

DOMESTICS' CROSS-CULTURAL NEWS

monthly newsletter of the Toronto Organization for Domestic Workers' Rights

September 1994



CAREGIVING DOMESTIC WORKERS HAVE TO DEAL WITH STRESS

By: Carol Salmon

"Who am I ... a nanny, housekeeper, babysitter, teacher, companion, student, nurse, wife, mother, daughter, sister, advisor, car washer, seamstress, gardener, launderer, driver, a volunteer, etc? I am all of these things", said one domestic worker.

INTERCEDE members discussed the different roles they play, how they impact on their health and how they deal with the stress of it all during the August Orientation meeting led by INTERCEDE Counsellor, Carol Salmon.

When asked how they feel about juggling so many tasks, many of the participants felt :

- **stressed** for having to rush to get everything done each day;
- **bitter** as they were often told to do more and to do it better;
- **discouraged** as their hard work was never appreciated or financially compensated;
- **tired** as they had little time to relax and minimal food to eat;

- **bored** doing the same routine daily;
- **lonely** due to the isolation of their work and the absence of their own families here to comfort them; and
- **desperate** for having to make much sacrifice to meet the requirements for permanent residence and to provide a better life for themselves and their families.

Members talked about the importance of learning how to relax because, in time, the burden of these responsibilities could lead to health problems such as headaches, a nervous breakdown, muscle tension, hair loss, fatigue, insomnia, back pain, weight loss, depression, etc. Some commented that the stress contributed to their making bad decisions in their personal relationships out of loneliness. Stress also affected their ability to assert themselves with their employers. They felt that this was partly due to feelings of self-pity and a lower self-esteem.

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NOTICE TO ALL MEMBERS OF INTERCEDE ANNUAL GENERAL MEETING AND ELECTIONS

will take place on
Sunday, September 11, 1994
from 3 to 6 p.m, at
Cecil Community Centre,
58 Cecil Street cor. Spadina

2:30 - 3 p.m.	Registration
3:00 - 4 p.m.	Business Meeting and Election
4:00 - 6 p.m.	Program and Refreshments

Guest Presenters:

The Ethno-Racial Mental Health Committee

All with valid membership at August 1994 have the right to vote.

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The workers recognized that if they wanted to make healthy changes in their lives they have to drop, share or reduce the extent of the roles they play. For example, not rushing to get everything completed at work because they are often not getting paid to do the extra work. If there is behaviour that one does not like, taking time to think about what one would like to say and how to say it and then talk to the persons involved.

To each other, the participants advised: If you have problems expressing yourself then write your feelings down in a private journal. Learn assertiveness, release the pain so that one day you will have the confidence to speak up.

Remember, during your free time do something that would make you feel better, more relaxed. Just in case you need some suggestions here's some we came up with: sing or take lessons, sleep, read a book whether fiction, funny or something

empowering, go for a walk, listen to music, call a friend, write a letter, go window shopping, go swimming, go to a movie, take a course, take a bubble bath, join an organization like INTERCEDE, etc.

Take care of yourself.

CAREGIVERS MUST COMPLETE 2 YEARS TO QUALIFY FOR LANDED STATUS

One of the requirements of the Live-in Caregiver Program is that domestic workers must complete the two years of live-in employment within a three year period from the date they arrive in Canada under the program.

For example, if a caregiver entered Canada on January 1, 1992, she must complete two years of live-in employment before January 1, 1995 to be eligible for Permanent Resident Status.

As a result of this requirement, caregivers may find themselves at risk to qualify for landed immigrant status if they are unable to meet the three-year deadline.

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CARIBBEAN GROUP

Workshop/Dialogue on Domestic Workers and Sexual Assault Services

Sunday, October 23, 1994

2:00 to 5:00 p.m.

C A W Center

527 College Street (West of Bathurst)

call 324-8751 for information

PILIPINAS MEETING

Saturday, September 3, 1994

2 p.m. to 5 p.m.

Cecil Community Center

"SELF ASSERTIVENESS TRAINING"

call 324-8751 for info

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!

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.

TO ALL SUBSCRIBERS since September 1993 (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:

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

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This may happen if they have been unemployed for long periods of time due to the recession, bad references, abusive working conditions, pregnancy or sick leave, working before receiving the employment authorization for an employer, etc.

All domestic workers should be aware of their own three year deadline to complete the required two years of domestic work.

If you have lost your job, it is important that you find a new employer quickly. Make sure that you have your new employment authorization before you start working and have proof of how long you worked with each employer. Keep copies of all immigration documents, T4 slips, Records of Employment and reference letters.

Be advised that Immigration Policy does allow for the existence of unforeseen circumstances or for situations where you may be released from employment through no fault of your own. However, there is no guarantee that you will be allowed to get your Permanent Residence in Canada despite these circumstances. Please contact INTERCEDE for further information and assistance.

*Article contributed by Sergio R. Karas,
Barrister and Solicitor of Karas & Associates,
Toronto. Edited by Carol Salmon.*

QUESTION AND ANSWER

Q. I had my Philippine Passport amended to my married family name. If I want to use my husband's family name in my application for permanent residence instead of my maiden name which appears in all my immigration papers what should I do?

A. Make sure to enclose a copy of your old passport and other documents like your Employment Authorization and Social Insurance Card, etc. bearing your maiden name. You should also attach a copy of your marriage certificate and attach a letter of explanation why you were unable to use your married name before coming to Canada.

INTERCEDE WELCOMES VOLUNTEERS

at monthly meetings and in the
office to help in newsletter mailing.

Call 324-8751 for dates.

GRUPO HISPANA

Workshop/Dialogue on Domestic Workers
and Sexual Assault Services

Sunday, September 25, 1994

1:30 to 5:00 p.m.

C A W Center

527 College Street (West of Bathurst)

call 324-8751 for information

Q. In all of my immigration papers, I stated that I am married and I used my husband's family name. In reality, it has been over 10 years that I am separated from my husband and he has been living with his new family in the Philippines. Can I fill-up my application for permanent residence as separated?

A. Yes, since there is no divorce in the Philippines you may change your status to separated even if you do not have legal separation papers. You should also attach a sworn statement that there is no possibility of getting back together and that you have no intention of ever sponsoring him. This statement should be certified by a lawyer.

Q. Can I put in my application for Permanent Residence my parents and two younger brother as my dependents?

A. No, Immigration's definition of dependents only pertains to husband and children below 19 year old. You may be approved to sponsor your parents and younger brothers, grandparents, nieces or nephews who are orphaned as family relatives or assisted relatives if you are a permanent resident and meet the necessary financial requirements.

Q. I have 2 children who are now both over 19 years old. Can I declare them as my dependents in my application for permanent residence since they are my only family since their father died ten years ago?

A. Yes, you can include your overage children if they are attending school full-time. You will need to attach supporting proof or certification of enrollment from their school.

ORIENTATION MEETING

Sunday, October 16, 1994

10:00 a.m. to 5:00 p.m.

"IMMIGRATION AND LABOUR RULES"

to register call 324-8751

pay \$5 registration fee

(refunded if you are present on October 16)

VANCOUVER CDWCR

Committee for Domestic Workers'
& Caregivers' Rights

(an INTERCEDE Affiliate)

Contact Julie or Lorina (604) 222-1897

IMPORTANT PHONE NUMBERS

Canada Immigration Centre	973-4444
Canada Employment Centre	730-1211
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	488-0084
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
Centro Para Gente de Habla Hispana	533-8545

CRISIS LINE

Toronto Rape Crisis Center (24 Hr line)	597-8808
Assaulted Women's 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 Services	924-4244
Metro Tor. Chinese & SE Asian Legal Clinic	971-9674
Toronto Workers' Health & Safety Legal Clinic	971-8832

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c/o INTERCEDE
489 College Street, Suite
Toronto, Ontario
M6G 1A5

FIRST CLASS

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Q. As proof of my two years working as a live-in caregiver I need to include a record of employment for each employer. If I only have one record of employment showing ten months of work how can I prove that I have completed my two years?

A. You may also use copies of T4 slips, statement of earnings, bank deposits, reference or release letters and attach the accompanying employment authorizations.

NEXT MONTHLY MEETING

Sunday, October 2, 1994

INTERCEDE WORKERS' CO-OP INFORMATION
YOU CAN MAKE IT HAPPEN!

Do you want to have more control over your employment? Are you interested in improving your working conditions?

Let's talk about your ideas!

COME TO THE MEETING !

INTERCEDE THEATRE GOERS

If you want to join other members to see a play, a musical, or any other entertainment,

FOR FREE OR AT A DISCOUNT

then put your name on our Theatre-Goer List. Please register by calling 324-8751

We already had free tickets to the musicals "Miss Saigon" and "Heart of Mine" and to the Du Maurier Musical series at Harbourfront.

INTERCEDE SERVICE UNIT

Place: 489 College St., Suite 402, Toronto, Ont.
Time: Monday-Friday, 9 am - 4 pm
Tel: (416) 324-8751 Fax: (416) 324-8790

INTERCEDE STAFF

Coordinator
Counselor
Intake Worker