

UIC harasses the unemployed

By TINA CARTWRIGHT

UIC officials are increasingly resorting to the harassment of the unemployed, with sudden "knock-at-the-door" visits to people's homes, and trick questions that could lead to disqualification and loss of benefits.

According to reports in the media, a snooper can arrive unannounced at the doorstep to ask questions UIC claimants have already answered when first making a claim on the two large official forms. He can question her about her last place of employment, when she was laid off, and whether she was actively looking for work etc. As a loyal citizen she has, of course, been filing regular cards received from the UIC with current information about her job status and finances.

There are some dangerous features about these visits. First, this is clearly an invasion of privacy. Why can't the UIC

advise by phone or letter that they wish to take up a problem? Instead, they descend on people unannounced.

It is well known that if the unemployed person is out for some reason, i.e. looking for work, at a doctor's appointment, shopping etc., the snoop will then interview a neighbour. Unfortunately, the neighbour might unwittingly and through ignor-

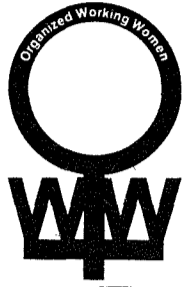
ance or misinformation or perhaps for malicious reasons say the person being sought by the UIC is "on holiday" or something to that effect. This immediately makes the jobless person a "prime suspect". She is put on a "Wanted" list, the computers out of Belleville become busy setting into operation a virtual manhunt with its trained investigators. The whole

thing is repugnant to the average citizen.

Another feature of such a visit is that the jobless person is expected to recall off-the-cuff precise answers to the rather important questions. When the unemployed person first filed a claim, she filled out two complex forms with all this data. But unless she took a copy of the form at that time (denied the

applicant by the UIC at the time of filing as routine), she is helpless in the hands of a trained investigator who asks questions that a person might not be able to readily answer to coincide with her original claim. Therefore she is put at an immediate disadvantage by this sudden and unnecessary visit.

The whole practice should of course be abolished.



UNION WOMAN

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Switchboard operators at the Academy of Medicine have been on strike since May.

(Credit: The Toronto Clarion)

Strike enters sixth month

By VALERIE J. PACKOTA

On Friday, May 20, 1977 the switchboard operators at the Academy of Medicine went on strike.

On Thursday, June 9, 1977, only three weeks after the strike began, the answering service was shut down and all the operators discharged.

The operators are still on strike.

Before the emergence of the union, operators' wages were \$2.85 per hour with no hope of increase. Working conditions were intolerable and fringe benefits minimal. Because of understaffing, operators were unable to take coffee and meal breaks.

And then a woman was fired because of absenteeism even though she had medical certificates covering periods of illness. Although the Board of Referees deemed the firing unjust, the Academy will not even discuss her reinstatement. This was the "last straw".

Shortly after the operator was fired, two operators approached the Communication Workers of Canada (CLC) for advice.

"When the Academy management became aware of the campaign to form the union, strong pressure was applied to discourage the women from sign-

ing cards," says Jerry Thompson, Organizer, Communication Workers of Canada. He says "... management even stooped so low as to phone some of the operators at their homes to tell them that they would be replaced if they supported the union."

Despite the alleged "divide and conquer" campaign of management most operators signed and the union was formed.

Not satisfied with management's proposed wages and benefits package, the union sent letters to all 400 doctors who are members of the Academy, asking them, to intervene to resolve the dispute. A handful of doctors were sympathetic but most were indifferent.

Early in May a letter was written to Dr. Gerald Hart, President of the Academy of Medicine, asking him to intervene but he gave the union a polite brush off.

Again the doctors ignored the union pleas even though a settlement would cost them only 50 cents per week.

After the shut-down, the Academy attempted to get a court injunction to force an end to the picketing. The Ontario Supreme Court refused the injunction.

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Behind the statistics

Our sisters need jobs!

By BARBARA CAMERON

Cecelia Palmer and Terezia Kaman set out each day to make the rounds of the factories in the Brampton area in search of work. They are two of the 140 workers, mainly women, laid off by Northern Telecom Sept. 4. In two months of searching only six plants have even let them fill out applications.

"You can't just look for jobs through the papers or Manpower," explains Terezia. "You have to go out to the plants. Often you don't even know what kind of work they do. You feel stupid. Sometimes I get the feeling they laugh their heads off when we leave".

Mary McIvor, a single-parent and the mother of a nine-year-old son, was laid off by Union Carbide April 17. She jumped at the one job offer she had from Dominion Glass and went through their training period. Then she was told that she would have to work three weekends out of four.

"I have friends who will look after my son if I have to work shifts," says Mary, "but I can't

ask them to disrupt their family life by taking him on weekends too." She had to give up her job and lost six weeks unemployment insurance benefits.

Cecelia, Terezia and Mary are three of the more than one million Canadians out of work today. Organized Working Women spoke with them late in October in the office of the Brampton Full Employment Committee, which operates out of space donated by local 1285 of the United Auto Workers.

Before being laid off, Cecelia had worked ten years for Northern Telecom; Terezia had worked there four and a half years. They are unemployed because the company is relocating to smaller plants in Western Canada and the southern United States where wages are lower.

Mary started work at Union Carbide two and a half years ago as one of the first four women ever hired by the plant. At the moment two of the women are still working.

Hard on Families

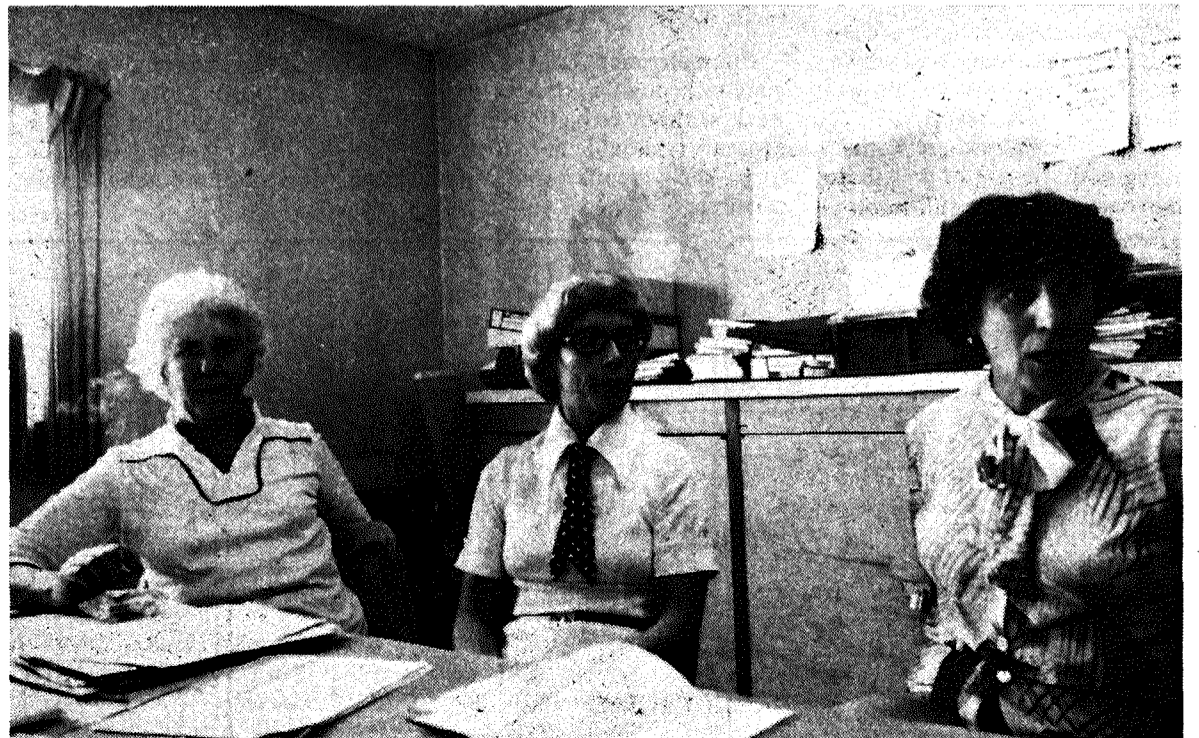
"Unemployment is unbelievably hard on families," says

Terezia. "People don't talk about it much but it must put a lot of strain on marriages." Terezia's husband was out of work for three months last winter; he found work just before she was laid-off. They have two children.

Cecelia and her husband have raised six children. Three are still at home: one in high school, one in college and a daughter who moved back with her baby after her marriage broke up and who has just recently found work. "You start wondering how you can cope. You keep things bottled up but the kids notice. You have to cut their allowances. They try to find part-time work but there is none around."

As the sole support of her nine-year-old son, Mary has had a tough time financially. When unemployment benefits didn't come through, she went to the welfare office. "But the money wasn't worth the aggravation. I was told I had to look for five jobs a day. Unemployment Insurance asks for two. Finally, I told them I would rely on my

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"You start to wonder how you can cope", Cecelia Palmer (left) told Union Woman in an interview. Also shown are Mary McIvor (centre) and Terezia Kaman (right).

(Credit: J. Griebel)

UNION WOMAN

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**Union Woman, 15 Gervais Dr., Suite 301,
Don Mills, Ont.**



OWW President:

Women's equality is key union struggle

Organized Working Women (OWW) was created to strengthen the position of women in the trade union movement. Our aim is to involve union women more actively in the work of their unions.

During International Women's Year the federal government attempted to convince women if attitudes would change, any woman could achieve status through her own efforts.

However, the government's imposition of wage controls in 1975 effectively stalled any progress being made towards achieving equal pay for work of equal value. The gap has in fact widened between rates of pay for women and men.

We now have greater unemployment than in 1975 and it is well known that when jobs are scarce, jobs for men are deemed more important. We are also faced with the continuing reality of businesses employing women as cheap labour, while escaping much of the taxation that would contribute to better maternity benefits and more adequate child care.

Because of the economic crisis, we are reminded that the only substantial gains for workers have been made among those who belong to trade unions.

Had it not been for the long and bitter struggles in which workers won the right to organize, the right to collective bargaining and the right to strike, we would not have even our present standard of living.

The right of women workers to bargain collectively to achieve full dignity for the work they do is a key to the fight for women's equality and an important key in the continuing trade union struggle.

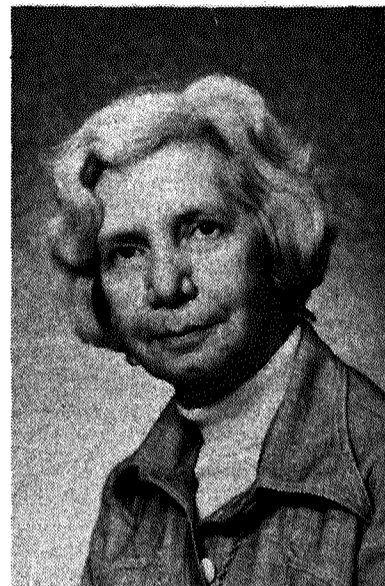
There are problems all workers face: achieving full employment and wages based on merit, not one's sex. Also there is the serious problem of ensuring that promotions are based on one's skill, experience and seniority.

We must have the right to be able to work without fear of being fired arbitrarily, without anxiety regarding our children's safety, without fear of industrial diseases and occupational hazards.

It is unfortunate that all too often demands such as equal pay for work of equal value, adequate child care and maternity benefits have been characterized as "merely women's issues" and not "workers' issues". It follows, therefore, that they are sometimes not seen as legitimate trade union demands.

What actually gets into a union contract is the result of the hard battles workers have fought in the past and are continuing to fight. As more union women become involved in the process of collective bargaining and union organizing, so increasingly will their specific needs be regarded as legitimate demands of the trade union movement.

The purpose of Organized Working Women is to hasten this process.



**Evelyn Armstrong,
President, OWW**

OWW calls for full employment

The following is an extract from the brief presented by Organized Working Women to the Forum on Full Employment held by the Labour Council of Metropolitan Toronto, October 21, 1977.

Women work because they must. Moreover, they have the right to work like any citizen in our society. Government propaganda which suggests otherwise is merely a ruse to shift the blame, to divide people from one another. You can't get a job because I work. Therefore it is my fault if you are unemployed. That's their logic.

By using prejudices against women the government is attempting to manipulate the labour force by exploiting the most vulnerable. Women are less unionized than men. As a whole, therefore, they have less protection, less job security.

Organized Working Women, along with the rest of the labour movement, calls for full employ-

ment policies. There must be an end to the punitive measures in the UIC program. UIC benefits should be increased to keep pace with inflation.

We demand a stop to the cutbacks and call on the government to launch a massive program of public works. Social service cutbacks cause unemployment and victimize the jobless. Educational and child care programmes should be developed, job retraining programmes undertaken and health services defended.

There needs to be a programme of low-rent public housing construction, thereby creating jobs and providing decent accommodation at affordable rents.


Unemployment can be alleviated through a shorter work week without reduction in pay. Measures should be taken to stop the layoffs and plant closures.

We believe that we must also fight to prevent the particular victimization of women workers. We call for equal pay for work of equal value to prevent wages being depressed.

In order to win our demands we urge the labour movement to continue its campaign for full employment by establishing action committees to include the unemployed, action committees which will organize people to defend themselves against the government attack.

By working together we can protect people from experiencing unemployment purely as individuals, from seeing their lack of a job as a personal failure.

We must unite, men and women, the newcomers and Canadian born, the young and the old, the employed and the jobless, the organized and the unorganized. If we achieve this we can win.



Join OWW!

Membership in OWW is open to all women in the Toronto area who are members of bona fide collective bargaining units. Membership is \$10.00 per year.

To join OWW, send in this application form with proof of union membership to:

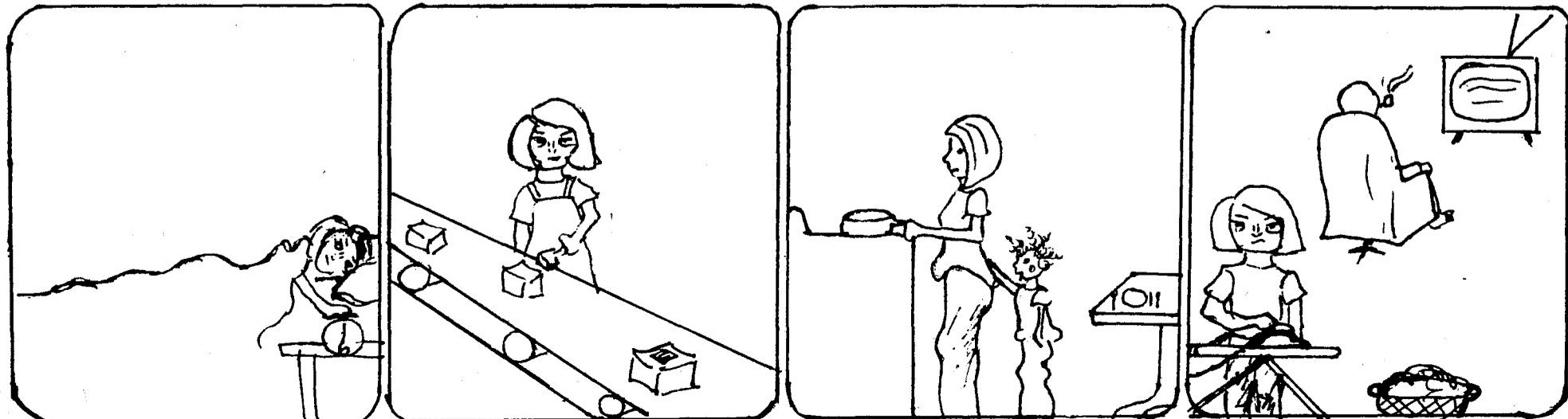
**Holly Kirkconnell,
110 Glendale Avenue,
Toronto M6R 2T2**

Name

Address

..... Telephone

Union Local



Another glamorous day in the life of a woman who works for something to do.

Foreign ownership & AIB hurt women

By JOY CRAIG

Canada is now enjoying its highest unemployment rate since the thirties. Why?

Canada has also had, for the past few years, a high rate of inflation. Why?

It is an unique situation in a modern capitalist economy — high inflation coupled with high unemployment.

The federal government established the Anti-Inflation Board (AIB) two years ago ostensibly to combat inflation. It also granted ever more generous tax credits to business, as one means of creating jobs.

But as everyone knows, neither unemployment nor inflation has gone down. Profits and prices have risen, unemployment has likewise risen and the loss of wages for ordinary workers has accumulated in the millions of dollars.

Women in particular have been hard hit; their unemployment rate is higher than men's and when working their average wage is lower. Indeed, in some occupations the difference in wages paid grows wider.

At the foundation of our economic problems in this country is the fact that so much is foreign-owned — our natural resources, our manufacturing and service industries.

The trans-national corporations hold no allegiance to this country or to the Canadian people, but only to the holy grail of maximized profits. How can we have rational economic planning when this country seems to have surrendered control of its economy?

The federal government ladles out Canadian taxpayers' money to the multinationals (case in point — INCO) with a will but tells Canadian workers to tighten their belts.

The government displays an indifferent attitude (except at election time) towards ordinary Canadians and their vital concerns — jobs, housing, reasonable prices for food and clothing, etc.

Because so many of our resources are shipped out of the country to be processed elsewhere, principally to the United States, jobs drain out of the country along with them. We will not substantially improve the employment situation or our balance of payments as long as this goes on.

The federal government's real purpose in establishing the AIB was to do something about organized workers' increasing success in achieving wage settlements which were beginning to cut into profit margins. Because the Liberal federal government equates 'big business interests' and its own interests as inseparable, something drastic had to be done to stop the erosion of profit margins.

In 1975 the economy was making some recovery from a slump period and it is during such a period that union workers usually make their biggest wage gains. Instead, as a result of the AIB intervention, wage increases have been cut back three to four per cent.

The government's efforts to control prices have been to create the illusion of fairness and should not be taken seriously. The price control mechanism obscures the government's real intention which is to weaken organized workers' bargaining power particularly and, generally, to ensure a more pliant work force.

One of the announced aims of the AIB was to afford more protection to the unorganized (this in itself is suspicious — the Liberal party is not noted for its regard for working people). However splendid the government's intention the opposite has happened. The unorganized workers have consistently been allowed a smaller increase than the organized.

An important consequence for women of the AIB's machinations has been the slowing down of the momentum to close the gap between wages paid women and men. The AIB has interpreted the guidelines for eradicating disparities in the narrowest way possible. No doubt by government design.

In fact June Menzies, our token female on the AIB has said "that the Board could do nothing for low-paid women in job ghettos". The AIB will not allow historical inequality to be eliminated as a general rule. In other words it cannot and will not do anything serious about correcting blatant injustice.

(I hope it becomes evident to more and more women that it does no good to have individual women fill these positions, e.g. Menzies' appointment, or women named to Cabinet posts, federal or provincial. No good at all, if all they do is prop up the system that perpetuates injustices done to their sisters.)

The government's purpose seems to be to create the illusion that some kind of progress is being made towards greater justice for women in the work place and society at large.

The controls programme, along with the restricted flow of money, is adding to and is directly responsible for the ever-increasing unemployment rolls — from 5-5.6 per cent in 1974 to over eight per cent in 1977 and still climbing.

Also, governments at all levels have reduced monies assigned to social services, which affects women disproportionately to their numbers.

This month the federal department of labour has released its 1976 report on women in the labour force. It states in part that the unemployment rate for women in 1975 was an average 8.1 per cent compared to 6.2 per cent for men. The average industrial wage for men was greater than women in all occupations where the data was available, e.g. women's clothing industry: average men's rate \$5.19, women's — \$3.30; book bindery workers: men's — \$6.04, women's — \$3.89.

Because these are union jobs, it tells us something about the commitment of male union workers to work towards correcting this unfair situation. But perhaps this is not a goal.

All these disparities become more and more entrenched because the AIB encourages wage rises to be calculated by percentage points, in spite of the fact that a catch-up clause is in the regulations of the AIB.

So as women swell the work force, they also increasingly constitute a greater proportion of the underpaid, underemployed and the unemployed.

One can only come to the conclusion that the placing of a few women in positions of some authority has barely changed the lives and expectations of most working women.

Isn't it about time that more emphasis is placed on educating our union membership about the economic facts of life?

Isn't it about time to demonstrate clearly and unequivocally how the federal government works against the workers' best interests?

One hopes that with enlightenment would come a greater determination to organize the unorganized and to fight injustice wherever it occurs.

If that happened, perhaps at the next federal election which is probably not too far away now, there will be a more satisfactory outcome for working people.

Equal pay victory

By M. SPINK

The City of Toronto public health nurses won an important victory for all of us on September 12th. City Council voted to give the nurses an increase of at least \$25 a week.

Three years ago the Mayor's Task Force on the Status of Women recommended that a job audit examine the differences in salary between public health nurses (women) and public health inspectors (men). Since then the gap between the salaries of the nurses and the inspectors has doubled.

The increase is a controversial one, especially because it comes before the joint City-Union job evaluation programme has been completed. Kathy Skinner, an OWW member who works as a public health nurse at Eastern School of Commerce, said, "We see this as a separate issue. It's unfinished business from the Mayor's Task Force. Our case is an important precedent for the application of the equal pay for work of equal value principle because nurses in general have always been undervalued."

Skinner has been working with a committee of nurses which is meeting regularly while the union, CUPE 79, and the City debate the particular terms of the increase.

It is now up to the union to pursue these gains in collective bargaining. Then the nurses must face the Anti-Inflation Board.

The provincial Employment Standards Act, 1974, provides for equal pay for equal work, a principle which means that a male public health nurse is entitled to the same salary as a female public health nurse. But



Doris Holmes (left) and Cathy Skinner meet with other Toronto Public Health Nurses to discuss pay inequality.

this principle doesn't legislate against the inequities of ghetto jobs, jobs which are traditionally low paid and which almost without exception are held by women.

These inequities are not confined to the field of public service. A recent report of the Federal Department of Labour shows that in 1975 in the women's clothing industry men were paid an average of \$5.19 an hour for hand-pressing clothes, while women in the same job were paid \$3.30. Similarly bindery workers in printing and publishing got an average hourly wage of \$3.89 if they were women and \$6.02 if they were men.

The nurses' success in the public sector is one of a growing number of precedents which are helping to lay the ground for similar changes in private industry.

Sisters need jobs

• Cont'd from page 1

family who had helped me out in the past."

But the next day Mary got a bill from OHIP for \$95 in the mail. When she phoned up welfare about it she was asked "Can't your family pay it?" Later she learned she could get an exemption from OHIP.

Discrimination in hiring

Recently Terezia and Cecelia applied at American Motors in Brampton. After filling out the application forms, they were told no interviews were being given that day. They left but outside met some men who had been interviewed and were told to report for medicals.

Terezia and Cecelia headed back into the office and confronted the personnel manager who admitted they didn't hire women. His excuse was that they didn't have facilities for women and perhaps never would.

In what Terezia describes as "a cocky way", the personnel manager asked "Are you satisfied now?" They weren't. They have taken the case to the Ontario Human Rights Commission.

Hurt by media and politicians

Terezia is particularly angry at journalists and politicians who say that the unemployed are getting something for nothing and don't want work. "I worked for seventeen years and never collected unemployment. Now I'm made to feel like I'm taking charity."

Mary agrees. "It's all right for Trudeau to go to \$120 a plate

dinners and talk about Canadians being too soft, but he doesn't have to live on \$3.00 per hour."

All three women agree that government action to create jobs is needed. "People want to work," insists Terezia, "but there just aren't jobs."

Strike

• Cont'd from page 1

The closing of the answering service and the firing of the operators is being challenged by the union in charges currently being heard by the Ontario Labour Relations Board.

The office of Dr. Bette Stephenson, Ontario's Labour Minister, and honorary member of the Academy, has stated publicly that the government will not deal with the matter until it is raised in the Ontario Legislature.

Why is the impact of the strike so limited when in 1977 the battle for women's rights is so politically visible? Here is a small group of underpaid, overworked women who stood up for their rights against part of the medical profession.

And why are our public institutions such as the Ontario Department of Labour so insensitive to the need to assist people to obtain decent living wages and working conditions?

When flagrant abuse is levelled against a small group of women it only gives impetus to the subjugation of all working women.

Our lives on film

By S. D. SEIDE

Critic's Corner is a regular column of opinion on cultural topics. Should any member of OWW wish to contribute an article in this vein for Critic's Corner, she is welcome to submit it for consideration. Please type, double-spaced, all submissions.

* * *

If you are looking for something a little different which can add sparkle to your union meetings, why not see what your public library has to offer?

Last week at the library, I asked the film librarian to suggest two or three good films. She handed me a list of films called *Women: A Filmography*. It is published by the Metropolitan Toronto Library Board. All the films mentioned in it can be borrowed from any of the film libraries in the public libraries in Metro Toronto. So can the film projectors. Booking in advance is usually necessary.

Among the many interesting films, I chose four to view. "Take This Woman" (1973, 25 min.) was outstanding. "They Appreciate You More" (National Film Board of Canada, 1974, 14 min.) effectively presented a traditional nuclear family with a working mother.

Although "51%" (1971, 30 min.) sounded good from its description, it was a film that

was made for the fathers of big business. "From 3 A.M. To 10 P.M." (1967, 15 min.) was a sincere, depressing, well-made film about a poor, rural woman who not only worked eight hours in a factory, but did a full load of backbreaking housework each day as well. This film tells urban working women nothing new; moreover, its primary message seemed to be that men are hateful.

"They Appreciate You More" and, especially, "Take This Woman" are two films which could successfully be used to spark discussion at union meetings.

"Take This Woman" is very well made. Women in different occupations speak about their discrimination cases. The discriminators are given their chance to speak. The film cuts back and forth from the discriminated to the discriminator for an effective, unemotional debate.

Through this seesaw method, many of the problems women face in the work force are raised: Why are women passed over for promotions? Should women displace men for employment and training? Can the conflict between seniority and minority be resolved fairly? Should women be barred from physical labour? Is it fair to deny 40 per cent of the labour force its rights?

Unionists, no matter what

Equal pay for equal work?

By MARYKA OMATSU

On June 2, 1977, the Federal Government passed the Canadian Human Rights Act (CHR), the Federal Government's answer to the demand of working women for equal pay for work of equal value.

Section 11 is particularly interesting to working women. It states that: "It is a discriminatory practice for an employer to establish or maintain differences in wages between male and female employees employed in the same establishment who are performing work of equal value."

The CHR Act applies to all employers, trade unions, and "employee organizations" within federal jurisdiction (e.g. federally administered industries such as railways, airlines, banks, shipping companies, radio and TV stations).

The criterion to establish the value of work performed is: "the composite of the skill, effort and responsibility required in the performance of the work and the conditions under which the work is performed."

The Act prevents an employer's maneuvering around the law by employing all women at one factory and all men at another, and from simply reducing the wages of the men to the same lower level of the women.

The CHR Act defines "wages" to cover "any form of remuneration" from salaries, commissions, vacation pay, dismissal wages, bonuses, employer contributions to pension, long-term disability or health insurance plans or any other advantage received directly or indirectly from the individual's employer".

What is the purpose of the CHR Act?

The purpose of the CHR Act

their personal opinions, have to see that "women's liberation is a bread and butter issue with most women." This excellent film helps.

So does "They Appreciate You More", although it is more of what would be called a "consciousness raising" film. The wife and mother of this typical family unit (three children, school age) has gone back to work. She is successfully employed — even more so, it is implied, than her husband. The interviewer encourages the woman to discuss her employment from all aspects.

The viewer learns that the woman has gone back to work of necessity, that her neighbours resented her at first, that her children resented her for a long time, that she felt guilty for four or five years, that her health and nerves began to fail from the burden of full-time work and full-time household responsibilities.

Gradually, her husband came to realize "I have to chip in and help more," and he described their new division of household responsibilities. Although he now does housework traditionally associated with "feminine", his masculinity is not threatened, he said.

Men and women in the trade union movement should find much to think about in these films.

WAGE GAP GROWS

Average Yearly Wage by Sex

	Male	Female	Difference
1967	\$6,009	\$2,471	\$3,538
1971	\$7,728	\$3,156	\$4,572
1973	\$9,093	\$3,834	\$5,159

is to prevent discriminatory practices based on: "race, national or ethnic origin, colour, religion, age, sex or marital status, conviction for which a pardon has been granted and in matters related to employment, physical handicap".

How could the CHR Act affect you and your female co-workers?

If you feel that you are being discriminated against in your job because of your sex, the Act gives you, either individually or jointly, a mechanism for complaint against your employer. The CHR Act specifically states that it is illegal not to pay women the same wages as men for "work of equal value". If your boss is found guilty of violating the law, he could be ordered to stop this discriminatory practice; to give you the same wages and opportunities as a male co-worker; and "any or all wages" that you "were deprived of as a result of the discriminatory practice".

In addition, the CHR Tribunal can order your employer to pay you "compensation" of up to \$5,000.00, if you have "suffered in respect of feelings or self-respect".

How can you use the CHR Act?

Your first step is to file a complaint with the CHR Commission. The legislation will not become administratively effective until April, 1978. Meanwhile, branch or regional offices are being established throughout the country.

After the Commission has received your complaint, it can do several things (in addition to dismissing it): (i) appoint an investigator to investigate the allegations and report to the Commission on his findings. If the

Report backs up your complaint, then the Commission will order your employer to comply with the legislation. If he refuses, then a conciliator can be appointed to try and further resolve the injustice.

(ii) The CHR Commission can also appoint a Human Rights Tribunal to act as an informal court, calling witnesses, taking evidence and making a decision.

Can your boss harass you if you make a complaint?

The CHR Act, Section 45, states that: "no person shall threaten, intimidate or discriminate against an individual because that individual has made a complaint or given evidence or assisted in any way in respect of the initiation or prosecution of a complaint or other proceeding or because that individual proposes to do so."

If your boss does any of the above he is subject to a fine of up to \$50,000.00.

Is this legislation going to rectify the discriminatory practices of employers to their female employees?

The CHR Act, like any other, has loopholes and has yet to be tested. There is some protection for employees under the Act, and some teeth in the legislation. Time and experience have yet to tell if both are sufficient.

It will be up to organized working women and trade unions in Canada to force the Canadian Human Rights Commission to live up to one of its mandates that: "Sex does not constitute a reasonable factor justifying a difference in wages."

Maryka Omatsu is a Toronto lawyer who is working with the newspaper collective. Her column on the law will be a regular feature. Next column will be on Ontario equal pay legislation.

HOW TO BORROW FILMS THROUGH THE PUBLIC LIBRARIES

Adults, 18 years and over, who live, work or study in Metropolitan Toronto can borrow films for free by contacting the following film departments. Booking well in advance is a good idea. Previewing facilities are available at some of the following locations by appointment. Films are lent for either organizational or home use.

EAST YORK PUBLIC LIBRARY

S. Walter Stewart Building, Memorial Park & Durant Ave., Toronto 425-8222

ETOBICOKE PUBLIC LIBRARY

Albion Library, 1515 Albion Road, Toronto 741-7734

NORTH YORK PUBLIC LIBRARY

Fairview Mall Branch, 35 Fairview Mall Drive, Willowdale 492-0121

SCARBOROUGH PUBLIC LIBRARY

Albert Campbell District Library, 496 Birchmount Road, Scarborough 698-1191

TORONTO PUBLIC LIBRARY

Northern District Library, 40 Orchard View Boulevard, Toronto 484-8250

YORK PUBLIC LIBRARY

Main Library, 1745 Eglinton Ave. W., Toronto 781-5208

HOW TO BORROW 16MM FILM PROJECTORS THROUGH THE PUBLIC LIBRARIES

Adults, 18 years and over, who live, work or study in Metropolitan Toronto can borrow projectors by contacting the above libraries. Free projectionist training is available at some of the libraries — some insist on it as a prerequisite to borrowing privileges. There is a three dollar service charge for the projectors. Check each location for borrowing requirements.

Christmas idea from the Women's Press



Everywomen's Almanac combines a day calendar, address book and information guide containing thought-provoking commentaries on the concerns of women today — all together in one easy-to-carry pocketbook!

\$3.95 (paper) 192 pages