

DOMESTICS' CROSS-CULTURAL NEWS

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

MARCH 2000



CANADIAN WOMEN'S ORGANIZATIONS APPEAL AGAINST CABLES DEPORTATION

In quick reaction to an order to deport Leticia Cables, a Filipina domestic worker in Edmonton, women's organizations signed on to a letter written by INTERCEDE and addressed to Minister of Citizenship and Immigration, Elinor Caplan calling to stop the deportation and to admit domestic and caregiver workers as immigrants to Canada.

Organizations are asked to continue to write their own or to sign on to INTERCEDE's letter, seeking an end to the discrimination suffered by women entering Canada as domestic workers and caregivers under an immigration program called the Live-in Caregiver Program or LCP.

The letter in its entirety follows:

Madame Minister,

We appeal to you to stop the deportation of Leticia Cables and, with humanitarian and compassionate consideration, allow her to apply for immigrant status. Ms. Cables was ordered deported for violating Immigration's Live-In Caregiver Program and has resumed asylum in an Edmonton church.

The situation in which Ms. Cables finds herself stems primarily from the discrimination women domestic or caregiver workers experience under the Live-in Caregiver Program (LCP). If Ms. Cables were admitted to Canada as a landed immigrant, she would not be punished today for working for any employer who wants to hire her, nor for working for more than one employer at a time, nor for taking odd jobs to supplement her income.

It is because of the slavery-like practices required by the LCP that Ms. Cables is being deported. The program binds her to live-in domestic/caregiving work and no other; it binds her to the employer whose name is specified in her work permit, and no other; it binds her to these restrictions for two years then allows her to apply to become a landed immigrant within three years of being admitted to Canada.

Because of the temporary status and live-in conditions of the LCP, this program takes away from women like Ms. Cables such fundamental rights as the right to choose a residence and the right to privacy; it makes them vulnerable to physical abuse and many forms of violence,

(Cont.)

Research Questionnaires:

APPEAL TO ALL MEMBERS AND FRIENDS

Please fill the questionnaires you received and mail or give them back to INTERCEDE. The participatory action research on the abuse and violence, including impact of family separation, experienced by women admitted to Canada under the Live-in Caregiver Program will be important in our effort to end discrimination against domestic workers, caregivers, nannies etc. in the LCP. Thank you for your cooperation.

THE DEPORTATION OF LETICIA CABLES HIGHLIGHTS DISCRIMINATION IN THE LIVE-IN CAREGIVER PROGRAM.

CANADA MUST PUT AN END TO THE DISCRIMINATION AGAINST DOMESTIC WORKERS AND CAREGIVERS AND ADMIT THEM AS LANDED IMMIGRANTS!

What can we do? Let's talk about it, have your say and act now!

Join INTERCEDE'S Community Meeting

Sunday, March 5, 2000

3 p.m. at Cecil Community Centre, 58 Cecil Street, Toronto

(1 block south of College, corner Spadina

Spadina Subway and take Southbound streetcar)

to numerous violations of employment standards including excessive hours of work and unpaid overtime. The LCP requirements impose forced long-term or permanent separation from children leading to isolation, stress and mental health problems.

As women, we know that domestic work and caregiving is not easy and requires multiple skills. It is unrecognized and lowly paid and we do not need a Live-in Caregiver Program to make life worse for the poor women of colour who do this work because they do not have too many options.

It is time to change the manner in which Canada Immigration treats these women workers, time to scrap the LCP and admit women like Leticia Cables as immigrants.

SIGNATORIES:

Fely Villasin, INTERCEDE, Toronto
 Cenen Bagon, Committee for Domestic Workers' and Caregivers' Rights, Vancouver
 Janice Alton, Voice of Women, Toronto
 Nayyar Javed, Canadian Research Institute for the Advancement of Women (CRIAOW), Saskatoon
 Francoise David, Federation des Femmes du Quebec
 Sappho Morrissette, Women's March 2000, Montreal
 Natalie Edelson, Yukon Status of Women Council, Whitehorse
 Nancy Buchanan, United Nations Platform for Action, Winnipeg
 Kate Fancy, Disabled Women's Network
 Jean Houston, Older Women's Network, Toronto
 Catherine Laidlaw-Sly, National Council of women of Canada, Montreal
 Lee Lakeman, Canadian Association of Sexual Assault Centres
 Christina Turkewych, Canadian Federation of University Women
 Sharon Morgan, Original Women's Network, Winnipeg
 Julie Black, Calgary Status of Women
 Fleurette Osborne, Congress of Black Women, Hamilton
 Jo Sutton, Women's Space, Almonte
 Lucya Spenser, National Organization of Immigrant & Visible Minority Women of Canada
 Andree Cote, National Association of Women and the Law, Ottawa
 Marilou McPhedran, METRAC, Toronto
 Kim Pate, CAEFS, Ottawa
 Fay Blaney, Aboriginal Women's Action Network, Vancouver
 Josephine Grey, Low Income Families Together, Toronto

Lise Martin, CRIAOW, Ottawa
 Deborah Steinstra, Feminist Alliance for International Action
 Linda Cornwell, Women's Health in Women's Hands
 Anick Druelle, Reseau quebecois des chercheures feministes
 Linda Christiansen-Ruffman, Feminists for a Just and Equitable Public Policy, Nova Scotia
 Christina Comeau, Mothers Are Women, Ottawa
 Charlotte Thibault, Comite quebecois de suivis de Beijing
 Maria Lepage, Federation nationale des femmes canadiennes-francaises
 Sherona Hall, Black Women for Progress
 Penni Richmond, Canadian Labour Congress, Women/Human Rights Department
 Joan Grant Cummings, National Action Committee on the Status of Women
 Joan Depeza, Coalition of Visible Minority Women, Ontario
 Sandy Onyalo, Vice Chair, Immigrant and Visible Minority Women Against Abuse

*Join INTERCEDE at the launch of the
 WORLD MARCH OF WOMEN 2000*

INTERNATIONAL WOMEN'S DAY

SATURDAY, MARCH 4, 2000

*11 am at Convocation Hall, U of T
 12:30 march to the Women's Fair at Metro Hall*

**END ALL FORMS OF SLAVERY
 IN CANADA
 ADMIT DOMESTIC WORKERS
 AS IMMIGRANTS**

*

VALUE WOMEN'S DOMESTIC WORK

**CANADA MUST RATIFY THE
 INTERNATIONAL CONVENTION ON THE
 PROTECTION OF THE
 RIGHTS OF ALL MIGRANT WORKERS
 AND MEMBERS OF THEIR FAMILIES**

**RESPECT THE HUMAN RIGHTS OF
 ALL MIGRANTS AND MIGRANT
 WORKERS NOW!**

For information, call 483-4554

GRADUATION PARTY FOR THE PARTICIPANTS OF JOB SEARCH WORKSHOP

This year, INTERCEDE conducted eight Job Search Workshops, in collaboration with George Brown College for a total of 183 participants. Eighty percent are working and fifteen per cent have enrolled for upgrading while five per cent are seeking employment.

Following are few excerpts from the evaluations submitted by the participants:

"a big help for new immigrants in making their adjustment easier"

"4 weeks is not enough, could you increase it to 6 weeks?"

"I learned new things and corrected some misconceptions and that is a very big factor.

You learn and you continue to grow."

"I was able to build my self-confidence"

"Very informative and well paced; interactive and offers opportunities to network

while brushing up on interview skills and polishing resume and covering letters."

"I would like to attend more workshops on improving one-self personality and

English grammar and writing."

"Excellent - resource staff has a well-rounded mastery of their topics"

"Thank you for helping us get out of our shell".

On March 11, 2000, a graduation party for JSW participants will be held at Best Western Primrose Hotel, starting from 6:00 p.m. The JSW Program Manager of COSTI, Amy Casipullai will be the guest speaker.

Should you wish to attend, please give us a call at INTERCEDE for tickets at \$10.00 or buy your tickets at the door.

ATTENTION! INTERCEDE Members

FREE USE OF COMPUTER AVAILABLE!

Need to practice your computer skills or write your resume?

Call 483-4554 to schedule an appointment

VANCOUVER CDWCR

Committee for Domestic Workers' & Caregivers' Rights

(an INTERCEDE Affiliate)

Contact Julie or Lorina (604) 874-0649

QUESTION AND ANSWER:

Q. I have been working with the same employer for five years and I plan to move and to work with another family. How many weeks' notice do I need to give and what am I entitled to receive?

A. Under the Employment Standards Act, notice of termination for five years or more but less than six years of employment is 5 weeks. If you have not taken your holiday within the last year of your employment, you can ask for holiday pay which is 4% of your total gross. Also, request for your Record of Employment or advise your employer to send you a T4 slip at the end of the year.

Q. My daughter was sponsored under the Live-in Caregiver Program and worked as a caregiver for an elderly person. When she was terminated after 16 months work, she was issued a Record of Employment stating that her position was "Janitor" and was included in their company's payroll. Is this legal?

A. Do not accept a Record of Employment that does not describe the work you actually performed. "Janitor" is different from "caregiver" and this may affect your continued employment and credibility as a caregiver.

Q. My employer deducted 3 days pay from my last paycheque and when asked I was told that I was not paid for the days that I did not report for work due to the "flu". Are live-in caregivers not entitled to sick leave?

A. Sick leave or sick benefits are not regulated under the Employment Standards Act of Ontario. This benefit has to be an arrangement between employer and employee or under a Personnel policy of a company. Since you have been contributing towards Employment Insurance, you may apply for EI benefits if you need further treatment or for a longer period of illness.

Q. I filed my application for Permanent Residence on January 15 under the Live-in Caregiver Program and also requested to process my husband and son's papers. I paid for the processing and Right of Landing fees and at the same time I paid an additional amount for the processing of my open employment authorization. My current employment authorization will expire on March 15, 2000. Do I need to file for an extension of my employment authorization or should I just wait for the approval of my open work permit?

A. Do not wait for the approval of your Open Employment Authorization because you have dependents who need to meet the statutory requirements that may delay the issue of your open permit. You need to have a valid Employment Authorization while your application is being processed.

You are all invited
Saturday, March 11, 2000 6 pm – 1 am
INTERCEDE JOB SEARCH WORKSHOPS
GRADUATION/DANCE
 Best Western Primrose Hotel
 111 Carlton Street, Toronto
tickets at \$10

NEXT INTERCEDE MEETING:
Sunday, April 2, 2000 3 – 5 pm
 Cecil Community Center, 58 Cecil Street
The Live-in Caregiver Program:
 Ask All The Questions You Need to Ask
Free Income Tax Preparation
 (volunteered by Association of Filipino-
 Canadian Accountants
 Make sure to bring your T4,
 Income Tax Forms, receipts, etc.)

WINNERS ALL

INTERCEDE conducted the fund raising raffle draw on February 6, 2000 at Cecil Community Center – 58 Cecil Street, Toronto. The following are the winners:

For the ten consolation prizes – donated by Grand and Toy

- | | |
|------------------------|---------------------|
| 1. A. Maureen Childs | 6. Natalie Hazel |
| 2. Annabelle Mondejar | 7. Imelda Santos |
| 3. Caridad Navarro | 8. Carol Salvador |
| 4. Lani Cortez Lalande | 9. Gloria Francisco |
| 5. Tess Aguilar | 10. Margie Rugova |

THIRD PRIZE

– donated by Ontario Federation of Labour - \$250.00
 Terry Gorman

SECOND PRIZE

– from Intercede - \$500.00 Cesario Pareja

FIRST PRIZE

– donated by RSVP Travel – round trip ticket to the Philippines Claudette Brown

We would like to express our thanks for the support of the community in making the fund raising a success.

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:	\$20.00	Others	\$25.00

We wish to thank the Citizenship and Immigration Canada Immigration Settlement and Adaptation Program; (ISAP) and Job Search Program With COSTI-OCASI: Status Of Women Ontario; Ontario Ministry of Citizenship, Culture & Recreation (NSP) and the Municipality of Toronto for their financial support.

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
 Toll Free: 1-877-483-4554

INTERCEDE STAFF

Coordinator	Fely Villasin
Counsellors:	Columbia Diaz
	Gene Lara
Intake Worker:	Eva Jacob