

# OFL Annual Convention

Toronto area locals have sent forward to the Convention several resolutions which are of particular concern to women.

This issue of Union Woman features articles on topics related to resolutions which OWW members are supporting at the Convention. These articles are indicated by an asterisk (\*).

# Sudbury women support INCO strike

By DEIRDRE GALLAGHER

Of the twelve thousand workers on strike against Inco in Sudbury only 40 are women. In 1975 during International Women's Year, Inco was pressured to hire women and in a token gesture hired ninety women but the recent lay-offs whittled this down to forty. It is the old story — women are the last hired and the first fired.

According to Statistics Canada, Sudbury's female population has the lowest participation in the labour force — 39.9% were either working or looking for work. Because Sudbury is virtually a single industry town, there are very few employment opportunities for women and with the sexist hiring policies of Inco, women are forced to be dependent on the

wages of their husbands.

This strike has a two-fold effect on women. The women workers are on strike along with their brothers, fighting for the survival of their union and their livelihood. The wives of the strikers, given the high rate of female unemployment and lack of job opportunities, are dependent on the outcome of this strike.

As a result, women in Sudbury are rallying to support the strike — this includes wives, women strikers and women in the community. Each week they have a regular meeting at the union hall. They have organized family days on the picket line, social activities, skill sharing and toy exchanges. The women have set up babysitting co-ops, car pools and food-buying for groups of

families. They are sending speakers to other communities in Ontario to let people know the issues and to gain support.

With Christmas just six weeks off, the women know that they are approaching a crucial time. Strikes are especially hard on the wives — they have to make ends meet on \$30.00 a week. They feel anxious about their family's needs. In the 1958 strike, church leaders and politicians played on the women's fears and convinced them to oppose the strike. The wives then pressured their husbands to return to work.

The women are determined that there won't be a repeat of 1958. Arja Laine, a miner's wife and one of the organizers of the women's group says that they will make sure that "Nobody is going

to starve". Linda Obansawin, another leader of the group, says that "Christmas will be a real test. With the wives organized, then we can have an old fashioned Christmas — with kids' parties, lots of dancing and toy exchanges".

In every way women have a lot at stake and we can help them to win. Solidarity meetings and benefits are being organized as Christmas draws near. In Toronto, OWW along with unions and women's groups will be holding a solidarity benefit where representatives of the Sudbury women have agreed to speak. This meeting will be held on December 8, 1978, at the OISE Auditorium, 252 Bloor Street West. Let's all help to make it a Merry Christmas for the families of Sudbury.



# UNION WOMAN

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## \* "But lead is hazardous to male workers as well"

"If you want your job badly enough you'll do anything." That was Norma James' comment after she had a tubal ligation in order to keep her night shift job at General Motors.

In January 1976 six women at an Oshawa battery plant filed a grievance against their employer, General Motors.

General Motors required that all women who worked where they might be exposed to lead oxide fumes produce a medical certificate indicating that they could no longer have children. Norma James wanted to keep her 11 pm to 7 am shift job so that she could be home with her children during the day, and so she took the drastic step of having herself sterilized.

The company transferred six other women to another part of the plant, and these women filed grievances on the grounds that employees with less seniority were kept on. UAW Local 222, representing the workers, also claimed that the seniority rights of other employees were violated when the women were transferred.

Although the grievances were based on an argument about seniority, the real issue was whether women should receive special protection on the job.

The company based their requirement on the grounds that the medical evidence showed that the fetus of a woman exposed to lead may be harmed. Lead absorbed into the bloodstream of pregnant women can cross the placenta, enter the blood of the fetus, and affect the development of its brain. In addition, women exposed to lead have abnormally high miscarriage rates.

But lead is hazardous to male

workers as well. Exposure to lead can produce abnormal sperm, very low sperm counts, and decreased sex drive. Lead also affects children who are already born and who are exposed to lead dust brought home on their parents' workclothes.

The women from the Oshawa plant filed complaints with the Ontario Human Rights Commission, on the grounds that they had been discriminated against on the basis of sex. Tom Symons, then Chairman of the Commission, wrote to Frank Miller, then Minister of Health. Symons observed that the Commission found that medical evidence shows the fetus can sustain injury when either the father or the mother is exposed to lead. He requested that the Ministry act immediately to protect all workers. Symon's letter asserted: "... the Commission believes strongly that both men and women capable of producing children should be protected from the possibility of exposure to levels of lead oxide that could cause foetal injury."

Protective policies give the false impression that if only women are kept away from exposure to lead, then the lead problem is solved for all workers.

Under the Industrial Safety Act, it is the general duty of the employer to take all necessary precautions in order to protect the worker from hazards on the job. The Act, unfortunately, does not state that it is the employer's duty to keep the workplace free from hazards. This provision requiring that the worker be protected leaves the door open to discrimination like the Oshawa battery plant case. Better legislation would ensure a workplace free from hazards to any worker.

## OFL Women's Committee — first year

By PAT TAIT

Establishing the Women's Committee of the Ontario Federation of Labour was a major breakthrough. The resolution to set up the Committee was put forward at last year's convention. Despite strong pressure from delegates, the resolution never came to the floor. OWW members argued strongly for the creation of a Committee which was seen to be an essential, if elementary, first step in ensuring the equal participation of women in the trade union movement. Though the resolution was not allowed to come before the convention, it was in fact passed at the first meeting of the OFL executive following the convention.

The first meeting of the Committee was held on April 14, 1978. It is now a flourishing, first-rate working group. The twelve members represent a variety of national and international unions in the public and private sectors. They include: Edith Welch, UAW; Julie Griffin, CUPE; Lena Kress, IBEW; Mary Shane, USWA; Cathy Duhaime, USWA; Anu Bose, ILGWA; William Kowalchuk, Hotel & Club; Winnie Lipman, RWDSU; Janet Cummings, IUE; Lynn Voster, CWC, and Pat Tait, PSAC. Deirdre Gallagher from OWW and Mary Eady from the Canadian Labour Congress, provide important input and liaison for the committee.

The group recommends a variety of ways through which the OFL can help to improve the status of working women and the equality of women within the union movement.

A policy paper has been drafted for this year's OFL convention. The paper outlines principles of equality for women within labour organizations, legislative

changes, and recommendations concerning problems women face in the labour force.

As part of the regular convention agenda this year, the Committee, in cooperation with OWW has convened a women's forum on Monday night. The forum will help women delegates get to know one another, and will familiarize women delegates with the processes of the convention and the matters which will come before the convention.

The Committee has recommended that the OFL develop resources and lend assistance to its affiliates to run a family education program. This program would be similar to the one initiated by the UAW which includes materials on the social and economic position of women.

Another project of the Committee has been to initiate a study document on women and pensions. Few women are aware of the discrimination against older women manifested in their unequal treatment in public and pri-

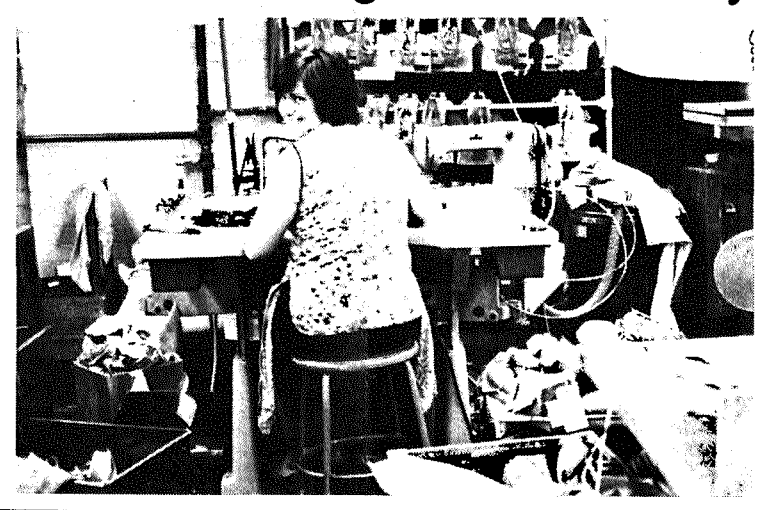
ate section pension plans. After the document has been examined by the Committee it will be distributed throughout the labour movement.

The Committee works closely with OWW on important issues for union women, such as the Fleck strike, the December Conference on Health and Safety, and the solidarity benefit for INCO workers. In addition the Committee supports strengthening ties between women in the New Democratic Party and the union movement.

The Committee is helping plan an OFL Women's Conference for next Spring. A province-wide conference of trade union women is long overdue.

The problems facing women workers are enormous, and the OFL Women's Committee is not yet one year old. The Committee needs the vigorous support of the OFL in order to help strengthen the position of women in the union movement and the workforce.

## Inside: Hazards in the garment industry



# UNION WOMAN

Production this issue:

Bonnie Alter, Barbara Cameron,  
Tina Cartwright, Holly Kirkconnell,  
Marg Moores, Marilyn Spink, Pat  
Tait.

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## Editorial

# The OFL and women

Another year has come and gone and the OFL Convention is yet again upon us. It is time to assess the performance of this Federation — our Federation — and consider the potential effectiveness of this central labour body for union women in Ontario.

It has been quite a year for women in the labour movement, and for a change some impressive victories have been won. Fleck will be a continuing bright light for us in the years ahead when we will remember the courage of those women and the support they received from their union.

The women working at the Academy of Medicine were also on strike for their first contract but in that case they lost and there is no longer a union. We cannot continue to lose these units which are often made up of strong union women. The Federation must stand behind these small units whose unions are usually the less powerful.

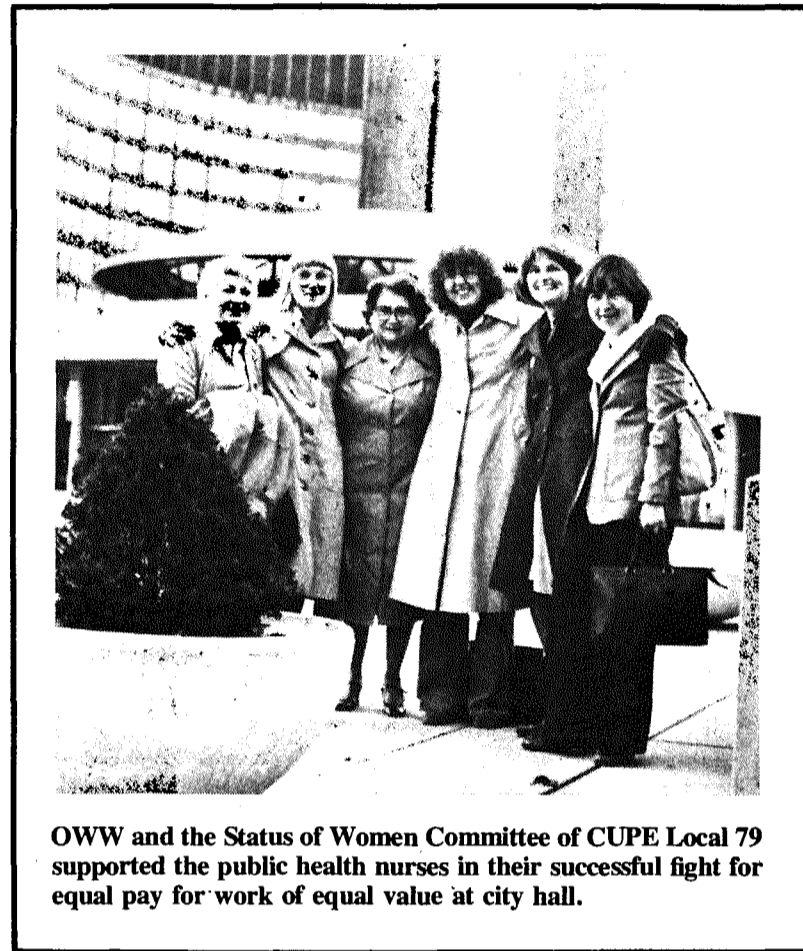
Another grand achievement was that of the public health nurses in Toronto who are finally to receive their equal pay for work of equal value, after years of struggle. But counterbalancing this was the devastating defeat of the women at the British American Bank Note Company who were also demanding equal pay.

The arbitrator in this case argued that the implementation of equal pay would destroy the historical relationship between the different wage groups. Unfortunately, this pathetic reasoning may set precedents for future equal pay cases. The OFL must make the demand for equal pay a much higher priority than it is at present.

A novel accomplishment was also achieved this year by our sisters in the Ontario public service who lobbied at their convention for day care services to be provided at union functions and conferences. It will be interesting to see if the OFL will take up the same challenge coming before it at this convention.

We cannot look back on this year without praising the work of the OFL Women's Committee. It will take time, but through them the OFL will be forced to confront and deal with the issues of concern to union women. Because of them we have before us a policy paper on women at this convention and a proposal for a women's conference. Congratulations!

As more and more women come into this Federation and demand to be heard, and as their strength and militancy is accepted and supported, we may find a new age dawning.



OWW and the Status of Women Committee of CUPE Local 79 supported the public health nurses in their successful fight for equal pay for work of equal value at city hall.

## \* Child care at conventions won

By HEATHER MacFARLANE

OWW hopes that a resolution calling for the provision of child care at conventions will be brought to the floor of the OFL Convention. Heather MacFarlane, chairperson of the OPSEU Women's Caucus, outlines OPSEU's position on child care at conventions.

OPSEU members are employees of the Ontario government. Forty-seven percent are women, and most are office workers.

Until recently, impetus to deal with sexism in the Public Service came from Union staff.

In January 1978 a Women's Caucus of Region 5 (Toronto area) was formed to bring women's issues to the attention of OPSEU. That task was made infinitely easier by the active help from some experienced Union

members, some of whom were members of OPSEU's Executive Council.

As a result of Caucus lobbying efforts, the Executive Council agreed to provide child care for delegates at the 1978 Annual Convention. This was important because the Conventions of 1976 and 1977 had voted against child care.

Not surprisingly there was anger at this move and a censure motion on this issue was the first motion on the Convention floor.

The Caucus had produced some pamphlets for the delegates, including one dealing with the child care issue, and it had a hospitality suite and table. For the first time, there was a concerted campaign supporting women's issues at an OPSEU Convention. This organization, plus some positive statements from dele-

gates, defeated the censure motion and led to resounding acceptance of child care at future conventions.



Heather MacFarlane is Chairperson of the OPSEU Women's Caucus and a member of the OWW Executive.

## \* Union security legislation is vital

By WENDY CUTHBERTSON

Organizing an office or plant is tough enough, but winning the first contract is often even tougher. Far too many fledgling bargaining units lose the struggle to win a first agreement — and with it their union.

More often than not, the major obstacle to winning the first contract is getting the company to agree to "union security" — at minimum the Rand formula, which makes dues check off mandatory for all members of a

bargaining unit whether or not they have actually signed a union card.

Union security is a crucial issue because it means the very survival of the union. Without it, the union is forced to be on a perpetual organizing drive, spending all its time maintaining the level of membership without being able to provide adequate services for its members. Management in the meantime can take advantage of the situation, pitting non-union people against union members.

Eventually the bargaining unit weakens and dies.

The solution is legislation guaranteeing compulsory dues check off immediately upon certification as a bargaining unit. Workers in British Columbia, Saskatchewan and Quebec have such protection, but the Ontario Government has steadfastly refused to follow suit.

The issue is a particularly important one for women since the

Continued on page 3

## \* Ontario government is blocking amendment to Canada Pension Plan

By TINA CARTWRIGHT

The Ontario Government is blocking an amendment to the Canada Pension Plan which would give full benefits to men and women who take time from the work force to raise children. All other provinces and the Federal Government agree with this amendment — but because Ontario has veto power it has never been introduced to Parliament.

The Tories say that some women's groups are opposed to this amendment, but in fact, many unions, women's groups and others are in favour of this change which would raise the level of benefits for women.

Would this amendment make a substantial difference? Yes — it would be 16%-20% higher than the present system.

In a policy paper, the Ontario Federation of Labour supports the proposal that during those years of absence from the labour force, no contribution should have to be made and the level of benefit should remain the same.

Canada Pension is only part of the overall pension structure. Old Age Security (OAS) is available to every permanent resident of Canada from the age 65, regardless of employment record or marital status.

Canada Pension Plan (CPP) is available only to those in the work force — you must have worked 85% of your adult life in order to receive full benefits at the average wage level. The pension is approximately 25% of the average industrial wage (\$13,500 at January 1, 1978). The average pension is \$70 per week.

Guaranteed Income Supple-

ment (GIS) is self explanatory. Most people over 65 would have little or no income other than OAS without this program. The GIS pays \$107.62 per month to a single and \$95.56 to each member of a couple reduced by one dollar for every two dollars of income from any source other than OAS or GAINS.

Guaranteed Annual Income System (GAINS) is available to residents of Ontario, paying \$38.88 per month to a single and \$25.47 to each member of a couple reduced by the full amount of any income other than OAS or GIS.

Spouse's Allowance pays GIS level of benefits to a 60 to 64 year old spouse of a person receiving OAS. This benefit is terminated on the death of the main recipient.

There are important distinctions in how rights are acquired among these five types of public pension. Every permanent resident is entitled to OAS; contributions from earnings determine your benefits under CPP; GIS and GAINS are only paid if an income test is passed. These conditions clearly affect the position of women in different ways. If we want a pension system which does not rely on means-tested programs, the basic issue is the balance between Old Age Security and Canada Pension Plan benefits.

Because of the nature of women's relationship to the labour force, this question is very important to us. Women should not be penalized for taking time out of the labour force to raise children.

Tina Cartwright is a member of OPEIU 343.

## The family allowance change

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 BARBARA CAMERON

The Liberal government in Ottawa claims that its new family allowance programme is a progressive measure which redistributes income from the rich to the poor. But some women's organizations have seen the new proposal as an attack on hard-won social rights and as part of government cutback policies.

What should be the reaction of trade union women to the new family allowance programme?

It is true that, in the short-run, the family allowance changes will benefit some poor families but this will be at the expense of other working people. In addition, this short-term benefit will be gained at the cost of some principles which are basic to the social policy of the trade union movement.

One of the main victims of the government's proposal on family allowance will be the principle of universality in social welfare programmes. "Universality" means that a benefit is available to people as a right by virtue of a specific social condition they share, regardless of need. The basic old age pension is available to all Canadians at the age of 65, unemployment benefits to Canadians who are laid off after working a set length of time, and family allowance benefits to all people with children.

The principle of universality recognizes that individual citizens make a contribution to the welfare of society as a whole and that society in turn has obligations to its individual citizens. Citizens, by virtue of their participation in that society, have a right to social benefits.

At the centre of the social policy of the trade union movement is a commitment to expand the social rights of Canadians to include such things as a right to a job, to proper health care, to child care, to education, to a guaranteed annual income.

Social rights of working people limit the power of business. Business interests in Canada would like social welfare benefits treated as a generous

hand-out to the needy rather than as a right. For some time now, business interests in Canada, mainly through the Conservative Party, have been calling on governments to eliminate the principle of universality.

Once social welfare benefits are no longer universal, it is up to governments to decide who is and who is not eligible. By simply lowering the level at which an individual or family is defined as "needy", the government can quietly exclude thousands of working people from access to benefits they once enjoyed as a right.

The "redistribution" of income involved in the family allowance proposal is a "redistribution" among working people with children. Corporate income, which is the key to any genuine redistribution of wealth, is entirely left out. But corporations do stand to gain some of the money cut from the total family benefits budget in the form of increased tax write-offs and government grants.

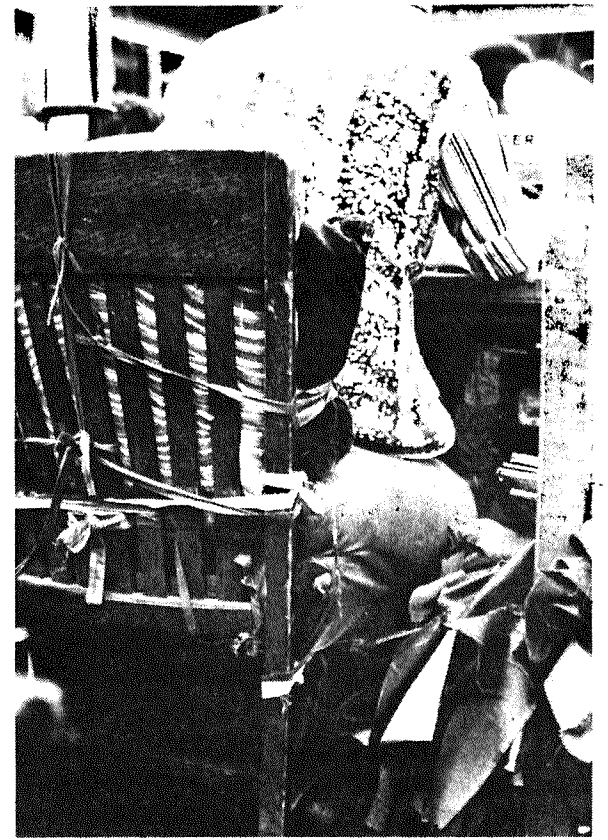
The poorest families stand to lose the most from the refundable tax credit system in the family allowance proposal. The experience with the OHIP premium assistance programme in Ontario is that the most needy people are the least likely to fill out the required forms.

There is a simple and effective way that the Liberal government could help poor families and effect a genuine redistribution of income. The monthly allowance cheque could be increased substantially. The poor with children would gain the entire benefit of such a measure and the rich with children would lose most of the increase through the graduated income tax.

Trade union women should reject the claims of the Liberal government that the new family allowance programme involves a genuine redistribution of income. We should reject the attack on the social rights which Canadian working people have won over the years through hard struggles. We should demand instead that the government recognize the contribution parents make to society by a substantial increase in the monthly family allowance cheque.

Barbara Cameron is a member of Local 2 of the GAA and is Secretary of OWW.

## Workers in the garment industry face hazards



Workers adapt hard chairs to improve comfort and efficiency.

By MARILYN SPINK

Nancy Serio teaches English as a Second Language to workers in the clothing industry. "You wouldn't expect that making clothes would be unhealthy," she says. "At first I was surprised at the number of complaints that the women brought to class, but now I've learned more about the work they do and I'm not surprised."

Nancy says the pressers especially have a hard job. In order to bring the top part of the pressing mechanism down, the operator must bend directly over the machine. Steam bursts from the machine each time that contact is made. It is almost impossible for the operator to keep out of the way. "Two of the women last year came to class with eyes that were ulcerated from the steam burns," the teacher said.

Women who press sleeves also

wooden kitchen or classroom chairs. Many women attach scraps of foam and cloth to the seats and backs of these chairs in an effort to shape them more comfortably."

Maria, who makes 450 pockets a day, asks, "They design cars that are comfortable to sit in, why don't they design comfortable work seats?"

Humber College Centre for Labour Studies has prepared an inventory of hazards in the garment industry for OWW's conference on women's health and safety in December. The inventory notes that chairs should be cushioned and that backrests should be adjustable so that they support the lower part of the spine.

The chemicals used in dyeing, waterproofing, and finishing fabrics are a hazard. Workers get

## A victory for equal pay

By MARY CORNISH and LYNN KING

On October 24th, 1978, the Ontario Court of Appeal ruled that the procedure employed by the Employment Standards Branch of the Ontario Ministry of Labour in investigating the Equal Pay complaint of Marymay Downing, filed in May, 1975 was unfair.

The Court ordered the Branch to reinvestigate the case but this time advising Ms. Downing of everything that was said or produced against her claim for equal pay and giving her a chance to reply to that information. The Court specifically stated that, contrary to Branch policy, nothing that

was found out by the Branch during its investigation was confidential. The Branch was also ordered by the Appeal Court to advise Ms. Downing of how they interpreted the law in her case and give her a fair opportunity to argue her own interpretation. The Government now must pay Ms. Downing for all her court costs.

This case applies directly to all investigations by the Employment Standards Branch, including minimum wage, overtime, maternity leave, etc. Hopefully, this case can also be used by workers to force other government departments to deal fairly with their complaints. eg. Ontario

Human Rights Commission, Occupational Health Branch, Welfare authorities. By forcing the government to listen to workers, this case will make it easier for them to enforce their rights.

A copy of the 40 page decision can be obtained at the Ontario Court of Appeal office at Osgoode Hall, 130 Queen St. W. Toronto, and is referred to as *Downing v. Kelly, Graydon and Sage Promotions*.

Lynn King and Mary Cornish are law partners with Cornish, King, Sachs and Waldman. Mary Cornish represented Marymay Downing in this case.

## Union security

Continued from page 2

vast majority of women workers are unorganized and therefore have no mechanism with which to fight for better wages and working conditions.

To raise the dignity of women at the workplace requires unionization. Union security legislation is vital if that struggle is to succeed.

## Organized Working Women will be at the OFL

Interested in learning more about the work of OWW?

Organized Working Women will have a table at the OFL Convention.

Delegates to the Convention are invited to come and talk to us about our activities. Union Woman and other OWW literature will be available.



suffer from burns. Each sleeve is pressed inside out. The presser must then turn the sleeve to the right side before she goes on to press the next sleeve. The women work very quickly because they are paid by the piece, and so the sleeves are still steaming hot when they are turned and some women's arms get raw from the burns.

Severe eyestrain is a problem for those who do fine work that requires close attention all day long. Nancy says, "We're teaching them to look up and away from their work at regular intervals. That helps."

"It would be easy to solve some of the problems — take backaches and tired shoulders. The women spend all day long bent over the stitching machines. The chairs are ordinary hard

dizzy from the fumes of the solvent that is used to remove bastings threads.

By far the biggest and the most difficult problem to solve is fatigue from the pressure of the piecework system. The shop floors are noisy, hot, and crowded, and there is simply too much work to be done too quickly. Workers are given fifteen minute breaks twice a day at some factories, but because they're paid by the piece, and the wages are low, many work right through the break. Some workers are in tears at the end of the day.

Marilyn Spink is the Vice-President of OWW. She is OWW's representative on the Advisory Board of the conference, *Women's Work, Women's Health*.

# CRITIC'S CORNER

## Equal pay

### Too many exceptions

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 BONNIE ALTER

In July, 1977 the Canada Human Rights Act, Bill C-25, was proclaimed. Section 11 of that Bill deals with the principle of equal pay for work of equal value. This section makes it a discriminatory practice to "establish or maintain differences in wages between male and female employees employed in the same establishment who are performing work of equal value". A Task Force comprised of representatives of private industry, unions, womens' groups and government was established to discuss problems and recommend guidelines for the application of Section 11.

The Report of the Task Force includes discussion of definitions of criterion used to assess the value of the work performed, factors considered reasonable enough to justify differences in the wages paid, and the manner in which complaints are to be dealt with.

The National Action Committee on the Status of Women which is made up of a wide range of womens' groups, unions and students has been particularly active in the discussion of the Task Force Report and problems around the administration of Section 11, as has the Toronto Equal Pay Coalition.

The NAC was concerned about the pro-employer bias of the Report. The enforcement of equal pay legislation depends very much on the good will of the em-

ployer. Support and consulting services are offered to the employer — not to the employee or the union. Because of the traditional adversarial position taken by employers, the NAC feels that the Commission should be more enforcement-oriented. They also feel that the definition of "value" (of work done) must be determined by the Commission — rather than the employer. Value is not the comparable market rate — it reflects a number of qualities such as skills, effort, responsibility and working conditions.

In September, 1978, the Guidelines respecting the application of Section 11 were issued and are now in effect. The "unreasonable factors" justifying the difference in wages between men and women continue to be a problem. Permissible exceptions are: seniority; red-circling; demotion; different performance ratings; and temporary training positions. The NAC and the Toronto Equal Pay Coalition feel that too many possible exceptions were allowed. They feel that seniority should be the only exception and others should be examined on an individual basis. With many exceptions listed, the onus shifts to the complainant to prove that the exception does not apply.

As women unionists we must fight to get the equal pay principle recognized by our unions and included in our collective bargaining and contracts.

If you have a complaint to register contact the Toronto Equal Pay Coalition and they will get you in touch with a supportive lawyer and other groups. It is a long lonely process and the fight to test these laws has just begun.

Bonnie Alter is a member of CUPE 79.

# \* You & the law

## Unemployment insurance and women

By HOLLY KIRKCONNELL

We are all aware that women are discriminated against in the work force. Are they also discriminated against when they are out of work? Holly Kirkconnell interviewed the staff at the Unemployment Help Centre for Union Woman to find some answers to this question.

### Are women discriminated against under the Unemployment Insurance Act?

There are three specific ways which women are discriminated against in the Act itself. They are all related to maternity benefits.

First is that a woman is required to have worked for 20 weeks in the qualifying period rather than the 10-14 weeks required for regular benefits.

Secondly, 10 of those 20 weeks must have been worked before conception occurred.

Thirdly, if a woman has received regular benefits due to the maternity benefits are payable, these weeks of regular benefits received are subtracted from the total 15 weeks of maternity benefits.

### What about policy and practise? How are women treated in these areas?

The treatment of women in the area of Unemployment Insurance Commission policy and practise reflects a continuation of the perception of women's relationship to the workforce — that of secondary wage earners and marginal workers.

Women are considered potential abusers of benefits, and married women are in the highest abuse category. The very fact that a woman is mar-

ried makes her a suspect of not really being in need of benefits.

If a woman visits a UIC office with her child, she is immediately suspected of not being "ready, willing and able" to work. The provision for child care must be proven to the Commission.

The Social Planning Council of Metro Toronto contends that any suggestion that women abuse the unemployment insurance programme cannot be substantiated. A recent study shows that women make up 45% of those officially listed as unemployed, but only 36.8% of claimants when those on maternity benefits are not counted. In other words, women are actually underrepresented as far as benefits claims go.

The Centre has found that disqualifications and disentanglements are double for women than for men. Women are considered one of the most vulnerable groups — more easily intimidated, less used to standing up for their rights — and are therefore more often forced off unemployment insurance.

### How will the proposed changes to the Unemployment Insurance regulations affect women?

The proposed changes in the legislation, if enacted, will institutionalize the present discriminatory practise and policy.

There will be a longer period of minimum employment required before being eligible for benefits. This will affect women especially due to the "last hired, first fired" reality that a lot of women face in the workforce.

Needless to say, the proposed reduction in payments

from 66% of salary to 60% will hit women hard. Women already receive lower benefits on average because they generally are in the lower paying jobs.

Certainly these changes will hurt everyone who is unemployed, but women, due to both their perceived and real position in the labour force, will be particularly affected.



The Unemployment Help Centre is a project of the Labour Council of Metropolitan Toronto. It is located at 853B Bloor St. West (near Ossington). If you have any problems or questions, either visit the office or call them at 531-3585. The Centre is preparing two pamphlets of interest — one on "Women and UIC", and one on "Maternity Benefits." These will be ready sometime this autumn.

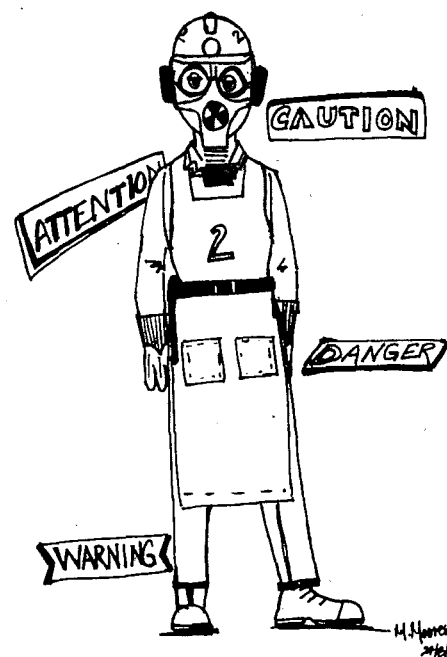
# Women's Work, Women's Health

Conference sponsored by OWW and the Centre for Labour Studies Humber College

December 1, 2, & 3  
252 Bloor St. W.  
Toronto

Send \$15.00 payable to Humber College to Centre for Labour Studies Humber College, Box 1900 Rexdale, Ontario M9W 5L7.

WORKER OR WARRIOR?



## Join OWW!



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

To join OWW, send in this application form with proof of union membership to the OWW office, address below.

Name .....

Address .....

..... Telephone .....

Union ..... Local .....

Organized Working Women,  
15 Gervais Drive, Suite 301,  
Don Mills, Ont. M3C 1YB.