

Equal Pay Issue



Human rights violation

The first issue of **Union Woman** reported that **Cecelia Palmer and Terezia Kaman** had charged **American Motors** under the **Ontario Human Rights Code** for refusing to hire women. This is a follow-up article on that story.

By **MARILYN SPINK**

American Motors fired **Cecelia Palmer** on December 2, two weeks after they hired her. **Cecelia** got a job at the **Brampton**

plant as a result of a complaint she filed with the **Human Rights Commission**.

When **Cecelia Palmer** and **Terezia Kaman** first tried to get jobs at **American Motors** the personnel manager admitted that the plant didn't hire women. The **Human Rights Commission** arranged a conciliation settlement and **Cecelia** was offered a job. She worked two hours as a door fitter, was told that assignment had been a mistake, and then was given a welding job.

She had five welding guns to operate, and did fine, except for the last point. "My arms were two inches too short. I just couldn't reach the top window by the windshield."

"So they fired me. I'd never been fired in my life. I felt that I had been set up by them."

Cecelia asked to be moved to another area of the plant, a common practice when a man is too short or too tall for one position on the line. "There must be a job

somewhere in the plant where I can show them women can work," she said.

She has filed a reprisal complaint with the **Human Rights Commission**. An investigation is now underway.

As a probationary employee, **Cecelia** isn't covered by the collective agreement. But the union, **UAW Local 1285**, is giving her their full support. **Terry Gorman**, president of the local, says, "As a Union we're challenging the company with violating the Act."

Marilyn Spink is on the Executive Council of OWW and is a member of CUPE 79.



UNION WOMAN

PUBLISHED BY ORGANIZED WORKING WOMEN (TORONTO AREA)

VOL. 1, NO. 2



JANUARY 1978

Hartman speaks to OWW

By **JOY CRAIG**

The President of **CUPE** **Grace Hartman** spoke to the **OWW Caucus** at the **OFL Convention** held the end of November. She began her speech by expressing her support for **OWW** — **Organized Working Women**. The audience of about two hundred were mostly women delegates to the **Ontario Federation of Labour Convention**. **Hartman** had come directly from the airport, having flown in from **Vancouver** where she had spoken to a similar group of union women.

"Some people these days are asking what had happened to the women's movement?" the **CUPE** President said "Some are questioning its strength and purpose." She went on to say "those women for whom the women's movement had been a short-term commitment had turned to other things, they had returned to the more conservative ways of Canada. But for the rest of us the struggle goes on."

The slogan which **CUPE** had coined sometime ago in reference to women's progress — "So Much to be Done" — was still valid. However, **Hartman** thought progress had been made and that eventually, through union agreements with employers, it would become an accepted practice that women and men would have equal rights and pay on the job. Through these union agreements greater equality would come in the rest of society.

Hartman said "changes are needed through legislation", citing the high percentage of women now in the work force. The organizing of bank employees currently going on is a case in point. These employees are mostly women and the drive to organize them, originating in **British Columbia**, had been done by women. Beyond the number of banks already unionized, "fifty more branches are in the process of being certified as bargaining units".

"However, difficulties are put in the way by all governments to prevent union organizing. The government talks about supporting equal rights, but has a fear of the unorganized becoming part of the union movement."

Hartman appealed to all women "get involved politically, run for office at all levels, get involved in the work of the **Canadian Labour Congress**, demand more job evaluation programs."

She went on to relate an example of discrimination against women by the **AIB**. In the election campaign of 1974, the then **Minister of Finance Donald Macdonald** had poured scorn on the **Tory** proposal of wage and price controls. Yet in the following year, the **Liberal** government had imposed their own controls program.

"**Macdonald** in 1974 had promised that women would not be discriminated against by the **AIB**, but in **Winnipeg** at the **Health Science Centre**, women hospital workers have not been allowed the full catch-up percentage granted by the hospital". Both the union and the employers went back to the **AIB** with a joint appeal against the ruling but it was turned down.

The **CUPE** President said, "**June Menzies** sat in on the discussions but offered no word of encouragement to the hospital workers", but she assured the audience "the fight would go on over this issue".

"There are some bright spots however." **CUPE's** membership is currently 45% women and at the last **CUPE** convention, of the 1,179 delegates, 32% had been women. The participation of women in the convention's activities had exceeded their numbers. Women had taken leadership positions on the convention floor, however "two women had been lost from the executive board", but "women would

Continued on page 3

Equal pay strike

By **DEIRDRE GALLAGHER**

"If necessary we'll stay on strike till hell freezes over" **Shirley Cooligan** said at a support meeting held in early December for women workers striking against **British American Bank Note Company** in **Ottawa**. **Cooligan** is president of **Local 31, Ottawa Steel Plate Examiners**. The local's 25 members, all women, were out on strike for equal pay for work of equal value.

Cooligan told the meeting that her union could no longer tolerate a situation where a male janitor with one year's experience is paid more than a woman with extensive training and 25 years experience.

"The highest paid woman gets 29.2% less than the lowest paid man" she said. The women are skilled inspectors who check for flaws in the currency, stamps and bonds the company prints.

The president of the company says that women can't get equal pay because it is a "long established tradition" that the women working there have been paid less than the men. It may be tradition but it's also good business. The **British American Bank Note Company** reported a 120% increase in net earnings for the first six months of 1977.

Cooligan reported to the support meeting in **Ottawa** that they had approached the **Ministry of Labour** to file an equal pay complaint but were told their situation did not qualify as discrimination under the law because only women worked in their category. The law applies only to women doing the same work as men. This underlines the need for equal pay for work of equal value legislation.

Shirley Carr, Executive Vice-President of the **CLC** has sent

telegrams to **Ontario Labour Minister, Bette Stephenson** and **federal Labour Minister John Munro** urging them to put pressure on management to end the strike.

"These workers are merely trying to achieve equal pay for work of equal value, yet there is nothing in the law which can stem the intransigence of their employer and lead to an amicable and just settlement," **Carr** said. "The workers have negotiated for better benefits and have spent seven weeks on the picket line over a principle which should be firmly established in **Ontario** and **Canadian** law."

Deirdre Gallagher is the full-time staff member of OWW, working as Executive Secretary since August 1977. She is a member of OPEIU 343.



Ottawa Steelplate Examiners on the picket line for equal pay. The dispute has now gone to arbitration.

UNION WOMAN

OWW Newspaper Committee:

Barbara Cameron, Tina Cartwright,
Joy Craig, Susan Seide,
Marilyn Spink, Valerie Packota

Contributor: Maryka Omatsu

Union Woman is published once every two months by Organized Working Women. The Editorial Board of the newspaper is the Executive Council of OWW.

Union Woman is free to members of OWW and is available for distribution to union locals on request.

Letters to the editor, opinion pieces and news stories should be sent to:
Union Woman, 15 Gervais Dr., Suite 301,
Don Mills, Ont. 447-7462.

Legislation needed now



Shelley Acheson
Vice-president
OWW

This issue of *Union Woman* is devoted to furthering the understanding of the principle of "equal pay for work of equal value".

Today in Ontario we have equal pay for equal work legislation. Rather than reduce inequities, this legislation has served to legitimize discriminatory wages. Equal pay for equal work legislation should be replaced with legislation that guarantees equal pay for work of equal value.

We have had the experience of 25 years of equal pay for equal work legislation, and what have we learned?

We have learned that the way the present act is worded, administered, and enforced, has had no effect on eliminating the wage differentials between male and female workers. In fact, the gap has been widening, and women still earn on the average only 60 per cent of the wages of men. It would appear to be obvious that the reason for this persistent discrimination is the resultant profit for the employers of women's cheap labour.

We have learned that equal pay can only rarely be awarded because six separate similarities to male work must be proven and each factor is regarded independently. The woman's work must be of the same nature and kind as male work performed in the same establishment. She must work under the same working conditions and she must exercise equal skill, effort and responsibility in her job. These factors cannot be weighed together to produce a composite picture of the degree of similarity.

Such an interpretation allows an employer six different ways of evading the law.

We have learned many other reasons why the legislation does

not work. Here are a few: women are employed in job ghettos where comparison with male workers is often impossible; women do not have sufficient protection from reprisals from employers if they lodge a complaint; the machinery for implementing the law is weak; the penalties for violations of the law are not severe enough; follow-up checks on employers who transgress the law are never undertaken.

For these reasons the labour movement and Organized Working Women have taken up the fight for equal pay for work of equal value, both in collective agreements and in legislation. To establish this principle in law would be a first step in desegregating occupations, since the economic advantages of isolating some people on the basis of sex would be eliminated. The particular inequities facing women through job ghettos and job stereotyping could be dealt with head-on. Equal value legislation would allow a balancing of factors of skill, effort and responsibility to achieve an overall assessment of the value of a job.

Our honourable Minister of Labour, when questioned in the Legislature about the female steel plate examiners on strike in Ottawa, admitted that the problem was one of equal pay for work of equal value, but continued "Unfortunately, we do not have any legislation in this country to cover the concept of equal pay for work of equal value. It is being examined very carefully." She added that a conference on the subject was being arranged.

OWW puts it to you: do we need more discussion, or do we need legislation — NOW?

Letters

Nurses still fighting for equal pay

Your first issue carried an article about the Equal Pay Victory of public health nurses at the City of Toronto.

Unfortunately our victory is not yet complete.

Although City Council voted on September 12, 1977 to give us a pay increase of at least \$25 per week to bring our wages more on par with public health inspectors, our union (CUPE Local 79) has not yet begun to bargain on our issue. They have stalled, lumping our issue of equal pay for work of equal value in with job evaluation. (We are in the middle of a job evaluation program.)

The issue of equal pay for work of equal value was meant to be separate from the job evaluation program. The negotiations and monies were clearly designated outside and distinct from the money agreed upon under job evaluation. We feel quite strongly that the issue is separate.

We do not believe that the job evaluation program is the sole answer to dealing with wage discrepancies between men and women. Despite the greater participation of women in the paid labour force and "affirmative action" programs, the wage differential between men and women has increased in the last ten years.

We have been told that the job evaluation program is an attempt

to deal with this inequity by removing the "sex" factor from the job description by "objectively" defining the value of our job according to other factors such as skill, responsibility, and working conditions. In essence, the reason that we are undervalued financially is because we are women and are grouped at the bottom. Thus we have to continue to fight against sex discrimination.

We are committed to establishing the precedent of equal pay for work of equal value so that other women may likewise fight sex discrimination.

However, the issue is far from dead. We raised the issue at the last membership meeting. A motion was passed in our favour directing bargaining to begin on our

We invite comments and criticisms from our readers. We want to know what you think of the paper. But most important, we want to know what is going on in your local.

Share your experiences with us and other working women through Union Woman. Make the paper work for you.

Please keep the letters brief, if possible. (150 words or less). Please sign them and provide a telephone number in case we need to contact you.

Other submissions, to Commentary or Critic's Corner, are also welcome. Photographs and cartoons are always needed.

issue and to report back at the next membership meeting.

We have had a great deal of support from many individuals and groups. We want to thank O. W. W. and Deirdre Gallagher in particular for her support and advice. The increase is still subject to the A.I.B. but it has declared that it is not contrary to elimination of wage discrimination for women.

Betty Burcher,
Ad Hoc Committee of
Public Health Nurses,
City of Toronto

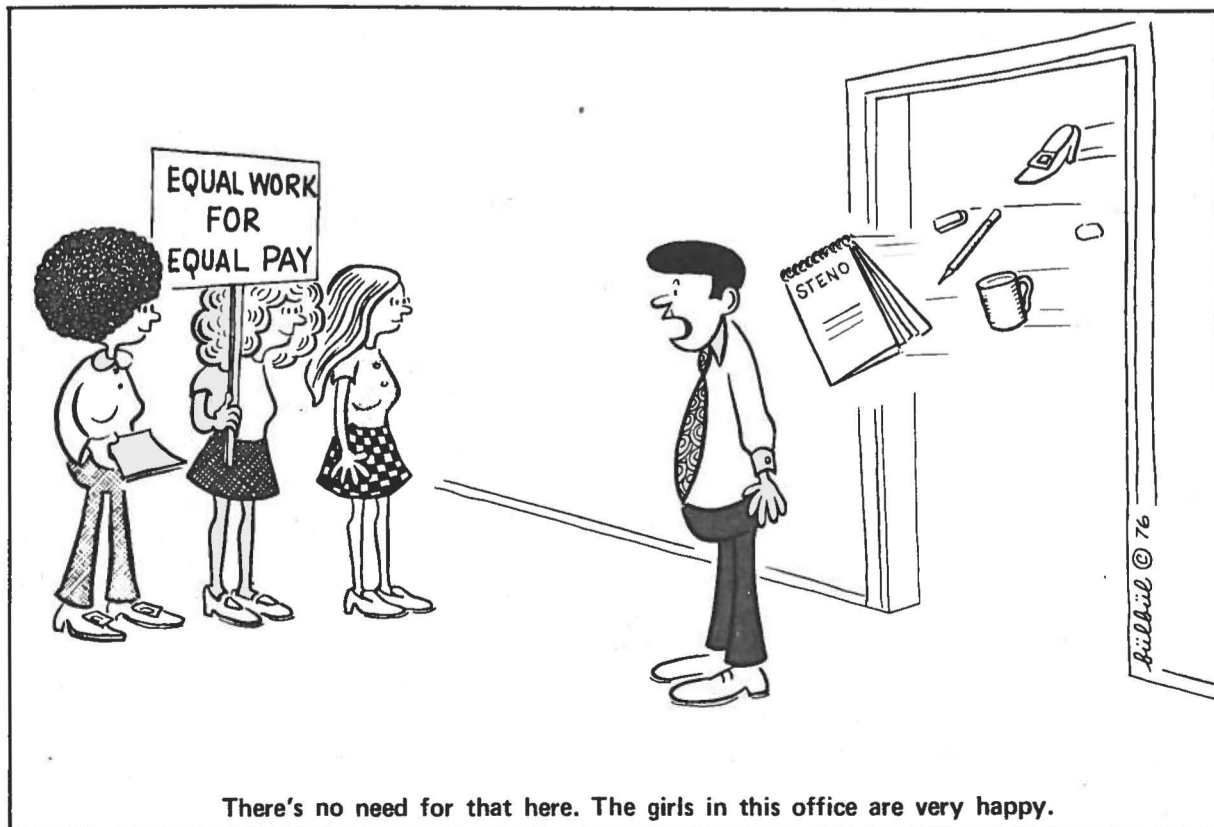
AIB & Equal pay

Negotiating equal pay for work of equal value isn't easy. But getting Anti-Inflation Board approval for equal pay settlements is even more difficult.

In addition to rolling back the Winnipeg Health Workers settlement (described by Grace Hartman on page 1), the AIB rolled back an equal pay for work of equal value settlement between the Association

of University and College Employees and the University of British Columbia, and also an equal pay agreement between the Canadian Textile and Chemical Workers and Hardening Carpets in Brantford.

The AIB says it will allow an exemption if a company has previously paid women less than men for exactly the same job. (That practice is, of course, illegal.)



There's no need for that here. The girls in this office are very happy.

Decriminalize prostitution

Commentary is a forum for debate and discussion on issues of interest to trade union women. Opinions expressed are not necessarily those of Organized Working Women.

By LYNN KING

Generally speaking we can define prostitution as the "selling of sexual favours".

It has been proven time and again throughout the world that economically deprived women are the backbone of the prostitution industry. Women get into prostitution for economic reasons: low wages and unemployment.

As one prostitute put it, "I don't think you can ever eliminate the economic factor motivating women to prostitution. Because it's very hard for women to earn an adequate living and so we do not have much economic choice."

As well, the socio-economic structure of society and the ideology that women exist to serve the pleasures and needs of men perpetuate the prostitution industry.

Obviously then a long term solution for the elimination of prostitution would be the bettering of women's status in society — both economically and socially. The Soviet Union and China have reported that radical changes in those countries (including the elimination of unemployment, the intensification of social services, the raising of the level of living, and recognition of the equality of the sexes in all phases of economic, social, cultural and political life) have eliminated the conditions giving rise to prostitution and have thereby largely eliminated the prostitution industry.

However, these are long-term solutions and in the meantime there has been considerable debate over short-term actions so that women will not be prosecuted, fined and imprisoned for a crime in which the victim is the prostitute herself.

The present section of the Canadian Criminal Code reads that "Every person who solicits any person in a public place for the purpose of prostitution is guilty of an offence punishable on summary conviction" (s.195.1).

Short-term solutions to prostitution are directed at removing this additional legal oppression of women. The debate has centred around "legalization" versus "decriminalization" of prostitution.

Legalization

By "legalization" we mean the "licensing" of prostitution. That is, some government agency, be it municipal or otherwise, would issue licenses for a fee to prostitutes.

These licenses would have certain conditions attached as to locale, medication, hours, etc. If a prostitute had such a license she would not be criminally prosecuted. As one prostitute said, such licensing would be "extending the definition of government inspected meat to the sale of human flesh".



Lynn King is a law partner with Cornish, King, Sachs and Waldman and is a member of the Law Union.

In fact, legalizing or licensing prostitution would simply legitimize the exploitation of women as prostitutes and perpetuate power of male legislators, vice profiteers and customers over them. By licensing prostitutes, the state would be making money from the degradation of women.

The argument for legalization or licensing on the basis of cutting down venereal disease is also a faulty one. Since the maintenance of health is a prerequisite to staying in business, prostitutes are especially likely to be hygiene conscious.

The last word on legalization is best said by a prostitute herself: "No, I don't think they should legalize prostitution. In Reno, they have legal whorehouses and they have them in Hamburg, too. Everyone walks around with a license. If you ever tried to get another job, forget it. They've got you on the police books and the state is making a lot of money on prostitution."

"And then the second thing is, like you're in there. You're really in a box, because they've got you licensed and ticketed and you can't appear on the streets in the rest of the city, in the nice part, after eight p.m. so you're on a reservation in a cell. In the Near East, the brothels are literally cages, and whores have to turn twenty to thirty tricks a day".

Decriminalization

By "decriminalization" we mean repealing the present section of the Criminal Code as it relates to soliciting and prostitution and putting nothing in its place.

This does not mean that the sections relating to "living off the avails" or pimping would be repealed, just that soliciting for the purposes of prostitution would no longer be a crime.

This would at least alleviate the current injustices which criminality — or illegalization — has created and which legalization would perpetuate. The present law does nothing to control the presence of prostitution in society but rather serves to reinforce the prostitute's position as a victim of sexism and poverty.

No one argues that the repeal of s.195.1 would eliminate prostitution. Only more fundamental and long-term solutions can do that. But at least it would eliminate a needless exploitation of the prostitute and force society to address the issue more realistically — both as to its causes and solutions.

Counter-conference calls for sports for all Canadians

By MARILYN SPINK

Abby Hoffman calls Iona Campagnola's *Green Paper on Amateur Sport* "a disaster". She and Bruce Kidd led discussions about a national sports policy at a counter-conference early in December.

Abby and Bruce criticize both the *Green Paper* and the federal government's faint-hearted process for discussion of the proposed federal policy.

The *Green Paper* creates, says Bruce "a false dichotomy between mass participation and opportunities for excellence. It's irresponsible to divide them into two."

Abby says the paper makes no substantial proposals about opportunities for everybody. "It's more manageable to talk about an

elite team than it is to talk about organizing participation."

What are some of the barriers to sports for everyone? The most important barrier is the general degree of poverty in Canada.

But the *Green Paper* states: "It seems clear that the normal contributions of parents will and must continue". Most parents can't afford the costs.

The lack of leadership, of coaching, and of proper facilities are other barriers to participation. So too are compulsory overtime, and working conditions, especially those with respiratory associated hazards.

Bruce says we should aim for voluntary community control of sport: "Community bodies must be given the resources to develop facilities and hire leaders."

The two runners, among Canada's best-known athletes, declare that "... until every citizen in every community has ready access to opportunities, not a penny of public funds should be spent on 'excellence' or high performance sport."

Participants in the counter-conference will be forwarding their own proposals to Campagnola early this year. "She wants a national discussion? Well, we're giving it to her." Abby and Bruce hope that their proposals will help provoke a national discussion of the goals of Canadian sport.

Abby Hoffman has agreed to summarize the counter-proposals on sport for us in the next issue of *Union Woman*.

What happened to resolution 135?

By EVELYN ARMSTRONG

During the Ontario Federation of Labour Convention held at the end of November, many serious issues were discussed and at times the debate was heated.

One resolution that perhaps engendered the most heat was Resolution 135 — to establish a women's committee, submitted by Local 343 OPEIU. It was supported by similar resolutions from Local 6500 Steelworkers-Sudbury, the Sudbury and District Labour Council and Local 79 CUPE. The controversy centred not on the resolution itself, but on the fact that the resolution was never presented to the convention for debate.

At an evening meeting of the OWW Caucus, with a large number of delegates attending, resolutions that affected women were discussed. In reference to resolution 135, it had been learned that the Resolutions Committee was proposing to move non-concurrence. This would mean it would not be debated at the convention. The caucus, after discussing various strategies, agreed to fight to have the resolution debated on the floor. Many caucus delegates agreed to speak in support of the resolution.

The next day at the first session, several delegates asked the chair when resolution 135 would be brought forward for debate — however, no clear answer was given. Throughout that day and the

following day the question was repeatedly asked from the floor "When will resolution 135 be debated?", but the resolutions committee refused to commit themselves and offered no explanation for their behaviour.

On the last day of the convention, which went on without a lunch break, the resolutions committee's attitude was a source of much speculation. Many brothers, along with their sisters, spoke from the floor and demanded that the resolution be dealt with.

The resolutions committee, during the last hour of the convention, finally agreed to bring the resolution forward. When the remaining delegates were counted, the chair ruled that a quorum did not exist. The convention was then adjourned.

Many delegates were angered by these events. There was clear evidence of support from a majority of the delegates for resolution 135 and it was felt that the OFL leadership had misjudged the mood of the convention. They had treated this important resolution in an unjust and discriminatory manner.

However, because supporters of resolution 135 had been organized against the proposal of the resolutions committee to move non-concurrence, they had perhaps lost this particular fight but would win the war.

Editor's note: Since this article was written, the Executive of the OFL has met to consider resolutions referred from the November convention. *Union Woman* has learned that the OFL Executive has adopted resolution 135 and the machinery is now in motion to establish a women's committee. Good work!

Hartman speaks

Continued from page 1

bounce back". Hartman pointed out that the Canadian Labour Congress had established a women's bureau which was headed by Mary Eady.

"As unemployment is rising", Hartman said "I am hearing again, why don't women stay home and leave the jobs for men?" She considered unemployment for both women and men to be a serious matter and ended her speech by urging

women "don't leave it to others to solve your problems".

The CUPE President went on to answer questions from the audience. To a question about women's committees in union locals, she said "it is the national policy of CUPE to encourage the formation of women's committees."

In closing, Hartman observed of the Prime Minister, "he doesn't care about you or I but only about himself and his image, whatever that may be".



Abby Hoffman and Bruce Kidd discuss the federal government's new *Green Paper on Amateur Sports* at a counter-conference held in Toronto.

CRITIC'S CORNER

Two views of equal pay

Critic's Corner is a regular column of opinion on cultural topics. Any member of OWW is welcome to contribute an article to be considered for publication. Please type, double-spaced, all submissions.

By SUSAN SEIDE

Public pressure and outrage about the glaring differences in earnings between women and men as shown in the 1971 Census of Canada forced the Ontario government to study the matter.

With the pretense of leadership on the problem, the Ontario Ministry of Labour issued a discussion paper called *Equal Pay for Work of Equal Value* in October, 1976.

As far as the Women's Bureau of the Ministry of Labour could tell me, this was the most comprehensive expression on the subject by the Ontario government to date.

"The Ministry of Labour Women's Bureau consulting service was established early in 1975, to help employers develop equal opportunity programs for women, and thus to maximize all their human resources," according to a footnote in the discussion paper. Emphasis added)

The government's discussion paper is written in the bland English that is supposed to imply objectivity. In the introductory section on *The Legislative History of Equal Pay For Equal Work in Ontario*, the lack of objectivity is subtle.

In the garbled statistical chapter on *Female/Male Earnings and Pay Differentials*, objectivity is easier to fake since statistics are easily manipulated. This is not to say that the government has actually lied, but that experts can wring almost any meaning that suits them from statistics.

Besides two appendices which show a) the differences of earnings between men and women in

about 300 occupations and b) *Equal Pay Legislation in Other Countries*, the most informative section is about job evaluation.

Unfortunately, after describing four methods of job evaluation and presenting them as a way to strive toward equal value, the next chapter makes all problems leading toward equal pay for work of equal value seem insurmountable.

By chapter three, *Some Implications of Equal Pay For Work of Equal Value*, there is almost no pretense of objectivity. All the "implications" take the view of business.

Nowhere is it stated that one implication of equal pay for work of equal value would be solidarity of the labour force. No longer would men and women be able to be played off against each other, as this report subtly does.

Nor does the report discuss the problems that are caused workers by labour market fluctuations. On the other hand, cost to employers because of labour market fluctuations are discussed in detail.

This government discussion paper clearly states that its purpose "has been to provide a more thorough analysis of the concept of equal pay for work of equal value in order to improve the quality of the public debate," but not "to formulate specific public policy alternatives . . ."

What is not clearly stated is that the discussion takes the viewpoint of business.

For information that does take a sound trade union perspective, try a pamphlet called *Equal Pay For Work of Equal Value* produced by the Equal Pay Coalition.

This pamphlet contains five informative articles all of which recognize that equal pay for work of equal value is not a technical problem as the government would have us believe, but a political one.

Bankworkers organize

By DEIRDRE GALLAGHER

The Vancouver-based Service, Office and Retail Workers Union of Canada (SORWUC) has made labour history. A small, woman-led union embarked on a campaign to organize bankworkers in B.C. With little money, using volunteer organizers, these women challenged and defeated a law which had required banks to be organized on a nation-wide basis rather than by local branch.

This law had made bank organizing virtually impossible in the past. With this victory, SORWUC has gone on to organize 34 branches to date and has recently begun to organize banks in Saskatchewan.

SORWUC's campaign has faced squarely the discrimination against female workers in the banking system. Of 145,379

You & the Law

Ontario equal pay legislation

In 1968, the Ontario Government passed the Employment Standards Act, which requires employers to pay female employees at a rate equal to that of male employees for "substantially the same kind of work performed in the same establishment, the performance of which requires substantially the same skill, effort and responsibility, and which is performed under similar working conditions". (Sec. 33)

Along with giving women the right to equal pay for equal work, (not equal pay for work of equal value) the Ontario Government set up the Employment Standards Branch (E.S.B.) to investigate violations of the Act, and upon finding a violation to compel employers to pay the employee any wages that were not paid to her because of her sex.

How can you enforce your rights under this Act?

(1) Before you fill in a complaint at E.S.B., prove your case by talking to other employees about what they earn, how long they've worked for the boss, what their job entails, and their pre-job training, if any. (2) If possible, get others to support you in your complaint, by filing with you and/or writing supportive letters for the E.S.B. officer. (3) Don't clue in the boss, or he may fire you or intimidate other employees. (4) After you've done your groundwork, go to the E.S.B. office and fill in a complaint against your boss. (5) E.S.B. will send out an officer to investigate. He will interview other workers, the boss and look over the boss's payroll records. This E.S.B. officer will send you and your

boss a copy of his findings. (6) If you are dissatisfied with this report, you can apply for a review. The review will be conducted by a second E.S.B. officer. (7) This second decision can be taken to the courts for further hearing. (Legal Aid may assist you with the legal costs involved.)

What can you get under the Act?

If an E.S.B. officer finds in your favour, you can receive all wages owed you — past and present — due to sex discrimination and in addition the boss can be fined from \$25 to \$400.

Does the Act protect the boss's rights more than an employee's?

In one respect, YES. An employee has no right to a full review hearing bound by the rules of natural justice i.e., right to legal counsel, cross-examine witnesses, present your case and know the reasons for the judgment. A boss, however, can have a full hearing chaired by a referee, hear testimony against him, and rebut evidence put forward by his employee. This right to a full hearing is specifically denied an employee.

Is the Act sufficient to prevent wage discrimination based on sex in Ontario? AND more importantly, does it work?

The following case is illustrative of one woman's struggle to enforce her rights under the Act.

Shortly before Marymay, a 26 year old Toronto woman, filed her complaint against her boss, she was fired. Nevertheless since June 16, 1975, she's been fighting not only her ex-boss but E.S.B. as well.

Marymay worked in a small picture framing plant from



Maryka Omatsu

Nov. 25, 1974 to May 14, 1975. Marymay claims that of the 8-12 employees, females were hired at a lower rate than males doing the same jobs.

An example of the wage discrimination cited by Marymay is as follows. A beginning male co-worker with no previous framing experience started work at \$3.00 an hour. Marymay was instructed to train this person in mounting. At the time, Marymay was earning \$2.85 an hour, and had been working for three months.

After her dismissal, it became more difficult for Marymay to prove her case: there was a change in personnel, the boss had called in all the employees for a "little chat". Basically Marymay has lost at every step long the way, and is appealing to the Ontario Court of Appeal.

How does Marymay feel about her experiences? She says that her fight will be worth something if "it forces the Ontario Government to amend the Act to better protect female employees".

Maryka Omatsu is a Toronto lawyer working with the OWW Newspaper Committee.

people working for the banks, 73% are women making between \$6,000. to \$8,000. a year. On the average, this represents half the wages paid to men employed by the banks. There are few job advancement opportunities for women and their jobs are now being threatened by automation.

SORWUC's organizing literature raises these questions directly and women working for the banks have shown their willingness to fight for equality by joining the union.

Following quickly on the SORWUC success, the CLC has decided to launch its own campaign to organize bankworkers. By setting up the Bank Employees Organizing Committee the CLC intends to mobilize the combined resources of its affiliates in bank organizing. Through a joint campaign, the CLC aims to avoid the problems of jurisdictional disputes and raiding.

The organizing of bankworkers is of great significance to all women workers. OWW congratulates SORWUC on its successes, welcomes the CLC campaign and is prepared to support and assist in these efforts wherever possible.



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

EQUAL PAY COALITION

The Equal Pay coalition is a group of representatives from labour, legal and women's organizations whose purpose is to raise the pay of the "female job ghettoes," relative to the pay of male-dominated work.

The coalition holds public meetings, educational seminars, and sends speakers to union meetings and women's organizations. For more information about the coalition, or for films and printed resource material, write:

The Equal Pay Coalition
c/o 521 Parkside Drive,
Toronto, Ont.
M6R 2Z9