

DOMESTICS' CROSS-CULTURAL NEWS

monthly newsletter of the Toronto Organization for Domestic Workers' Rights

February 1995



(INTERCEDE)

WE MUST END VIOLENCE AGAINST WOMEN

About six years ago, Norma Cervas left the Philippines and came alone to Canada through the Foreign Domestic Movement program. She came for the same reason women come today under Immigration's Live-in Caregiver Program (LCP): to provide a more secure future for their family.

On Sunday, January 25, Cervas was found dead by strangulation at the hands of her husband who committed suicide and was found hanging from a tree.

It was a very short reunion that her four children had with their mother, having been reunited as a family only last September - but it was a reunion shadowed by violence from an abusive husband who threatened death and had been jailed and ordered to stay away.

Domestic and caregiver workers hit hard with the news saw themselves in the struggle of Norma Cervas' life: migrating to do domestic work in Canada, forced to be separated for many years from their children because of the temporary status and live-in requirements of immigration, pressured to sponsor abusive spouses to avoid hassles in sponsoring their children, carrying the burden of being the principal earner while having to resume the traditional role expectations of wife and mother etc.

As women, these workers are grimly confronted with the pervasive presence of violence in their lives as they add Norma Cervas to the list of women

who are assaulted or killed by husbands or boyfriends.

Again and again, stories like that of Norma Cervas make all of us cry out for an end to violence against women!

But to end violence against women, we must also end the ideas and attitudes behind systems and institutions, laws and policies, and all of society's aspects that continue to downgrade and devalue women.

Excuses don't justify murder

Reaction to Norma Cervas' death has fueled speculations that tend to find a justification for her murder, and even to "blame the victim" herself.

We have heard the following comments: "the long separation made her a stranger to her husband and children"; "she must have been too busy working to earn a living that she had no time to talk and communicate with her husband"; "she might have changed a lot and become much more independent that her husband resented this alteration in their relationship"; "her husband must have been despondent about not finding a job immediately"; "maybe they did not know how to adjust to each other's needs" etc. etc.

But none of the above can justify violence. There is absolutely no excuse for a husband or boyfriend to hurt - and kill - a girlfriend or a wife, no matter how depressed, drunk, or disoriented he is!

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DOMESTIC WORKERS AND CAREGIVERS

Live-in or live-out, caregiving in hospitals or senior homes,
on temporary or open permit, immigrant or citizen

YOU ARE WELCOME

at INTERCEDE Meeting, Sunday February 5, 1995
3 to 5 pm Cecil Community Centre, 58 Cecil St. Cor. Spadina

Topic: **How Domestic Caregiver Workers Can Preserve the Environment**
Presenter: Nita Chaudhuri, Environmental Health Promoter, South Riverdale Community Health Centre
2-3 pm Member Application & renewals of Member ID 94-023 to 94-1174
CLASP Legal Clinic will be open

From Pg 1

Until we stop hearing messages in our society - through our conversations, through books and magazines, through TV programs and movies - that men can have an excuse for beating their wives or girlfriends, until we stop hearing such messages there will continue to be stories like that of Norma Cervas.

Immigration, other systems must not contribute to violence.

Systems, laws and policies that discriminate against women contribute to an atmosphere that permits violence against women to continue.

Immigration policies affecting women immigrants and domestic workers lessen choices for these women. For example, temporary status and the requirement to live-in as well as the subsistence pay they receive prohibit domestic workers from bringing their family or dependents along with them to Canada and forces long separations.

In order to avoid difficulties in sponsoring their children, domestic workers are often forced to sponsor spouses who they may already be separated from or who have been abusive.

To end violence against women, we must work for non-racist and non-sexist government policies. To end violence against women we must work for women's equality in society.

COCO'S NOTES

by Columbia Tarape-Diaz

Welcome back...

Eva Jacob, staff member, who returned from her vacation in Beautiful Bicol!

Congratulations...

to Rose (Japay) and Manji - newly-weds of the

INTERCEDE Care Workers Cooperative! May you have a long and happy life together.

Reminding...

that if you worked during the holidays: December 25, 26, and January 1 - that you must be paid double your salary or given one day off to replace each of those days.

Also reminding...

that you should get your T-4 slips from all your employers in 1994.

Don't wait...

for the expiry of your temporary work authorizations. Send an application for renewal at least three weeks before the expiration date of your work permit - whether you are renewing with the same employer or looking for a new one.

Live-out, open permit, hospital/senior Caregivers...

INTERCEDE is here to serve your needs so call or make an appointment. You are welcome to all educational activities and meetings.

Get your tickets Support INTERCEDE	DANCE DANCE DANCE
	at our Post Valentine Party
	Sat. Feb. 25 from 7 pm
	Scadding Court, 707 Dundas St. W.
	with our favorite DJ PLAYHOUSE DJ SERVICES
	\$12 Light buffet, cash bar

PILIPINAS Domestic Workers and Sexual Assault Services
Sunday February 12, 1995
1-5 pm, Cecil Community Centre
For registration and info call 483-4554

VANCOUVER CDWCR
Committee for Domestic Workers' & Caregivers' Rights (an INTERCEDE Affiliate)
Contact Julie or Lorina (604) 739-1894

TO ALL SUBSCRIBERS since January 1994 (Does not apply to current members)

INTERESTED TO CONTINUE RECEIVING THIS NEWSLETTER? SEND THE FORM BELOW WITH PAYMENT.
IF NO RENEWAL SUBSCRIPTION BY END OF JANUARY, 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 January 1, 1995

	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	192.45	95.95	87.60	44.70
Canada Pension Plan	27.61	13.81	12.75	6.37
Unemployment Insurance	39.18	19.59	18.08	9.04
Room & Board	369.42	184.71	170.50	85.25
NET PAYMENT	<u>\$ 677.41</u>	<u>\$ 338.97</u>	<u>\$ 313.87</u>	<u>\$ 156.04</u>

Minimum wage in Ontario is currently \$6.85 per hour. Even though your employer/worker 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 "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.

Income Tax deductions are based on Code 1 exemption.

Your employer is required by law to withhold Income Tax deductions, Canada Pension Plan (CPP) contributions and Unemployment Insurance (UI) Premiums from your gross wages. Your employer sends these deductions together with their own contributions to Revenue Canada every month. Each pay day, your employer is also required by law to give you a:

WRITTEN STATEMENT OF EARNINGS

Name of Employee:	Maria Gonzalez	Date:	Jan. 7, 1995
Pay Period:	Jan. 1-7, 1995	Hours worked:	44 hours
		Salary:	\$6.85 per hour
	Gross Wages:		\$ 301.40
	Deductions:		
	Room	\$ 31.70	
	Board (6 meals not taken)	38.25	
	Income Tax	44.70	
	CPP	6.37	
	UI	9.04	
	Total Deductions:	<u>130.06</u>	\$ 130.06
	Net Payment:		<u>\$ 171.34</u>

Mark your calendars:

MONTHLY MEETINGS

Sunday, Mar. 5, 1995, 3-5 pm

Topic: Prevention of Abuse of the Elderly
Awareness Project, Bernard Betel
Centre for Creative Living

Sunday, April 2, 1995, 3-5 pm

Topic: What a Co-op for Domestic/Caregiver
Workers is About
Assistance in filing your Income Tax Return

CARIBBEAN GROUP MEETING

Sunday, February 26, 1995, 3-5 pm

To register, call Carol 483-4554

NEXT ORIENTATION MEETING

Sunday, Mar. 12, 1995, 10 am - 5 pm

3 pm Workshop on Non-Toxic Household
Work - by Evelyn Krpan
Research Director, Freedom of Choice
in Health Care

A SAMPLE T4

If you were a live-in worker/caregiver and received a minimum wage in 1994 of \$6.70 per hour working 44 hours a week, your gross income would be \$15,329.64. This amount should show in box 14 of the T4 slip.

The total deductions from this gross income (\$15,329.64) for CPP, UI, Income Tax and Board and Lodging are shown below:

<u>BOX 14</u>	<u>BOX 16</u>	<u>BOX 18</u>	<u>BOX 22</u>	<u>BOX 30</u>
Employment Income <u>(GROSS INCOME)</u>	Employee's <u>CPP Contribution</u>	Employee's <u>UI Premiums</u>	<u>INCOME TAX</u> <u>DEDUCTED</u>	<u>BOARD,</u> <u>LODGING</u>
\$ 15,329.64 =====	\$ 310.20* =====	\$ 470.64* =====	\$2,197.80* =====	\$4,341.96* =====

***TOTAL DEDUCTIONS**

To get the total deductions, multiply each deductions per pay period by the total number of pay periods you worked with your employer during the year.

Note that if you receive payment for any overtime your gross income should be more and your deductions will also increase for CPP, UI, and Tax (but not for board and lodging). To find out these changes, again refer to the Payroll Deductions table or call Revenue Canada Source Deduction Department Tel. No. 367-9990 for the proper deductions for CPP, UI, and Income Tax if your gross amount is higher or lower than \$15,329.64.

It is your employer's responsibility to give you a T-4 slip for 1994. If you had more than one employer in 1994 you should get a T-4 from the other employers too.

If you find an error on your T-4, ask your employer to correct it. If no correction is made, or if you don't get a T-4 from your employer at all fill your Income Tax Return form according to what you think should be on the T-4 and attach a letter of explanation to your Income Tax Form. The deadline for filing is April 30, 1995.

For any inquiries, call Revenue Canada or come to INTERCEDE monthly meeting on Sunday, April 2, 1995 for help in filing your Income Tax Return.

JOIN NOW

Caribbean Group Pilipinas
Grupo Hispana Chinese Group

Groups meet at least once every two months and will discuss:

**SELF ASSERTIVENESS
LEADERSHIP, FACILITATION
JOB SEARCH, RESUME WRITING
MANAGING STRESS AND
OTHER HEALTH PROMOTION**

We wish to thank the Citizenship and Immigration Canada (Immigration Settlement and Adaptation Program); Canadian Heritage, Multiculturalism and Citizenship; Ontario Ministry of Citizenship; Ontario Ministry of Health; Ontario Ministry of the Environment; Ontario Women's Directorate; the Municipality of Metropolitan Toronto (Community and Social Services); and the City of Toronto Grants Review Board for their continuing support.

LEARN ABOUT

Healthy Heart - Thursday, Feb. 16, 2-4 pm
Sickle Cell Anemia - Thursday, March 2, 2-4 pm

*FREE seminars with doctors, nurses, dietitians etc.
at Women's Health in Women's Hands
344 Dupont St. W, Rm 403 (Dupont Subway)*

DID YOU CHANGE ADDRESS?

Please inform us by phone or mail so that you can continue getting your newsletter and we don't waste postage expenses for returned mail!

INTERCEDE SERVICE UNIT

Place: 234 Eglinton Ave. E., Suite 205,
Toronto, Ont. M4P 1K5
Time: Monday-Friday, 9 am - 4 pm
Tel: (416) 483-4664 Fax: (416) 483-9781

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c/o INTERCEDE

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