relevant series or grouped into a miscellaneous file at the end of the series. Where there is an obvious arrangement within the series it is noted. Where there is an obvious disarrangement this is also noted. No attempt has been made to establish arrangement in series which exhibit none.

Title is based on contents of sub-group.

Series B.1:

Operational files. -- 1976-1978. -- 30 cm of textual material.

Series consists of correspondence, minutes, notices, reports, questionnaires, contract records, and material relating to Canadian Food and Associated Services Union conventions.

Title is based on contents of series.

Series is arranged by form, and within the form classification, alphabetically.

Series B.2:

Operational files. -- 1979-1980. -- 60 cm of textual material.

Series consists of correspondence, minutes of meetings, notices, newsletters, reports, and records relating to nominations, elections, contract negotiations, and conventions.

Title is based on contents of series.

Series is arranged by form, and within the form classification, alphabetically.

Series B.3:

National Office Files. -- 1981-1986. -- 28 cm of textual material.

Series consists of files relating to health and safety issues, contract negotiations, elections, copies of memos, notices to members, address lists for members of the Union and its officers, shop steward information, and information relating to the change of name in 1982 from Canadian Food and Associated Services Union to Food and Service Workers of Canada.

Title is based on contents of series.

Series is arranged, roughly, by form.

Series B.4:

Correspondence of the National Office. -- 1981-1987. -- 25 cm of textual material.

Series consists of correspondence relating to Bill 19, the Labour Relations Board, and Insurance matters.

Title is based on contents of series.

Series is arranged alphabetically.

Series B.5:

Minutes of National Meetings. -- 1981-1987. -- 33 cm of textual material.

Series consists of minutes of meetings of the National Executive Board (NEB), the Western Regional Executive Board (WREB), and the Eastern Regional Executive Board (EREB) of the union.

Title is based on contents of series.

Series is arranged alphabetically, and within alphabetic arrangement chronologically.

Series B.6:

Financial records. -- 1981-1987. -- 80 cm of textual material.

Series consists of payroll and dues records, income accounts, and bank records.

Contained within the series are chequebook stubs and cancelled cheques, journals, and loose ledger sheets, many of which have no heading or date.

Title based on contents of series.
Series is not arranged.

Series B.7:

Union office files. -- 1981-1987. -- 20 cm of textual material.

Series consists of utility records, expense accounts, billing records for office supplies and accounting and legal services, copies of T 4's, and separation slips.

Title is based on contents of series.

Series is arranged by form.

Series B.8:

Legal files. -- 1981-1987. -- 30 cm of textual material.

Series consists of files relating to White Spot, Saigon Restaurant, PH Foods, and the BCGEU.

Title is based on contents of series.

Series is arranged, roughly, by subject.

Series B.9:

Files relating to Rick Peirera. -- 1986-1987. -- 10 cm of textual material.

The union requested Rick Peirera, an official of Local 12, to resign. When he refused the union fired him. Peirera then charged the union with wrongful dismissal.

Series contains files relating to charges by Rick Pereira against the Union.

Title is based on folder label.

Series not arranged.

Series B.10:

Grievance files. -- 1979-1983. -- 25 cm of textual material.

Series consists of files relating to grievances lodged by members against their employers.

Title is based on contents of series.

Series is arranged alphabetically.

Series B.11:

Files relating to BCGEU raid. -- 1984-1985. -- 23 cm of textual material.

When the BCGEU (B.C. Government Employees Union) attempted to raid the membership of FASWOC in 1984 and failed, FASWOC then

issued a charge of unfair labour practices against the BCGEU.

Series contains correspondence between the Union and the Labour Relations Board, petitions, newspaper clippings, and copies of information leaflets distributed by the Union to its members.

Title is based on file folder label.

Series is not arranged.

Series B.12:

Files relating to Worker's Compensation Board claims.-- 1981-1987. -- 33 cm of textual material.

Series consists of physician's reports, hospital admissions and separation records, and Worker's Compensation claim forms relating to claims made by individual members.

Title is based on contents of series.

Series is arranged by form.

Series B.13:

Leila Harding files. -- 1986-1987. -- 30 cm of textual material.

Leila Harding was the president of the Union in the last year of its administration before it merged with CAIMAW.

Series consists of correspondence, financial records, staffing files, by-laws for the various locals, conference notes, transcripts of telephone conversations, and material relating to the merger. Also included are files relating to charges brought against Harding for wrongful dismissal.

Title is based on contents of series.

Series is not arranged.

Series B.14:

Local 10 and 11 operational and membership files. -- 1981-1987. -- 28 cm of textual material.

Local 11 represented employees of the White Spot Commissary, where food was prepared for distribution to the White Spot Restaurants, and Newton farms, which provided the Restaurants with poultry. In 1985 Local 10 was formed to represent only the White Spot Commissary. No records were found to indicate the subsequent status of Local 11 or of the employees of Newton Farms with respect to the Union.

Series contains correspondence, minutes, notices, negotiation files, copies of contracts, grievances, petitions, warning letters, and seniority lists relating to both Local 10 and Local 11. The records of Local 11 are interfiled with those of Local 10.

Title is based on contents of series.
Series is arranged by form.

Series B.15:

Local 12 operational files. -- 1981-1987. -- 33 cm of textual material.

Series contains correspondence, minutes, notices, petitions, shop steward lists, oaths of office, dues, elections, and convention material relating to Local 12.

Title is based on contents of series.
Series is arranged by form.

Series B.16:

Local 12 membership files. -- 1983-1987. -- 30 cm of textual material.

Series consists of correspondence, negotiations, and minutes of meetings relating to the members represented by the local: the employees of White Spot, Ernie's Fine Foods, and Pizza Hut. Included are seniority lists for members.

Title is based on contents of series.

Series is arranged alphabetically within groupings for each employer.

Series B.17:

Local 14 operational and membership files. -- 1984-1987.-- 30 cm of textual material.

Series consists of general administrative records for the local, and records for each employer whose employees were represented by the local. These employers include the Arbutus Club, the Arts Club, Co-op Radio, Jerry's Cove, and the Vancouver-New-Westminster Newspaper Guild. For each of these establishments there are correspondence, dues, grievances, negotiations and certification files.

Title is based on contents of the series.

Series is arranged by employer, and within this classification alphabetically.

Series B.18:

Reference: Conventions. -- 1975-1987. -- 33 cm of textual material.

Series consists of conference binders and certification pamphlets for conferences held under the name of Canadian Food

and Associated Services Union between 1975 and 1982 and under the name of Food and Service Workers of Canada Union between 1976 and 1987.

Title is based on contents of series.

Series is arranged chronologically.

Series B.19:

Reference: General. -- (1981-1987). -- 28 cm of textual material.

Series consists of Labour Relations Board reference material, and additional copies of financial reports, by-laws, and constitutions.

Title is based on nature of material.

Series B.20:

CFASU and FASWOC artifacts. -- 1972-1987. -- 3 signs.

Series consists of one CFASU sign, one FASWOC sign, and one sign damaged which reads ASWOC.

Title is based on contents of series

FASWOC fonds: Series Container List

Sub-group is referenced by letter.
Series is referenced by number.

<u>Reference</u>	<u>Series Title</u>	<u>Container</u>
A-1	Correspondence: 1958-1975	Box 1
A-2	Minutes of meeting: 1967-1975	Box 1
A-3	Notices: 1967-1975	Box 1
A-4	Contract dispute with White Spot: 1975	Box 1
A-5	Constitution and by-laws: 1975	Box 1
A-6	Convention: 1975	Box 1
A-7	Formation of National Union: 1975	Box 1
B-1	Operational files: 1976-1978	Box 2
B-2	Operational files: 1979-1980	Box 3, 4
B-3	National Office files: 1981-1986	Box 5
B-4	Correspondence of the National Office: 1981-1987	Box 6
B-5	Minutes of National meetings: 1981-1987	Box 7
B-6	Financial records: 1981-1987	Box 8, 9, 10
B-7	Union office files: 1981-1987	Box 11
B-8	Legal files: 1981-1987	Box 12
B-9	Files relating to Rick Peirera: 1986-1987	Box 6
B-10	Grievance files: 1979-1983	Box 13
B-11	Files relating to the BCGEU raid: 1984-1985	Box 14
B-12	Files relating to Worker's Compensation Board claims: 1981-1987	Box 15
B-13	Leila Harding files: 1986-1987	Box 16
B-14	Local 10 and 11 operational and membership files: 1981-1987	Box 17
B-15	Local 12 operational files: 1981-1987	Box 18
B-16	Local 12 membership files: 1983-1987	Box 19
B-17	Local 14 operational and membership files: 1984-1987	Box 20, 21
B-18	Reference: Conventions: 1975-1987	Box 22
B-19	Reference: General: (1981-1987)	Box 23
B-20	CFASU and FASWOC artifacts: 1972-1987	