

DOMESTICS' CROSS-CULTURAL NEWS

monthly newsletter of the Toronto Organization for Domestic Workers' Rights

September 1992



SAMPLE SURVEY SHOWS ONLY 20 PERCENT WILL QUALIFY TO ENTER LCP TODAY

A survey conducted with 213 INTERCEDE members shows that only 19 percent would qualify if they were to apply to enter Canada today under the new Live-in Caregiver program based on the LCP's education and training criteria.

The results of the survey seem to substantiate INTERCEDE's fear that the new LCP would significantly reduce the number of women able to enter Canada from countries such as the Philippines and the Caribbean. Immigration authorities have been saying that the LCP admission criteria would not significantly bar women from these countries.

The 213 respondents of our survey entered Canada under the entrance requirements of the old FDM that included at least one year experience in domestic and caregiving work.

Today, those who want to enter Canada through the LCP must have completed an education equivalent to Grade 12 as well as 6 months full time training in related live-in care. Experience will no longer qualify someone to enter Canada under the LCP today.

60 of the 213 respondents had finished university education and 37 more had attended

Cont'd Pg 2 - Only 20% Qualify

A UNION OF WORKERS

Although the passing of the proposed amendments to the Ontario Labour Relations Act (OLRA) is an important step in giving homeworkers and domestic workers the right to form a union, other measures must be taken by the government before these workers will have effective access to this right.

Ms. Dagg, Manager of the International Ladies Garment Workers' Union (ILGWU) made this statement at INTERCEDE's August monthly meeting. She explained that there is a similarity of conditions between homeworkers and domestic workers which require effective collective bargaining structures in order to address the bargaining power of small units and sectors of the economy where there is no clear employer.

The current economical situation has not only had an impact on the employment conditions and opportunities for domestics but also for homeworkers as well. Implications of free trade and the closing of factories has provided large retailers and small contractors with a way of accelerating the manufacturing of garments cheaply, through homeworkers. These workers who are mostly visible minority women, are being used to sew an increasing number of garments for various clothiers and to avoid minimum employment legislation and the interference of unions.

Cont'd Pg 4 - Workers' Union

Come to INTERCEDE's meeting on Sunday, September 13, 1992, from 3-5 pm at Cecil Community Centre, 58 Cecil St. near corner Spadina and College.

2-3 pm

New member applications and renewals

3-5 pm

"Domestic Worker's Right to Unemployment Insurance and to Workers Compensation"

by Paula Chapman and Robin Gordon

of Community & Legal Aid Services Programme (CLASP)

Members with ID nos. 1905 to 2045 must renew or lose their membership.

From Pg 1 - Only 20% Qualify

two years of post-secondary education. This meant that 97 or less than half of the respondents could be considered as having the equivalent of Grade 12.

But this also meant that 116 of them would not have qualified under the LCP Grade 12 equivalent admission criteria!

Of the 97 with a Grade 12 equivalency, only 40 could be considered as having completed courses "related to live-in care" such as: nursing, early childhood education, nutrition, midwifery. The rest took courses in commerce, computer, secretarial, agriculture, forestry etc.

It was interesting to note that when asked whether they considered themselves to have had training in caring for children, the elderly or the disabled, 64 answered "yes", 36 answered "no", and the rest left a blank.

Asked if their employer would prefer that they live-out, 124 answered that their employer would prefer that they live in. However, 24 gave a definite answer that yes their employer would prefer that they live out, and 65 did not give any answer.

So, only 58.22 percent of the domestic workers seemed to be certain about their employer's preference for a live-in domestic caregiver but a good 30.51 percent were not, and 11.27 percent were sure their employer preferred them to live-out. This puts into question Immigration authorities' rationale for requiring all LCP participants to live-in saying that the demand in Canada is for live-in workers.

When asked what reasons their employer had for not wanting them to live-out, the respondents cited the following: babysitting was required at night, workers had to be available "when needed", both employers were working, employer's house was outside city limits and not accessible to transportation, etc.

ANTI-RACISM PROGRAM REHEARSAL
 Sunday, September 27, 1992
10 am - 5 pm

ATTENTION to Change of Location:
 Kababayan Community Centre
 1444 Queen St. West near corner
 Lansdowne
 (Lansdowne subway then bus south to Queen St.)

**MEETING OF
 CARIBBEAN DOMESTIC WORKERS**

Sunday, September 20, 1992
 3 pm - 5 pm
 INTERCEDE Office
 489 College St., Room 402, Toronto
 call 324-8751 for more info

We wish to thank the Employment and Immigration Canada (Immigration Settlement and Adaptation Program); Secretary of State, (Multiculturalism and Citizenship); Ontario Ministry of Citizenship; 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.

TO ALL SUBSCRIBERS (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 SEPTEMBER, WE'LL REMOVE YOUR NAME FROM OUR MAILING LIST.

RENEWAL SUBSCRIPTION :

NEW SUBSCRIPTION : CHANGE OF ADDRESS :

MAIL TO : INTERCEDE, 489 College St., Suite 402, Toronto, Ontario M6G 1A5

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

MEMBER ID NUMBER : _____ NAME : _____

ADDRESS : _____

CITY/PROVINCE : _____

POSTAL CODE : _____ TELEPHONE : _____

YEARLY SUBSCRIPTION RATES :

INTERCEDE Members :	FREE	Non-member Domestic :	\$5.00
Non-Profit Organizations:	FREE	Others	\$20.00

**ORIENTATION MEETING
FOR DOMESTIC WORKERS
SPECIALLY NEWCOMERS**

Sunday October 18, 1992

10 am - 4 pm

George Brown College, Room 541
200 King Street East (King Subway)

Participants will receive Orientation Kits
and Certificate of Participation

Free lunch

REGISTER NOW by calling 324-8751

QUESTION AND ANSWER

An employer I found through a Toronto Star ad promised to get an offer of employment approved for me. Meanwhile she asked me to begin work right away. After two months she said she did not want to keep me and gave me a check for \$1,600. When I tried to cash it, the check bounced. I called the employer who told me: "So what! Go ahead and report it to Immigration!" What I can I do about getting my due payment for two months' work?

Answer: This employer knows that you are violating a condition of your stay in Canada by working without proper employment authorization, one that has been approved for one year and has her name specified on it.

So she knows that you have more to lose by reporting to Immigration because Immigration will not penalize her but will penalize you instead. There are employers and employment agencies taking advantage of free labour up to three months on the promise that a domestic worker would receive an offer of employment if she did "trial work" first.

Domestic workers under the LCP should be warned about this unscrupulous practice and not accept to do any "trial work". Meanwhile, you should come to INTERCEDE to discuss your claim for unpaid wages.

I have not been paid for two months now and my employer is keeping my documents including my passport and bank card. Recently I found out that my employer took out \$400 from my bank account using my bank card. I want to leave but my employer would not give me a release letter. Can you help me?

**ANNOUNCEMENT
TO ALL MEMBERS
AND FRIENDS**

You Are Invited to
The Annual General Meeting and
Election of the Board of Directors

on Sunday, October 4, 1992
3 p.m. to 6 p.m.

Cecil Community Centre, 58 Cecil Street
(near College corner Spadina)

2 p.m. - 3 p.m.	Registration
3 p.m. - 4 p.m.	Business Meeting
4 p.m. - 5 p.m.	Program
5 p.m. - 6 p.m.	Refreshments

Members are qualified to vote by
presenting valid membership ID
(Sept. 1991 to August 1992).

All participants in
INTERCEDE facilitator workshops
are requested to attend.

Non-members and friends, please confirm
attendance by calling 324-8791.

Answer: Your passport and other documents belong to you, they are your private property, and your employer has absolutely no right to keep these or any of your documents.

You have the right to leave your employer for the reasons you cite and you should not wait to be "released" like a prisoner or a slave! Make an appointment with INTERCEDE as soon as possible.

**TO ALL LCP DOMESTIC
WORKERS:**

INTERCEDE is noticing an increasing number of employer abuses in the past few months. Domestic workers must always keep records of hours worked and overtime and all duties you perform. Meanwhile, INTERCEDE is calling on all of you to **REPORT ABUSIVE EMPLOYERS** immediately so that we can submit a list to Canada Employment and to the Ministry of Labour.

From Pg 1 - Workers' Union

Under the Employment Standards Act, homeworkers are excluded from maximum hours of work, overtime and statutory holidays because the government assumes that they are independent enough to control their own work.

The ILGWU estimates that there are 2,000 homeworkers in Toronto. These workers are often required to pay for their own machines and for utilities used, to meet unfair deadlines and to work for more than one employer, etc.

And similar to domestic workers, garment workers often have great difficulty in obtaining payment for work completed. The average wage for homeworkers is \$4.50, although some receive \$1.00 to \$2.50 an hour.

Despite the number of women in this field, this type of work is not chosen freely. Some of the major factors limiting these women to work in the home are the lack of affordable childcare, their ability to speak English and the lack of other job skills. Moreover, government policies have contributed to the economic vulnerability of women by not providing the social services to support their full and equal participation in the workforce.

Ms. Dagg emphasized, similar to INTERCEDE's proposed Central Registry, that a union could represent workers in negotiations with their employers regarding matters related to salary and working conditions. However, before this could happen the government would need to pass the amendments to the OLRA and to establish effective collective bargaining structures. Ms. Dagg hopes that IGLWU and INTERCEDE will be able to continue sharing and working together towards this end.

IMPORTANT PHONE NUMBERS

Canada Immigration Centre	973-4444
Educ & Skills Training Ctr, Labour Council	345-9312
Employment Standards Enforcement	326-7160
Immigrant Women's Health Centre	323-9986
Immigrant Women's Job Placement Centre	656-8933
OHIP Toronto	482-1111
Scarborough	1-800-263-3814
Mississauga	275-2730
Ontario Human Rights Commission	326-9511
Unemployment Insurance	730-1211
Workers' Compensation	927-9555
Revenue Canada (taxation)	869-1500

Toronto Rape Crisis Center (24 Hr line)	597-8808
Assaulted Help Line	863-0511

EMERGENCY HOUSING

Nellie's Hostel	461-1084
Evangeline's	762-9636

LEGAL SERVICES

Parkdale Community Legal Services	531-2411
CLASP (Osgoode Law School) Legal Clinic	736-5029
Kensington-Bellwoods Community Legal Serv.	363-0304
Metro Tor. Chinese & SE Asian Legal Clinic	971-9674
Toronto Workers' Health & Safety Legal Clinic	971-8832

ENGLISH CLASSES FOR CHINESE DOMESTIC WORKERS

The ILGWU welcomes domestic workers who want to join English Classes together with Chinese Homeworkers

WHEN? Every Sunday, starting October 4, 1992
1 pm to 4 pm

WHERE? ILGWU Building,
33 Cecil Street

REGISTER by calling INTERCEDE 324-8751

INTERCEDE SERVICE UNIT

Place :
Time :
Telephone :

450 College St. Suite 402 Toronto Ont

INTERCEDE STAFF

Coordinator/Editor:
Counsellors :

Intake Worker :

DOMESTICS' CROSS-CULTURAL NEWS

c/o INTERCEDE

489 College Street Suite 402
Toronto, On
M6G 1A5

FIRST CLAS



INTERCEDE

Toronto Organization for Domestic Workers' Rights

URGENT - Call INTERCEDE 324-8751 about your landed status

Family Name	First Name	Middle Name	File No.	Family Name	First Name	Middle Name	File No.
Acdal	Marlene	Cabulisan	67173	Idio	Fredesminda	Antonio	66821
Aguas	Merle	L.	3166	Jumalan	Marilyn	Vios	66047
Almaete	Rodilyn		3192	Lansang	Maria	Benilda	54453
Anniban,	Estelita	Osay	66274	Laoang	Senen	Galam	66606
Arnes	Eufrocina	Tagle	54080	Llenderal	Teresita	Brazuela	66909
Atienza,	Evangeline		66688	Lorilla	Helen	Rabanera	67084
Calpo	Felidina	Caballero	54607	Lozano	Carmelita	Vida	66908
Candelario	Alma	Guerrero	54136	Macul	Juliana	Lolo	54183
Canlas	Loreta	Sibal	66519	Mangawang	Gloria	Quinones	67069
Cardova	Luisa	Cruz	67168	Meniado	Ruth	Kagaoan	3361
Castro de	Edna	Baranda	66748	Moralde	Artida	C.	53954
Cegarhian	Luzviminda	Poliquit	53532	Morilla	Lourdes		66827
Cruz	Gandelia	Delia	60799	Quinsay	Beatriz		2924
Cruz de la	Evelyne		66872	Racelis	Zenaida	Jardin	66845
Cruz de la	Marilyn	C.	67172	Ramos	Clarita	Ganado	66106
Cudia .	Rowena	Manalo	62412	Saberan	Cecilia	Tee	66388
David	Lina Flor	Tolen	66177	Salvador	Juanita	Bringas	66286
Dayrit	Elvira	Alfonso	66976	Suribas	Mercedita	Santander	66717
Defiesta	Francisca		53956	Tan	Aida	Legaspi	54431
Del Rosario	Evangeline	Lopez	477	Tiongson	Teresita	Teodora	61034
Distor	Cresencia	Gentuya	66916	Velasco	Tessie	Villamor	54123
Estebal	Honey	Barde	59032	Verzosa	Evangeline	C.	54128
Fontanillas	Yolyber	Fabella	53751	Yumang	Editha	Eseriba	59374
Gonzalo	Eufemia	Viaje	67070	Yuneza	Nerissa		59484
Ibarra	Lilia	Felix	67050				