

Mass pressure, needed — or Bill 3 dies

By MARGOT TREVELYAN
A small victory was won on May 17 when dozens of women crammed the gallery of the Ontario legislature to witness the second reading of the NDP's Bill 3, which would provide equal pay for work of equal value in Ontario. When the time arrived for our MPP's to vote on the bill, some of the women in the gallery held up cards reading "VOTE YES", resulting in an order by the Speaker to have the women removed from the gallery. As voting on the bill commenced, the women refused to move and the female guards, who had recently been brought in

for the job in place of the male guards, wisely let the women stay for the extra few minutes.

Whether it was because of the publicity given the bill by the Equal Pay Coalition or because the federal election was a few days away and the Conservatives did not want to be seen opposing such a popular measure in the crucial Metro Toronto area, the bill was not killed on the floor. It was passed on to a standing government committee, where, no doubt, the Conservatives hope it will quietly expire from neglect. If hearings for the bill are not scheduled before December of

this year, it automatically dies.

Both the Federal Government and the Province of Quebec have passed equal value legislation. Ontario now lags dismally behind.

The principle of equal pay for work of equal value is supported by virtually every women's group and trade union in the province — including the women's caucus of the provincial Conservative party! The equal pay bill also has the full support of the provincial Conservative party! The equal pay bill also has the full support of the provincial Liberals who voted unanimously for it at second read-

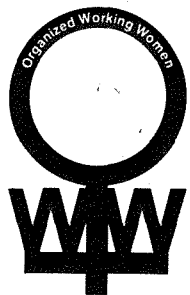
ing. (Margaret Campbell, Liberal MPP for St. George, actively encouraged Liberal support for the NDP bill.)

If the government refuses to pass this bill, it will be clear that its allegiance is not to the people of Ontario as a whole but to the few who make up Ontario's business community. Ontario employers have become used to having their profits boosted by money which rightfully should have gone to their women employees. The Canadian Manufacturers Association has already sent out a letter to each of its members giving them "an early

warning" as to the "dangers" of Bill 3. The Government of Ontario itself is not a disinterested party — it is one of the largest employers of women in the province.

It is clear, then, that this Fall is a crucial time in the long struggle for equal pay. The Conservatives must be pressured into scheduling hearings on Bill 3. Once these hearings are scheduled, it will be necessary for as many people as possible to make presentations to the committee. Once the presentations have been made, we will have to put pressure on Premier

Continued on page 4



UNION WOMAN

PUBLISHED BY ORGANIZED WORKING WOMEN (TORONTO AREA)

VOL. 2 NO. 6



SEPTEMBER 1979

**OWW
Skills
Workshop
Saturday,
Oct. 27**

DROP COMPANY UNION

Bell workers join CWC

By JOAN OSBORNE
Ma Bell's 7,401 Canadian operators and cafeteria workers took a big step forward this summer when they abandoned their company union, the Communications Union of Canada, to join the Communications Workers of Canada. The CWC is a CLC affiliate and represents well over 20,000 workers in all phases of the communications industry in Quebec, Ontario and the Prairie Provinces. It is thoroughly Canadian. Direct ties with the U.S. have been cut.

The switch to CWC didn't hap-

pen overnight. Since 1975, CWC actively sought a merger with the company union, the CUC. In July, 1978 a campaign to recruit operators and cafeteria staff was launched but, because some of the signed-up women had transferred out of the bargaining unit, the first application for certification was unsuccessful. CWC organizers went right back to work in March this year. In 26 days over 4,000 cards were signed and the CWC again applied for certification. The Canada Labour Relations Board announced a 56.18% victory for CWC and the union was certified August 2nd.

Women employees of Bell now have an opportunity to enter the mainstream of Canada's labour movement. No longer confined to a small, separate union concerned chiefly with women's work, they can participate in a stronger union of women and men. The women must now decide whether to establish separate locals or join locals of the mostly-male craft workers. In either case, women can expect to be elected to office. (Jane Muiyk, a woman installer, is Vice-President of Sarnia local.)

Bell operators and dining service workers can look forward to new advantages:

— *Stronger bargaining.* Saskatchewan operators have had consistently higher wages. Bell operators in Toronto and Montreal currently earn 19.4% less. Dining service employees are relatively poorly paid too.

— *Democratic control of the union.* CWC's constitution provides for regular meetings of locals, autonomous use of funds by locals and election of rank-



Over 7,000 Bell workers have joined the Communications Workers of Canada.

and-file delegates to conventions where policy decisions are made.

— *More for their union dues.* As a result of automation, Bell's operators have dwindled to under 8,000. Joining a larger union means economies in union office expenses and professional fees and establishment of a joint strike fund.

— *Effective training* for stewards and officers and stronger grievance action.

CWC's constitution declares as one objective:

"To assist in advancing the social, economic and general welfare of working people."

Active participation in their union and, through it, the labour

movement in Canada will enable operators and cafeteria workers to strive for not only a better deal for themselves, but a progressive society. It's a tough and continuous struggle.

Joan Osborne is a member of the Canadian Union of Postal Workers, Toronto Local.

200 garment workers walk off the job

Toronto needletrade workers took action on principle on July 11 when over 200 members of the United Garment Workers, Local 253 staged a five-day walk-out involving ten sportswear companies. About 80 percent of UGW membership is female.

The central issue was concern for the workers at the bottom of the wage scale, those earning \$3.10/hr., only ten cents above Ontario's minimum wage. While the employer was offering 8%, strike action resulted in an increase of 12% for the lowest wage rate. This effectively minimizes the wage gap.

Congratulations to Local 253 on its solidarity!

UAW bargains for women's rights

Paid maternity leave, equal pay for work of equal value and universal day care are now part of the Canadian UAW's official bargaining programme, hammered out at the union's spring collective bargaining conference.

The UAW is a predominantly male union with only about 12% of its membership women. However, the UAW was the union which fought and won last year's landmark strike at Fleck Manufacturing, the first in a series of recent strikes to be perceived as a women's struggle. Undoubtedly

that fight and the character and determination of the women who fought it influenced the UAW in a profound way.

The UAW was the trade union which fought for and won, pensions and full medicare before they became matter of legislation. It could well be that women will have to wait until childcare maternity leave, equal pay and other women's rights are won at the bargaining table before government will act on them.

However, the path from a policy paper to a signed contract is

long and tricky. Men and women in local unions will have to come to see childcare as a bargaining priority and be willing to sacrifice other possible economic benefits to win it. Nevertheless the policy is a tool around which educational and political organizing work can be done.

At the UAW's women's conference, scheduled for September, an agenda for action on women's bargaining issues will be put together which women can take back into their local unions as the first step up that path.

UNION WOMAN

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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.**

Strategies for 1979-80

The killing of a two-year-old child, being cared for in an East Toronto home last month dramatized hideously the inadequacy of childcare facilities in this country.

The event, one might say, was tragic, but capricious and unpredictable. The truth is that it was inevitable.

Children have a right to decent care as much as their mothers and fathers have the right to know that their children are being cared for with safety, dignity and warmth. This year, the OWW at its spring annual meeting made the decision to pursue a childcare campaign within the trade union movement and within the community as part of our central thrust for the year. A major conference is planned for the winter: the OWW is establishing contact with daycare groups, and we will harness most of our energies around the childcare fight.

Our other main thrust is employment for women. In response to a suggestion by the new Federal Secretary of State David MacDonald that his department will be producing

a White Paper on employment strategies for women, the OWW, in line with the annual meeting's decision to publicise women's unemployment, will be producing its own version of that document, circulating it in local unions, having it passed as policy. In addition, the OWW will be carrying on ad hoc work connected with any fight around women's unemployment.

On September 9 a membership meeting will be held to concretize our ideas and future work on these two themes for the coming year.

This fall we will be holding a Skills Workshop which will emphasize parliamentary procedure and public speaking techniques, skills so necessary to our work within our unions.

It promises to be a busy year. And if we can make a contribution to these causes and to furthering the recognition that women have a right to work, it will be a productive year.

Seneca College backs down over day care

By Marlene Maldaver

Marlene Maldaver, a member of OPSEU 561, is a teacher at the Seneca College Day Care Centre. This is her account of the struggle to save the day-care facilities.

The staff and parents of a Seneca College day care centre have waged a hard and disillusioning battle in their attempt to fight the closure of these facilities. The two day care centres acted as "lab schools" for Seneca's early childhood education programme at both the Finch and King City campuses.

The four staff members at Finch campus, all women, were to be laid off as of July 31, 1979. The reasons given by the administration were a need for space and a \$50,000 deficit incurred over the years by the school. These points were to be challenged several times over the next two months.

By the time the parents found out about the closure they had only two months to find alternative daycare which is virtually impossible as most centres have long waiting lists of up to two years in the east North York area. The quality to which Seneca parents were accustomed is also a rarity. The students were also affected by this move and loss of on-site lab facilities, and some of them lent their support. However it was well planned that they would be on their holidays at this time.

The Seneca Day Care Parents Association, comprised of parents, OPSEU members and support staff, was formed when it was announced that the Finch centre was to be closed. OPSEU's prime concern was that the support staff not be laid off. This group of hardworking con-

cerned parents and staff generated an incredible amount of publicity around the closure: representatives were present at the march on Queen's Park against cutbacks; fact sheets and petitions were drawn up and delivered all over the City and North York; a public forum was held which drew the support of over 500 people; and informational pickets, with the support of OPSEU, were set up outside the Finch Campus before a Board of Governors meeting.

As a result of this public meeting, a committee was formed to seek alternative locations for the day care centres. They identified two locations — one close to York University, which was totally inaccessible to parents, and one still west but the parents' choice. The Board of Seneca chose the school unacceptable to the parents. Later, as a sop, they offered the parents seven months rent and renovations and equipment at their choice of location for their own school. Typically this proved false and the last word was they could have four appliances and some extra toys.

At present the staff have retained their jobs although York University requires much more travelling time. The parents and children are still looking for alternate day care.

We won and lost so many issues it's impossible to keep track. It was very confusing at times. I would like to thank OPSEU, the parents and everyone else who supported us so much through these difficult months.

I think it was an eye opener and a valuable experience for everyone involved as to what politics can be like even when trying to provide an excellent and much needed service to the community.

Women test equal rights law

By BONNIE ALTER

Both in Canada and the U.S., trade unions are beginning to test the legislation around equal opportunity programmes and discriminatory hiring procedures — with some surprising results.

Recently an American Supreme Court decision upheld a nation-wide Affirmative Action programme which the United Steelworkers of America had negotiated with a major U.S. aluminum company. The programme called for craft apprenticeship pro-

grammes to be filled on a one-to-one entrance ratio (one white/one minority and female) until representation among the plant's craft workers equalled that of minority representation in the area.

The Weber case centred on a plant where a male member (Weber) of the USWA local sued over the Affirmative Action programme, claiming that it violated both the law and the union contract by reserving apprenticeship appointments on a basis other than one of

strict seniority. Weber lost his case.

In Edmonton, two women have complained to the Alberta Human Rights Commission that the Steel Co. of Canada discriminates in its hiring procedures. Sarah Butsen and Lynda Little were told that they were rejected for employment as labourers in the company's local plant because Stelco has no available facilities for women and because the two did not meet employee weight requirements. In fact, there are no women working at Stelco in those kinds of positions and Stelco does not hire women. The two women have gained support from the Alberta Federation of Labour, unions and women's groups throughout the province. The case is still being investigated by the Commission.

In British Columbia, Janet Foster, who is 5 feet tall and weighs 120 pounds, applied to work for a major logging company on the 'green chains'. The job consists of transferring split-up logs into piles, and regulations for the job require the applicant to be 5'6" and weigh 165 pounds. Ms. Foster took her case to the B.C. Human Rights Commissioner. A staff member of the union, the International Woodworkers of America, testified in her favour. She won and was hired by the company. The company is appealing the decision.

Two wins, one outcome undecided at present. The ramifications of these decisions are enormous for other women who want to break into areas of non-traditional work.

Bonnie Alter is a member of CUPE 79.

Take the chill out
of charring meetings

OWW Skills Workshop

Sat. Oct. 27
Legion Hall, 49 Elm St.

Registration 9 a.m. — \$8.00
Workshops 10-5 p.m.

Learn:

- rules of order
- proper meeting procedures
- practise public speaking through role playing

preregister for child care



Cliff Pilkey speaks on women and labour

By CLIFF PILKEY

Reprinted by permission of Ontario Labour.

The OFL recently held its first-ever women's conference. It was an historic event in more ways than one, for it symbolized the increasing role in numbers and influence played by our sisters in the trade union movement.

Women have been entering the

job market in ever-increasing numbers — some in search of personal fulfillment, but many more through brutal economic necessity. This influx, so pronounced in recent years, has dramatically altered the nature of our workforce.

And while the labour movement was quick to appreciate the economic significance of all this, I must confess we have been rather

slow in meeting the challenges presented.

We now realize the necessity of setting our own house in order, of ensuring that the aspirations of women trade unionists are both respected and encouraged. In our own small way, the OFL tries to set an example for its affiliates.

We have encouraged other unions to form women's committees. We have supported, both

morally and financially, women's activities inside and outside the movement. The Federation's publication, *Ontario Labour*, is the only labour journal I am aware of that, as a matter of editorial policy, sets aside regular space for news of particular interest to women workers.

Then there was our conference itself, which devoted considerable time to the question of how women can work more effectively within their local, national or international union.

But we also realize that there is a broader constituency that compels our attention — unorganized working women.

Time and time again, the trade union movement in this country has stood to defend the rights of those who found themselves victims of discrimination or exploitation. We all know the problems faced by so many unorganized working women. The low wage ghettos. Inferior working conditions. Sexual harassment. Language difficulties.

And we know that the trade union movement has an obligation to intensify its efforts to reach these women and ensure they enjoy the economic security and personal dignity to which they are entitled. An obligation that is as much practical as moral, for it is very much in our own interests or organize the growing numbers of women workers. The future

growth and viability of our movement depends on our ability to keep pace with changes in the nature of the workforce.

There may be some who fear that the rapid inclusion of working women, many of whom are either unfamiliar with or unskilled in trade union activities, might somehow weaken or compromise the position of organized labour.

I don't happen to share that view. And I have several valid personal reasons for that disagreement. Firstly, that argument is not a new one. I can recall hearing the same apprehensions voiced a decade ago, when rapid growth in public and para-public unions began to make itself felt. These unions have been an asset, and not a liability, to organized labour. I have no reason to think the playing of a larger role by women in our movement could be anything but beneficial.

Secondly, I have seen the tenacity of organized women at the bargaining table and on the picket line. I think particularly of the women of UAW Local 1620 — the Fleck workers. The dedication and determination showed by those women was an inspiration to every worker in this country — whether male or female, whether organized or unorganized.

Working women are here to stay. Organized labour should not ignore the major contribution they are ready to make to the union movement.

Female addictions: a misunderstood problem

By HOLLY KIRKCONNELL

Women are prescribed two-to-three times as many minor tranquilizers by doctors than are men. Seventy per cent of these prescriptions are written by general practitioners, and most are prescribed for "social stresses". "Social stresses", which are really social and economic problems, are seen by professionals as diseases and are being treated as such by the use of prescription medicine.

The female-to-male alcoholic ratio in Ontario is 1 to 1.4. Because both alcohol and minor tranquilizers can be physically addictive, there are growing numbers of women who have developed cross-dependencies on these substances. And these are twice as hard to overcome. Often doctors do not inquire about a woman's drinking habits when prescribing other drugs, and con-

versely, minor tranquilizers are sometimes prescribed to women who present themselves with drinking problems.

Women do have addiction problems, however our needs are not reflected in the existing treatment facilities. Out of 287 places in detoxification centres in Ontario, only 24 are for women. Out of 34 out-patient programmes in Ontario, only 2 are specifically for women. Child-care is provided for in only one treatment programme. An estimated ninety per cent of women alcoholics go untreated.

According to Donwood Institute figures, very few women are being referred for treatment from the growing number of workplace Employee Assistance Programmes. Reasons for this may be that male supervisors are more reluctant to confront a female employee than they are a male em-

ployee. Women are more often in what are considered "expendable" jobs, and are therefore fired instead of referred. A general reason may be that problems women have in this area are largely ignored or denied by people in a position to help.

Recent studies show that use of drugs, including alcohol, tobacco, and caffeine, during pregnancy can adversely affect fetal growth. Perhaps now more attention will be paid to women's use of alcohol and drugs because of this.

The emphasis in the addictions field lies heavily on rehabilitation rather than prevention. Little notice is taken of the social, cultural, and economic causes of alcohol and drug abuse. Use of these substances can, however, be seen as a response to one's environment, one large part of which is the workplace. The way

Continued on page 4

Commentary

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.

New women's political groups

By MAUREEN REILLY

The past year has seen an upswing of activity in women's groups. Discussions and public meetings have sparked into existence several new organizations aimed at increasing the political profile of women's demands.

One organization already in existence for this purpose is Women for Political Action. This group advocates the building of a women's caucus inside the traditional party structure to provide support for women candidates. In this way, women in each of the 3 major political parties have a way of raising women's issues within their own party.

In the latest round of government cutbacks in women's programmes, funding of important services like women's hostels and rape crisis centres has been threatened. In response, women representing dozens of organizations have met several times over the year to develop a network of women's groups called the Ontario Federation of Women (OFW). Modelled along the lines of the B.C. Federation of Women, the group would consolidate the efforts in all areas and apply unified pressure on government for increased funding.

The most recent addition is the Feminist Party of Canada. They argue that the caucus structure inside existing parties is too weak to prevent

successful women candidates from being co-opted into the male power structure. Frustrated with the major parties, the Feminist Party seeks to become a party with "the language, sensibilities and priorities" of feminists in mind.

In choosing a party structure instead of an education group or institute, I think the Feminist Party makes several mistakes. While both domestic workers and Rosedale matrons may suffer discrimination as women, they will likely share little else by way of "language, sensibilities and priorities". As well in founding a new political party, the Feminist Party is likely to take feminist activists out of the existing power structures and separate the 'women's issues' even more profoundly from the responsibility of the major political parties. I can see it now: a panel of primarily male candidates all discussing the party policy and then the Feminist Party candidate is called upon to tell us about "women's problems".

Those of us who are members of OWW have the organization and structure of the trade union movement. We must use these structures. OWW has the responsibility to help by winning real gains for Canadian women workers on the convention floor and at the bargaining table.

Maureen Reilly is President of CUPE 1281.



Members of the Retail and Wholesalers Workers Union on the line.

Photo credit — CLARION

Boycott Hunt's Bakery products

The Metro Labour Council has called for a boycott of Hunts bakery retail stores throughout Metro to support striking bakery workers at the Hunts/Woman's Food Products Inc. plant at 67 Walker Avenue.

Before the strike, workers at the plant were producing danish, doughnuts, Christmas cakes, muffins and pies to supply the retail outlets.

Since the strike, the retail outlets have been getting sweets and fancy cakes from Rudolph's Specialty Bakeries;

doughnuts from Margaret's Fine Foods Ltd. and Primrose Baking Co. Ltd.; and pies from A & P.

Before and since the strike, bread and rolls for the retail stores have been supplied by Levy's Bread, another Del Zotto owned company.

Both Hunts/Woman's Food Products and Levy's Bread are owned by Canadian Food Products Ltd., a major company in the food industry.

Other brand and style names used by Canadian Food products include: Bagel King,

Hunts Bagel King, Home Bread, Bell-Noll, Bell-Noll Bakery, Hunts, Woman's Bakery, Fenton's Fenton's Bakery, Unser's, Unser's Bakery, The Provinces Restaurant, and Picardy.

CFP, which is believed to be Canada's largest producer of English muffins and sweet baked goods, had revenues of nearly \$30 million in 1977, according to a bakery trade magazine. And company spokespersons were predicting that CFP would have revenues of \$50 million annually by 1980.

Calendar of Upcoming Events . . .

- Sept. 9 OWW Fall Workshop, "Strategies in 1979",
33 Cecil St. (Labor Lyceum)
from 10 a.m.-4 p.m.
- Oct. 9 Debate on Affirmative Action
membership meeting
- Oct. 27 OWW Workshop "Skills Building for Union Women",
Legion Hall, 49 Elm St. at Bay,
9 a.m.-5 p.m.
- Nov. 22-25 NDP Federal Convention
- Nov. 27-30 OFL Convention

For more information on the above events contact Ruth at OWW Office.
telephone 447-7462 between 9 a.m. to 1 p.m.

OFL resolutions

The OWW OFL Resolutions Committee has come up with a number of suggested resolutions which cover the fol-

lowing topics: equal pay for work of equal value; unemployment and unemployment insurance; a Bill of Rights for Children; domestic workers; social service cut-backs; child-care; maternity leave and benefits; discrimination against women in the workplace.



Copies of these suggested resolutions will be available to members soon.

We hope that these will form the basis of resolutions which can be sent by your local to the OFL Convention.

CRITIC'S CORNER

Rosie the riveter explained

By BARBARA CAMERON
A review of Patricia Connelly,
*Last Hired First Fired: Women
and the Canadian Workforce* (Toronto:
The Women's Press, 1978).

What is the reason for the rapid increase in the number of women, especially married women, entering the Canadian workforce in the past two decades? This is the question Pat Connelly sets out to answer in *Last Hired, First Fired*, an important new book from The Women's Press.

Connelly rejects the standard government view that women choose freely whether or not to work and that research should focus on the factors influencing a

woman's choice, such as changing social attitudes. Instead she looks for an answer in the permanent link between a woman's role in the workforce and in the family in a capitalist society. She finds the answer in women's role as "an institutionalized reserve army of labour".

To understand this idea, you just need to remember Rosie the Riveter. Rosie was the heroic lass who became a symbol for all the women who took the place in industry of the men marching off to war. But once the war was over, Rosie went back into the home and the ideal woman was again the wife and mother, not the riveter.

Connelly argues that married women in the home constitute a reserve that industry can call on when the economy expands (or when male labour is scarce) or can send back into the home when the economy contracts. In short, women work because the economy needs our labour.

As Connelly documents, there has been a great increase in the demands for female labour since World War II because of the great expansion of the government and financial sectors of the economy. The changing needs of industry, financial institutions and government, not the changing social attitudes, are drawing more and more married women out of the home and into the paid labour force.

One problem with Connelly's argument, however, is that the economic changes that have brought women into the workforce are permanent. Even though women workers experience much higher levels of unemployment than men, we are now in the workforce to stay as never before in Canada. Married women who remain in the home or stay home while raising children can be seen as an "institutionalized reserve army of labour". But women as a social group are no longer part of a reserve — we have become full-time career soldiers in the army of labour.

There are also some problems with Connelly's interpretation of the history of the family because she mistakenly assumes that after the industrial revolution women stayed at home while men went out to work. In her excellent introduction to *Last Hired, First Fired*, Margaret Benston correctly sees the full-time wife and mother in the working class family as a recent historical development, dating from the last half of the nineteenth century.

Despite these weaknesses, Patricia Connelly's book is an important contribution to our understanding of the role of women in the workforce. It is inexpensive, very readable and full of valuable information.

Continued from page 1

Davis to bring the bill back to the legislature for Third reading. And once the decision has been made to bring it back, we will have to lobby heavily to ensure that, when brought for third reading, it passes.

If there is anyone who has not yet done so already, please write immediately to Bruce McCaffrey, Chairman General Government Committee, Government of Ontario, Queen's Park, and ask that hearings on Bill 3, A Bill to Amend the Employment Standards Act of Ontario, introduced by Ted Bounsall, be scheduled as soon as possible. The Equal Pay Coalition, at 521 Parkside Drive, Toronto, Ont., M6R 2Z9, would appreciate receiving copies of your letters.

Female addiction

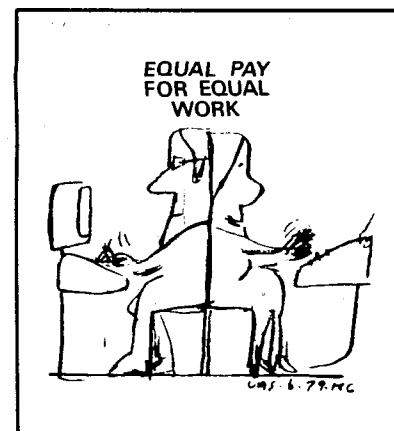
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our work is organized in the workplace, and the way we must organize our lives around our work, are crucial factors to look at.

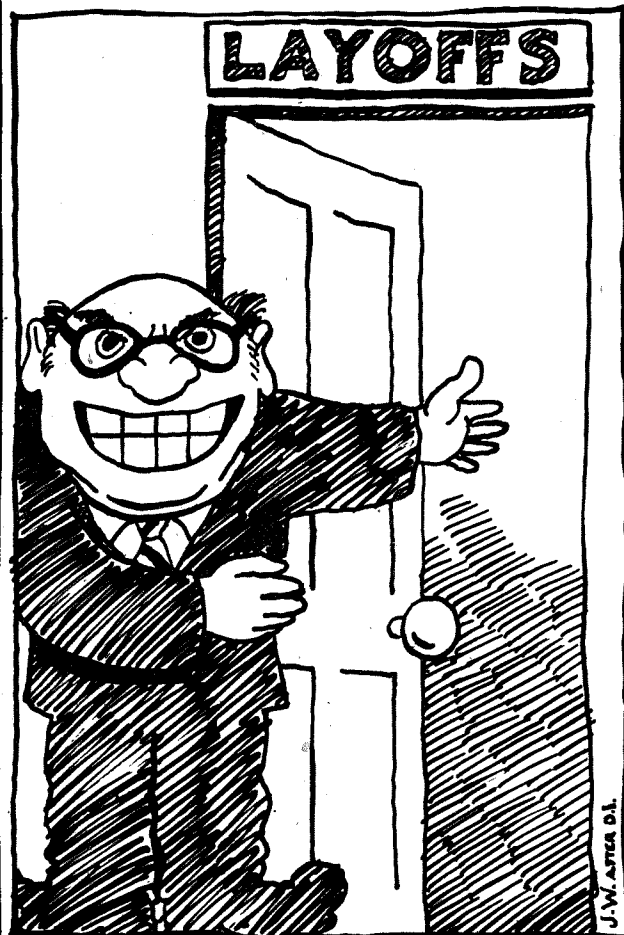
As more people in trade unions begin to view alcohol and drug abuse as an occupational health and safety issue, perhaps these factors will be dealt with seriously and enable some solid preventative work to be done.

Holly Kirkconnell is the coordinator of the Substance Abuse and the Workplace project at the Centre for Labour Studies. She is a member of OPIEU 343.

Margot Trevelyan is a member of the Equal Pay Coalition.



WOMEN &



UNEMPLOYMENT

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.