

DOMESTICS' CROSS-CULTURAL NEWS

monthly newsletter of the Toronto Organization for Domestic Workers' Rights

August 1997



(INTERCEDE)

WE'RE CHANGING OUR NAME...SORT OF!

"INTERCEDE for the Rights of Domestic Workers, Caregivers and Newcomers" - this is being proposed as the new official long name of our organization. At the same time, we will continue using INTERCEDE, for short.

Currently, our official name is Toronto Organization for Domestic Workers' Rights, the name under which we were officially incorporated in 1986. But we have also been using "INTERCEDE", the original name used since 1979 and for which we are popularly known.

Why the change?

As everyone familiar with our work knows, INTERCEDE has been serving not only domestic workers and caregivers in the live-in caregiver program (LCP). We have also been catering to the needs of newcomers among their family members such as sponsored relatives including parents, spouses and children; and financially assisted relatives such as brothers and sisters.

Also recently, we have started to do outreach to people who enter Canada under temporary work permits though not necessarily domestic workers or caregivers in the LCP. While these people are not in the live-in caregiver program, they do

experience a lot of the same problems in the areas of immigration, human rights, employment conditions and others.

We think the new name accurately reflects the expansion in our client base. It will clearly welcome members' families and all other prospective clients to the bosom of our organization.

INTERCEDE staff and Board members have been discussing various name changes in the past few months and they feel this is the best proposal so far.

To all members and clients of INTERCEDE: If you have any comments or any thoughts about this change, please write us within the month.

WILLS, POWERS OF ATTORNEY FOR PROPERTY AND FOR PERSONAL CARE

by Carol Salmon

Do you want your money to go to the government in the event of your death or to a husband you have been separated from?

Although none of us really want to think about dying, it is inevitable that we will all die and that our properties and personal effects will have to go to someone. We may also have to face the reality that at any time we could get sick or meet an accident that will prevent us from making decisions for ourselves.

All Domestic/Caregiver Workers, All Newcomers and Non-immigrant Women with Temporary Work Permit

WELCOME TO

INTERCEDE MEETING EVERY FIRST SUNDAY OF THE MONTH

(if a holiday, meeting is on second Sunday)

Sunday, Aug. 10, 1997

3-5 pm at Cecil Community Centre
58 Cecil St., South of College / Spadina

Topic: NEW RULES TO SPONSOR YOUR FAMILY TO COME TO CANADA

Speaker: Marjorie Hiley, Flemingdon Community Legal Clinic

If you are interested in legal advice, please call for appointment.
Renew your Membership or Apply for New Member at 3:00 pm.

Wills

Having a Will drawn up is a good way to ensure that what you have goes to who you want.

More than 20 statutes affect estate planning and the drawing up of Wills in Ontario. It is therefore in your best interest to seek advice from someone trained and knowledgeable in the law to prepare and execute your Will.

Dying without an appropriate Will can often contribute to family rivalries and disappointments. As such any of the following can happen:

- people you love may get nothing;
- family conflicts over the division of your properties;
- the wrong people may share in your estate;
- delays in getting money to pay medical or funeral expenses.

Some of the assets to be considered in a Will are your investments and beneficiaries, your personal savings, Real Estate holdings, the disposition of your assets in terms of cash or property gifts (bequests), who to give your personal and household effects to, who will be the Executor of your Will, who will look after your children, your Funeral instructions, etc.

Power of Attorney

The absence of family members and relatives in Canada of domestic workers under the Live-in Caregiver Program also emphasizes the need for a Power of Attorney.

Power of Attorney is the legal authority you give to someone you trust to make decisions for you in the areas of finance and personal care should you become unable to make competent decisions for your-

NOTICE TO MEMBERS AND FRIENDS:

ANNUAL GENERAL MEETING TO RATIFY AMENDMENTS TO THE CONSTITUTION AND TO HOLD AN ELECTION

SUNDAY, OCTOBER 5, 1997

3 to 5 pm

Cecil Community Centre
58 Cecil St., Toronto
(near Spadina & College)

INTERCEDE's annual meetings are always an exciting and happy occasion to meet friends, vote for members of the Board of Directors, and participate in important discussions. It's your organization, take care of it

self. This may occur if you have a mental illness or have an accident or sickness which renders you incapable of taking charge of your own affairs.

Under the Substitute Decisions Act, the government will take over the management of your affairs, assets and personal care decisions if you are found to be incapable. You can avoid this by appointing a trusted person or persons to act on your behalf ahead of time. Your Attorney(s) will be able to make decisions based on your instructions regarding a management plan for your property and personal care decisions such as the giving and withholding of consent to medical treatment.

*Resource: Frank Luna, Barrister and Solicitor, Toronto, ON
(Stay tuned for upcoming workshop!)*

TO ALL SUBSCRIBERS

**INTERESTED TO CONTINUE RECEIVING THIS NEWSLETTER? SEND THE FORM BELOW WITH PAYMENT.
IF NO RENEWAL SUBSCRIPTION BY END OF AUGUST, WE'LL REMOVE YOUR NAME FROM OUR MAILING LIST.**

RENEWAL SUBSCRIPTION NEW SUBSCRIPTION CHANGE OF ADDRESS

MAIL TO : INTERCEDE, 234 Eglinton Ave East, Suite 205, Toronto, Ontario M4P 1K5

Please send *DOMESTICS' CROSS-CULTURAL NEWS* to:

NAME : _____

ADDRESS : _____

CITY/PROVINCE : _____

POSTAL CODE : _____ TELEPHONE : _____

YEARLY SUBSCRIPTION RATES :

INTERCEDE Members :	FREE	Non-member Domestic :	\$20.00
Non-Profit Organizations:	FREE	Others	\$25.00

HOW TO CALCULATE YOUR PAY
Effective July 1, 1997

	MONTHLY (12/year)	SEMI-MONTHLY (24/year)	BIWEEKLY (26/year)	WEEKLY (52/year)
GROSS WAGES	\$1,306.07	\$ 653.03	\$ 602.80	\$301.40
DEDUCTIONS:				
Income Tax	179.10	89.05	81.55	41.60
Canada Pension Plan	29.67	14.84	13.69	6.85
Employment Insurance	37.88	18.94	17.48	8.74
Room & Board	<u>369.42</u>	<u>184.71</u>	<u>170.50</u>	<u>85.25</u>
Total Deductions	\$ 616.07	\$ 307.54	\$ 283.22	\$ 142.44
NET PAYMENT	\$ 690.00 =====	\$ 345.49 =====	\$ 319.58 =====	\$ 158.96 =====

QUESTIONS & ANSWERS

**ABOUT LEGAL AID FOR WOMEN IN
ABUSIVE SITUATIONS**

*(Based on The Ontario Legal Aid Plan brochure:
"Your Questions Answered")*

Q. What is Legal Aid?

A. Legal Aid is a form of financial assistance that allows you to obtain the services of a lawyer.

Q. Who qualifies for Legal Aid?

A. You can get legal aid to pay for a lawyer if you have little or no money left after you have spent on basic necessities like rent and groceries.

You will almost always qualify if you have no income or are on social assistance. But you may also qualify even if you have income and property if you are a woman trying to leave an abusive husband or partner.

Q. How can a lawyer help a victim of an abusive partner or spouse?

A. A lawyer can help get custody of your children or change custody; get a restraining order to prevent your spouse or partner from getting near you; establish child support payments; prevent your spouse or partner from separating you and your children; help secure your property if your spouse or partner is threatening to sell or dispose of it; set visitation right; prevent your spouse or partner from seeing your children if they are being abused, etc.

Q. How to find a lawyer?

A. A woman escaping an abusive situation has to find a lawyer she can trust and feel comfortable with. Get a list of lawyers from a Legal Aid office nearest you, who deal with cases like yours. To find a lawyer, call or visit INTERCEDE, your community centre, a woman's shelter or call the Assaulted Women's Helpline 863-0511. If your friends can't refer you to a lawyer try the Lawyer Referral Service 947-3330.

Give yourself a chance to talk to a lawyer and see if you feel comfortable that s/he is sensitive to your feelings and understands your situation.

Q. How to apply for Legal Aid?

A. Look in the phone directory for the Legal Aid Office nearest you and make an appointment to visit. Bring as much information as possible including: a list of your monthly income and expenses; an ID such as your social insurance card or immigration document; any legal papers related to your case, for example, court orders or separation agreements; proof of income such as pay slips or welfare cheque stubs; updated bank book; payment receipts for rent, utilities, insurance, car installments etc.; And bring \$25 application fee.

Q. Is Legal Aid free?

A. For those with little or no income, Legal Aid is free. However, if you have some property or a means to repay it, you may have to pay back Legal Aid. In this case, you will sign a payment agreement to pay back a certain amount every month or a lump sum or some other arrangement.

**IPASA PAGKABASA - TELL YOUR FRIENDS
ABOUT THESE AUGUST EVENTS:**

Improve your Job Prospects!

Increase your Confidence! Be a Leader!

LEADERSHIP & FACILITATION TRAINING

Sunday, August 17 at 2 pm.

Call to register 483-4554

**MEETING FOR NON-IMMIGRANTS AND
WOMEN ON TEMPORARY EMPLOYMENT
AUTHORIZATION**

Sunday, Aug. 24, 1997, 2 pm

There are people who are in Canada on temporary employment authorizations for one or two years. They may not know what rights they have. They may not know that they are protected by labour laws. They may not know what health and other services are available to them. Tell someone you know to come to this meeting. Call 483-4554 for the meeting place.

LESBIAN COUPLES DISCUSS

Issues, problems, adjusting to newly sponsored family members, and anything else under the sun!

Thursday, August 28 at 6 pm

Call 483-4554 to register

VANCOUVER CDWCR

**Committee for Domestic Workers' &
Caregivers' Rights**

(an INTERCEDE Affiliate)

Contact Julie or Lorina (604) 874-0649

We wish to thank the Citizenship and Immigration Canada (Immigration Settlement and Adaptation Program); Canadian Heritage; Multiculturalism Program; the Municipality Of Metropolitan Toronto (Community and Social Services); the City of Toronto Grants Review Board, Canadian Auto Workers (CAW) the Trillium Foundation, and Urban Rural Mission for their financial support.

JOIN AND REGISTER EARLY!

**4TH INTERCEDE DOMESTIC WORKERS
CONFERENCE**

November 15 & 16 in Vancouver, B.C.

This meeting will discuss labour, immigration and other policies that affect domestic workers and workers on temporary work permits. It will update members about the impact of APEC (Asia-Pacific Economic Cooperation) on women and labour migration, as well as prepare for participation in the Women's Conference and People's Summit on APEC.

Vancouver contact - Julie Diesta (604) 874-0649

Toronto contact - (416) 483-4554

UPGRADING YOUR JOB SKILLS:

You can register now for:

- * FREE Computer classes, basic and advanced (to be scheduled)
- * FREE English Upgrading at Metro Labour Education Centre
- * Discounted First Aid/CPR Courses by St. John Ambulance
- * Course on Elder Care at Seneca College beginning September

Just call 483-4554

**YOU MIGHT BE MISSING SOMETHING
IF YOU HAVEN'T JOINED YET...**

INTERCEDE Caregivers Cooperative, Inc.

**Giving our best service,
Getting the best benefits**

The Intercede Caregivers Cooperative has recently been established to provide employment services, benefits and better work conditions for domestic workers.

Join early, Join now. Call 483-4554

INTERCEDE SERVICE UNIT

**Place: 234 Eglinton Ave. E., Suite 205,
Toronto, Ont. M4P 1K5**

Time: Monday-Friday, 9 am - 4 pm

Tel: (416) 483-4554 Fax: (416) 483-9781

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