

DOMESTICS' CROSS-CULTURAL NEWS

INTERCEDE for the Rights of Domestic Workers, Caregivers, and Newcomers
Toll Free 1-877-483-4554

August 2000



FOCUS ON ABUSE, VIOLENCE IN THE LIVE-IN CAREGIVER PROGRAM AT INTERCEDE 6TH ANNUAL DOMESTIC WORKERS CONFERENCE

On September 8, 9 and 10, members of INTERCEDE expect to get together with their friends and affiliates from other parts of Ontario, Montreal, Vancouver, Winnipeg, Regina and Calgary to exchange their struggles and successes in the past year and plan their actions for the next.

In particular, they will focus their attention on the preliminary findings of INTERCEDE's research entitled "Caregivers Break The Silence". Undertaking this participatory action research was one of the important decisions made by participants in last year's conference.

Begun in January, the research involves the participation of women who came to Canada through the Live-in Caregiver Program (LCP). It inquires into their experiences of abuse and violence, the sources and causes, and the impact of these experiences on their lives.

The research consists of written surveys, individual interviews, focus groups, interviews with some service providers who have assisted caregiver/domestic workers, and digging into the documents of INTERCEDE such as client logs. Videotaping some of the research process has produced almost 20 hours of unedited film.

The initial results of the research have been compiled and written up in a draft report, still incomplete, but already forging some conclusions.

These findings have served as some basis for INTERCEDE's position paper on the proposed immigration law, Bill C-31. These findings will also be the focus of discussion of the participants who will attend the upcoming conference.

Funded by the Ontario Status of Women, the research is being coordinated by INTERCEDE and will be finalized in March 2001. At that time, a final report will be written, having taken into account the feedback from the conference and other focus groups and interviews still planned. Hopefully, too, there will be enough funds to edit the film footages into a 30-minute video documentary.

Packed agenda

About 40 delegates are expected to go through a packed agenda during the three days of meetings which is taking place at the Ramada Hotel on Jarvis.

Friday night, September 9, will set the objectives for the following days and review the actions and issues participating groups were involved in during the past period. Saturday will start with a presentation

All Domestic/Caregiver Workers, All Newcomers and Women on Temporary Work Permit

WELCOME TO INTERCEDE MEETING

Sunday, August 13, 2000

3-5 p.m. at Cecil Community Center
58 Cecil Street, South of College/Spadina

Topic: Bill C-31 – NEW IMMIGRATION RULES PROPOSED

Renew or Apply for New Membership

Note: There will be no meeting in September because of the 6th INTERCEDE Domestic Workers Conference.

on the research findings by Sedef Arat-Koc, a professor of sociology and women's studies, who is researcher on the project together with INTERCEDE coordinator, Fely Villasin. The presentation will be followed by work group discussions and feedback.

Next is a showing of some snippets of film footage which have been edited by INTERCEDE counsellor and job search workshop coordinator, Jo Alcampo. The film will introduce a presentation on emotional and psychological violence by Marilyn Oladimeji, a counsellor at the Toronto Rape Crisis Centre.

After a workshop on emotional and psychological violence to be facilitated by Martha Ocampo, who counsels on mental health at Across Boundaries, the next big topic will be Bill C-31 and its impact on LCP and other temporary status workers based on the research findings.

Sunday will be devoted to planning for the next immediate period, including participation in the World March of Women which will culminate in Ottawa on October 15, then go on to the United Nations in New York on October 18.

Saturday evening open to community

A new component of this conference will be an activity which will be open to the community of friends and supporters of domestic/caregiver workers.

On Saturday night, from 7 pm at the same site, there will be a light-dinner-dance (\$20 tickets) which will keep the more light-footed on the dance floor until midnight. Ms. Hedy Fry has been invited to speak but due to a conflict of schedule may assign someone else in her department. Ms. Fry heads the federal

Status of Women Canada which is generously funding the conference.

Register Now

As of last count, about 46 delegates are expected to come for the conference, although final confirmations are still awaited from 10 of them. There is room for 10 more from within the Toronto area. Due to limited space only domestic workers and advocates working within domestic workers organizations are being registered.

FREE JOB SEARCH WORKSHOP PROGRAM

Learn how to:

- look for a job effectively
- learn how to use network and linkages to find jobs
- use computer job search
- gain self esteem and confidence
- write an effective resume
- conduct a successful interview

A certificate of completion will be issued by George Brown College

*Four weekend classes start in SEPTEMBER at
George Brown College, St. James Campus,
200 King St. East, Rm 544-E*

Call now to register, space is limited

INTERCEDE Tel. No. (416) 483-4554

or 483-3520 ext 25

Funded by Citizenship & Immigration Canada

Sponsored by COSTI & OCASI



At last year's conference.

Get your tickets (\$20.00)

now for the

Annual Conference Dance

Saturday,

Sept. 9, 2000

7 pm to 1 am

Ramada Hotel,

Jarvis St., Toronto

CONGRATULATIONS TO OUR JOB SEARCH GRADUATES!

Eleven participants recently graduated from the second series of INTERCEDE's Job Search Workshop (JSW) Program held in the month of July. This brings the total number of graduates to 26 for this year.

Although shy at first, participants took the risk and were rewarded with new knowledge and new friends! Most participants had worked as highly skilled professionals before entering Canada under the Live-In Caregiver Program. Some felt like they had lost their skills by not being able to work in the field of their choice. At the beginning of the workshop, people could not see that they had skills and felt confused about how to do a job search.

The workshop was designed for newcomers and domestic workers. Facilitators were Jo Alcampo and Madeline Keogh. Participants learned how to see caregiving work as highly skilled work and how to present these skills in a resume. They learned how to network to find jobs and how to research the career of their choice. They practiced how to handle interview questions. And everyone enjoyed doing a self-awareness exercise called 'True Colours'. It helped them discover more about themselves and what possible careers would match their interests.

We had a graduation party on the final day. Fely Villasin and Joan McKay presented students with a certificate of completion from George Brown College. Students were very proud of their achievement!

The third series of Job Search Workshops will be held in September. Classes are at the George Brown College at

King & Sherbourne. Workshops are free and open to those between the ages of 18 and 65. To register call Jo at (416) 483-4554 extension 25.

What our graduates had to say about our Job Search Program:

"I feel that I can now move further with my goals and that I have skills."

"The facilitators were approachable, supportive and patient."

"It helped me rediscover my skills and brought me back my self-confidence."

"I'm planning to approach people whom I know, especially people working in an office if they can give me information on how to find a job in my field."

"I encourage INTERCEDE to go on with this program. It helps caregivers and gives them hope and assurance that we have skills."

(Jo Alcampo has joined the staff of INTERCEDE as a Counsellor and JSW Facilitator. She is a past Coordinator at the Women's Counselling Referral and Education Centre, a former counsellor at a women's shelter, and an experienced educator/facilitator on the issues of violence against women, anti-racism, and homophobia. Her volunteer work with INTERCEDE began six years ago, through facilitating educational workshops with domestic workers and their families. She also had a very enriching experience serving on the Board of INTERCEDE as Treasurer/Secretary from 1996-1998. She was born in Pasay City and grew up in Canada.)



Join Us at:

Women's World March in Ottawa

on

October 15, 2000

Call 483-4554

to reserve bus seat

HOW TO CALCULATE YOUR PAY

Effective July 1, 2000

	Monthly (12/year)	Semi Monthly (24mos/year)	Bi-Weekly (26/year)	Weekly (52/year)
GROSS WAGES	\$ 1,306.07	\$ 653.03	\$ 602.80	\$ 301.40
DEDUCTIONS:				
Income Tax	143.30	72.40	67.10	33.55
Canada Pension Plan	39.56	19.78	18.26	9.13
Employment Insurance	31.35	15.67	14.47	7.23
NET PAY for live out	\$1,091.86	\$ 545.18	\$ 502.97	\$ 251.49
Less: (Room & Board)	369.42	184.71	170.50	85.25
NET PAY for live-in	\$ 722.44	\$ 360.47	\$ 332.47	\$166.24

Minimum wage in Ontario is currently \$6.85 per hour. Even though your employment agreement or "contract" may have stated your wage at less, your employer must pay you the current legal minimum wage.

Gross Wages are based on a 44 hour work week with no overtime. If you work more than 44 hours in a week you should get overtime pay or, if you agree, paid time off instead. Overtime pay is a "time-and-a-half" your regular hourly wage. If you are paid the minimum wage of \$6.85 per hour, your overtime pay is \$10.28 per hour. You may or may not agree to take paid "time-and-a-half" off instead. For example, if you worked ten hours overtime, you should get 15 hours off with pay within the next 12 weeks.

The maximum deduction for board is \$53.55 per week (\$2.55 per meal). However, if you miss all six meals during your two days off, only \$38.25 (\$53.55-\$15.30) should be deducted. Room is calculated at a rate of \$31.70 per week for a private room or \$15.85 per week for a shared room.

Your employer is required by law to withhold Income Tax deductions, Canada Pension Plan (CPP) contributions and Employment Insurance (EI) premium from your gross wages. Your employer sends these deductions together with their own contributions to Revenue Canada every month. Each pay day, your employer should give you a - Written Statement of Earnings

Notice to All Members

INTERCEDE ANNUAL GENERAL MEETING AND ELECTIONS

Will be on

Sunday, October 1, 2000 3-7 pm

Cecil Community Center

EMERGENCY FIRST AID with

* Infant-Child CPR - Sunday, September 30, 2000

* Adult CPR - Saturday, September 23, 2000

at St. John Ambulance 46 Wellesley Street East

Please register before Sept.15 by sending a cheque in the amount of

\$51.00 each payable to: **St. John Ambulance** and mail to:

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and Job Search Program With COSTI-OCASI: Status Of
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Recreation (NSP) and the Municipality of Toronto for their
financial support.*

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