

# Bankworkers score against Commerce

By CATHI CARR

On November 30, 1979, the Union of Bank Employees scored a major victory that will block the chartered banks from freezing the wages of employees seeking union representation and protect employees from other harassment and intimidation. The Canada Labour Relations Board upheld the union's charges that the Canadian Imperial Bank of Commerce was violating federal labour laws by denying a general salary increase to those bank employees seeking union representation.

The Board's decision will have far-reaching effects for thousands of bank employees across the country who feared the con-

sequences of a long-term wage freeze if they joined the union. Helen Campbell of the CLC's Bankworkers Organizing Committee says that this Canada Labour Relations Board decision has injected a "new optimism" into the ongoing struggle to organize bankworkers.

The Union of Bank Employees (UBE) was established by the Canadian Labour Congress to spearhead the nation-wide fight to organize unions in Canada's 7,000 bank branches. The CLC has a special organizing fund of \$500,000 directed toward the goal of organizing workers in all financial institutions with the immediate priority being the chartered banks. Since last January

the number of unionized bank branches has risen from 41 to 64 — a jump of 60% — and the UBE has accounted for most of this growth.

Of these 64 certifications, by the end of August, the UBE had signed up employees at 28 bank branches. The Retail Clerks International Union (which merged with the Canadian Food and Allied Workers to form the United Food and Commercial Workers Union) had 20 branches certified, most of them in Quebec where the union's membership is concentrated, and the Confederation of National Trade Unions, with roots exclusively in Quebec, had signed up another 12 branches.

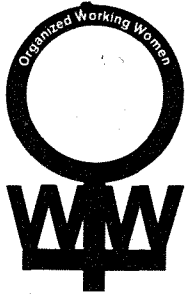
The Service, Office, and Retail Workers Union of Canada (SORWUC) withdrew from organizing the banks in June 1978 after being certified as the bargaining agent for 24 bank branches in British Columbia and two in Saskatchewan. The union was in negotiations when it withdrew, citing lack of funds and stalling tactics by the banks.

The first major organizing breakthrough in the banking field took place in 1967 when the Office and Professional Employees Union was certified to represent about 1,000 employees of the Montreal and District Savings Bank. This was the sole union in the banking industry until the summer of 1977. At that time the

United Bankworkers Section of SORWUC initiated the struggle to improve wages and working conditions for bankworkers.

Also in 1977, the Canada Labour Relations Board issued a landmark decision with regard to the organizing of bankworkers. The Board ruled that a single bank branch is an appropriate bargaining unit, rejecting arguments by the Canadian Imperial Bank of Commerce for a country-wide unit in the interest of "administrative efficiency" and "convenience in bargaining".

*Cathi Carr is a member of the Ontario Nurses' Association staff union.*



## UNION WOMAN

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**OWW  
Daycare  
Conference  
Mar. 1 & 2**

## Communication workers out to crack the Bell

By ANN NEWMAN

On January 20 at 12:01 in the morning operators and dining service employees of Bell Canada, members of the Communications Workers of Canada, went on strike. On Monday, January 21, the Company and the Union met and the Company refused to table an offer. The Union subsequently requested a mediator.

On February 5, after a week of talks, federal mediators gave up attempts to settle the dispute.

It appears that both the Communications Workers and the company are digging in for a long battle.

After coming out of a company union and being deprived for such a long time, the operators and dining service employees are angry. In membership meetings held throughout Ontario and Quebec, the membership voted 90.3% to reject the company's latest offer.

The Communications Workers of Canada was certified as the bargaining agent for "traffic and dining service employees" at Bell on July 31, 1979. The Company and the union met from August 28 to September 19 and managed to agree on one subject only: the grievance and arbitration procedure.

The Union submitted 197 proposals, but these demands covered only 9 different categories: job security, hours of work, disciplinary measures, union security, transfers, transportation, technological change, vacations and wages.

The Company refused to take the Union's demands seriously. On September 20, Bell asked the Department of Labour to appoint a conciliator commissioner. On September 5, the Minister of Labour appointed Rolland Tremblay. After calling in the



**OUT TO CRACK BELL**— Over 7,400 operators and cafeteria staff have been on strike against Bell Canada since Jan. 21. —photo Barbara Cameron

Commissioner, for the first time in its history, the Company rejected the conciliator's report.

Although the commissioner's report is not perfect, the Union feels that there are enough substantial improvements in it to recommend acceptance by its members.

Shortly after Christmas the Company made a counter offer that was significantly inferior to the commissioner's report and, in

actual fact, they wanted to take away things that members had won over the years. For example, Bell offered worse vacations than the workers now have.

This attitude of the Company led to the huge strike vote and to the determination of the operators and dining service employees to win this fight.

*Ann Newman is Vice-President of Local 50 of the Communication Workers of Canada.*

## OWW supports equal pay bill

"Working women expect the Ontario Government to join the Federal Government in declaring that women deserve equal pay for work of equal value", OWW Executive Council member Lois Bedard told the provincial government hearings into Bill 3. Speaking on behalf of Organized Working Women, Bedard supported the adoption of the Bill that would compel employers to pay equal pay for work of equal value rather than equal pay for the same work as required under the existing legislation.

Bedard stressed that the concentration of women into low-paid, sex-typed job makes "the same or similar work" requirement of the present act virtually useless. Pointing out that 72% of women are concentrated into only ten occupations, she remarked that "it does no good to be entitled to the same wages as a man would get for doing the job, if no men are doing it".

Bill 3 is a private member's bill, introduced into the Ontario legislature by NDP member Ted Bounsell, that would amend the Employment Standards Act to prohibit any employer from maintaining "any difference in wages paid to a male and to a female employee employed in the same establishment who are performing work of equal value unless the difference is based on seniority or quantity of production". The public hearings on bill 3 are the result of a successful campaign lead by the Equal Pay Coalition.

Bedard cited the example of the British American Bank Note Company where skilled women workers are paid less than unskilled male workers. As Grace Hartman, President of CUPE, told a recent conference, the women workers there "negotiated over a year for wage parity, appealed to two levels of government, endured a nine week strike, participated in a binding arbitration and still earn as skilled women, less than unskilled men under a company enjoying financial support from a government body".

Organized Working Women was one of a number of trade union and women's organizations that presented briefs to the public hearing in favour of the implementation of Bill 3. Employers organizations have appeared before the committee in opposition to the introduction of the equal value provision.

Unable to directly attack the obviously just principle that women should be paid for the value of the work they do, the Canadian Manufacturers' Association concentrated in its brief on the alleged technical difficulties of implementing such legislation. Women's organizations have estimated that Ontario employers gain well over \$3 million extra profits every year by paying women less than men for work of equal value.



Government spending for children's services have been severely cut during the last years. Day care is one of the worst hit areas. Photo shows anti-cutback demonstration in front of Queen's Park last October.

## METRO BUDGET

# 50,000 children still need day care

It's budget time in Metro again. On January 18, Metro Toronto's chief administrative officer, John Kruger, proposed a budget of \$779 million for 1980, of which \$175 million is earmarked for social services.

How much of this will go to day care?

According to Cal White, of the Budget Division of Metro Toronto, \$22.2 million is proposed for day care, including \$557,000 for 310 new day care spaces. In addition, three new municipal day care centres will be built out of a separate capital budget, including two in Etobicoke and one in the borough of York.

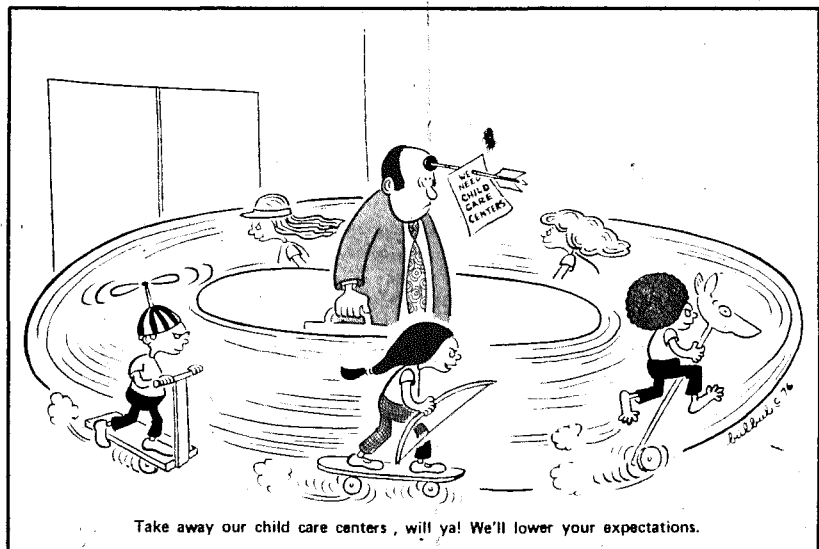
Kruger's announcement is only the beginning of a process that continues until sometime in April when the budget is finally approved by Metro Council. During that time, various Metro Committees examine the budget and recommend any changes they feel are needed. The day care estimates, for example, will be considered by the Housing and Social Services Committee of Metro during the last week of January.

There is a chance the day care estimates may be increased. A Day Care Task Force, chaired by Wilf Boyce, the Director of Children's Services for Metro Toronto, will be presenting a report to the Social Services Committee recommending that an additional 500 spaces be added.

The problem for the Metro government is that 80% of the costs of day care come from the provincial government, which in turn receives some of its funds from the federal government. Even if Metro Council approves a substantial increase in day care spaces, the province may not come through with its share of the funds.

Last year, for example, Metro Toronto requested \$300,000 from the province to expand subsidized day care but the request was turned down by Keith Norton, Ontario Minister of Community and Social Services. But, according to a Toronto Star report in March 1979 Norton had \$1,478,053 of unspent money that had been budgeted for day care the previous year. This money disappeared back into the general revenue of the province.

At the present time, there are 66,115 children under 5 in Metro Toronto from families where both parents work outside the home or from one-parent families where the parent is employed. But there are only 16,600 spaces in Metro day care centres, both public and private. That leaves at least 50,000 children without spaces in day care centres. The Metro proposals, even if all approved, will be a small drop in the bucket for Toronto children and parents.



# Day care an

The crisis in day care services and the unions' role in solving it will be discussed by trade unionists, both women and men, at a Conference "Day Care and the Union Movement" in Toronto on March 1 and 2. The Conference is co-sponsored by Organized Working Women and the Centre for Labour Studies, Humber College, and has been endorsed by a number of labour organizations including the Metro Toronto Labour Council.

The issues to be discussed at the Conference include:

- Unions and the fight for more government funding of day care;
- Achieving day care through collective bargaining;
- Day care at union meetings and conventions;
- Government policies to "privatize" day care;
- The merits of workplace day care;
- The quality of care given to children, including attitudes about sex roles;
- Arrangements for care of children aged 6 to 12 before and after school;
- The role of parents and the community in running day care centres;
- the working conditions of day care workers.

## Day care search frustrating

By TINA CARTWRIGHT

Number one on my shopping list is a good day care centre close to home.

I used to depend on my mother to watch 4-year-old Trevor before and after junior kindergarten while I work. But she has left for a three month holiday so the need for a day care centre grows stronger with each passing day.

Right now Trevor is at a babysitter's because the closest centre was too far away and I thought it was important for him not to have too many changes at one time. To take him away from his grandmother and school at the same time would have been bad for him.

When mom was here, I could leave Trevor there and not worry at all. Now I wonder — is he eating properly? Is he watching too much television? Is he getting enough fresh air? The added stress is hard to cope with.

Looking back it hasn't got much better since I started to work full-time in 1977. Then I looked for a centre that I thought would be good and also convenient and I found "Kiddie College".

"Kiddie College" is typical of some privately-owned day care centres. It promises child-oriented, caring services but does not deliver. It was close by and cost about \$30.00 per week. The staff turned out to be all women, very young and inexperienced.

The first week when I picked him up I asked the usual questions to find out how he was doing. The only response was "fine" or "all right" and when I was more specific they couldn't answer. For me that wasn't good enough. When I said at the end of the week that I wouldn't be back, the day care worker said "I don't blame you, this place is a zoo".

After searching around I found a co-operative day care centre. Although it was a good distance, I learned I did not have to worry about Trevor there. Day care workers of both sexes took a personal interest in every child. They didn't mind if the parents stayed around to see how their child was doing. Every day the workers revealed some new information about Trevor and I got reports on his toilet-training and his eating habits.

After a year, I was laid off from my job and had to keep our son at home. It would have been too ex-

pensive at \$170 per month to keep him in the co-op centre and it was too far from home. Travelling time was one and a half hours each way. For Trevor it was a hard adjustment. He didn't understand why he couldn't keep seeing his friends.

When talking to other working mothers, the problem of finding convenient, good quality day care keeps coming up. Sandra, a single mother with a 2 year old, told me "I was very lucky to find a good private babysitter. But I moved away from that area and now I find it inconvenient. Also I have to prepare her meals in the evening to take every day. I am paying

over \$2,000 a year and because she won't give a receipt I can claim it on my income tax."

Another friend, who has a year old daughter, told me "When I took Jane to day care was too far from home. I had trouble getting there before it closed down. I need a centre close to my work and open longer hours."

I know that thousands of other parents face the same problems do finding good care for their children. Governments must be made to fulfill their responsibilities in this important area.

Tina Cartwright is a member of OPEIU 343.



Lack of adequate funding for day care leads to low salaries, lack of job security, reduction of spaces for children and an ever present threat of deterioration in the quality of service.



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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.

# d the unions

## Parents, workers win case

In late 1979, the Ottawa municipal council agreed to provide the funds necessary for day care centres in that city to meet commitments under contracts negotiated with the newly organized CUPE Local 2204. This decision marks a victory for a coalition of day care workers and parents in the Ottawa area and shows that victories can be won, even during a period of government cutbacks.

The contracts negotiated by CUPE 2204 include salary increases ranging from 12.7 to 32.3 percent as the first stage of a three year catch-up program. The collective agreement also provides union and job security, improved welfare benefits and proper child/adult ratios.

This victory is the result of several years of work by day care workers and parents in the Ottawa area.

The unionization of Ottawa day care workers — including teachers, cooks, cleaning staff, and clerical employees — came out of a discussion on cutbacks held in early 1978 by the Ottawa-Carleton Day Care Association. From the beginning, unionization was seen as a first step in forging a strong alliance of day care workers and parents against provincial government cutbacks.

According to Penny Lane, who became President of the new CUPE local, "The union was formed in order for day care workers to have an impact on the various levels of government

which fund day care. It is recognized that the employers at individual centres do not control the funding and that in fact we have a common goal in obtaining more money for day care." One reason that CUPE was selected as the bargaining agent was its commitment to fighting cutbacks.

The day care workers and parents felt that a more reasonable income level would lead to improved day care quality.

In addition to negotiating their first contract, day care workers participated with parents and members of the boards of the centres in a number of activities to bring pressure on politicians to provide more day care. On

November 2, 1978, a meeting of candidates running in the municipal election was held to discuss day care in the Ottawa region.

Throughout 1979, the coalition of day care workers, parents and board members lobbied local and provincial politicians under the slogan "Play Fair with Day Care".

It was these efforts that led to the victory in December at the Ottawa municipal council.

*Adapted from "Facts and Figures on Caring For Kids", CUPE Research department, (November 1979).*

## Union day care in U.S.

The largest non-government provider of day care in the United States is the Amalgamated Clothing and Textile Workers Union, according to the union's assistant national director, Ruth Antoniadis. In both Canada and the United States, the workforce in the clothing and textile industry is predominantly composed of women workers.

The union-initiated day care programme has been in operation since 1968. In the Baltimore region, six day care centres are set up close to the factories and 1,300 children, aged three to six are enrolled. In Chicago there is one day care centre adjacent to the union headquarters which accommodates 60 children.

The day care if financed out of funds negotiated through the collective bargaining process. At bargaining time, union and management negotiate a percentage of the company's gross payroll (no greater than five per cent) which goes into a Health and Welfare Fund that pays for the day care centres as well as employee health and other benefits. Currently, there are 70 clothing manufacturers involved in the day care programme.

In Baltimore, the day care centre's finances are administered by a joint union-management committee; in Chicago by the union alone.

The centres charge parents from \$30 to \$35 a week per child.

## Kentucky fried children

"Kentucky fried day care" is the name given by Ontario NDP social services critic Ross McClellan to Mini-Skools and similar day care corporations operating in Canada and the United States. According to McClellan, "Mini Skools markets day care the way the Colonel sells Kentucky fried chicken".

Mini Skools first came to public attention in Ontario in 1974 after the Davis government introduced proposals in the Ontario legislature for changes in the Day Nurseries Act that would have seriously undermined the quality of day care in the province. In the course of their successful fight to defeat the proposals, day care workers and parents discovered that the strongest lobby in favour of the government's scheme was Mini Skools.

Mini Skools is a subsidiary of the Great West Life Insurance Company and operates a chain of day care centres across North America, including six centres in Toronto. Its head office is in California. Mini Skools was brought to Canada in 1970 by John A. Christianson, the Minis-

ter of Education in the Conservative government of Manitoba before its defeat by Ed Shreyer and the NDP.

According to Barbara Hurd, Toronto community worker and researcher, John Christianson is believed to have lobbied almost single handedly for the changes to the Ontario Day Nurseries Act that Secretary of Social Services in the Davis government, Margaret Birch, introduced into the Ontario legislature on June 4, 1974. If passed, these changes would have increased the number of children per day care worker, lowered the qualifications required for staff, reduced the health and safety standards and made more government grants available to commercial day care.

Unable to increase their profit margins by getting legislative changes to decrease standards, Mini Skools management turned to other means.

In March 1978, Ross McClellan charged that Mini Skools was over-enrolling children in its day care centres and violating the child staff ratios required under

the Day Nurseries Act. He also charged that Mini Skools had made a profit during 1976, of \$158,004.00 on the subsidy paid by Metro Toronto to day care centres for low income children.

As a result of McClellan's revelations an investigation of Mini Skools was ordered. A police investigation revealed evidence that attendance records may have been falsified for the purpose of private gain at the expense of the Metro Toronto Department of Social Services. In two branches of Mini Skools, the records were destroyed prior to police investigations. However, authorities concluded that no evidence existed that could directly link Mini Skools limited with the falsification and no charges were laid.

In April 1979, four day care workers from the Mini Skools Kingsview II Day Care Centre quit their jobs protesting that one staff member was being left alone with as many as fourteen babies, there was a chronic shortage of food, a lack of paper supplies for sanitary purposes and the kitchen was unsanitary.

Mini Skools continues to be under special observation by the Ontario Ministry of Community and Social Services.

## Business proposes quantity before quality

The crisis in day care is becoming so acute that even the Toronto Board of Trade set up a day care committee to come up with proposals for meeting the growing need. Its report, presented to the Metro Toronto Housing and Social Services Committee in April 1979, does acknowledge the value of group care for the development of the child and accepts the inevitability of the demand for day care increasing. Unfortunately, its specific recommendations emphasize keeping the costs of day care down in ways that would seriously jeopardize quality.

The Board of Trade comes out in favour of supervised private home arrangements, arguing that "the sharing of qualified supervision and the reduced capital outlay and overhead in the case of supervised private home arrangements should, if efficiently utilized and administered properly provide savings over Metro-owned centres". Not surprisingly, the Board's report also calls for a re-examination of staff/child ratios in day care centres in the hope that the number of staff can be cut.

The Board also recommends that a form of "honour" system of reporting be introduced (like the income tax system) to replace the high labour costs involved in

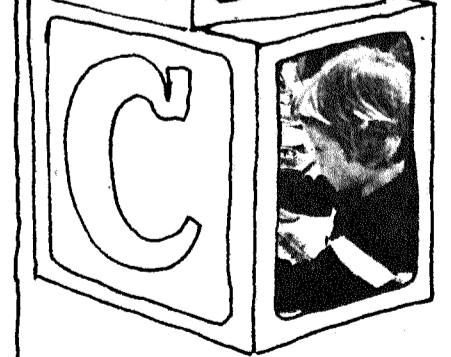
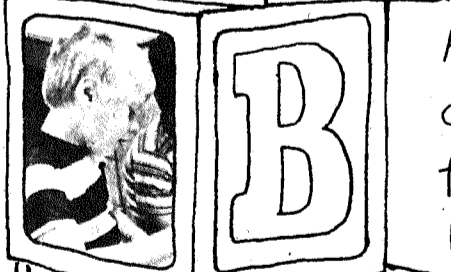
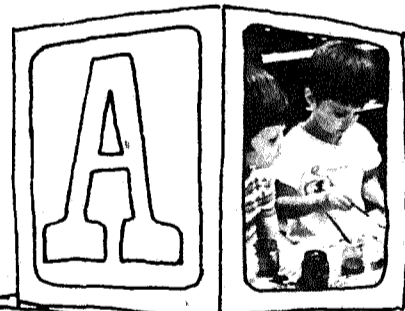
the monthly provincial government on-site counts of the number of children in each centre.

One proposal that both low-income parents and day care workers will reject suggests that "subsidized parents donate time, and hence provide cost savings, in return for their subsidization". The Report cautions that this would require negotiations with unions in the Metro centres but does not comment on the hardships such a "work for welfare" system would impose on the subsidized parents who, of course, already hold down full-time jobs.

Missing from the Report is any recommendation that more public day care centres be built. Instead, an increase is proposed in the percentage of day care spaces provided through subsidization by public funds of commercial day care operations.

Anyone familiar with the proposals introduced by the Davis government in the Ontario legislature in 1974 will recognize many of these ideas. At that time, day care workers and parents rejected schemes which would create more day care at the expense of quality day care. Five years later, the recommendations of the Toronto Board of Trade are equally unacceptable.

## Daycare and the Union Movement



A conference on Daycare for Trade Unionists

March 1+2  
252 Bloor St. W.  
Toronto

At the Ontario Institute for studies in Education

The day care articles were researched and written by Barbara Cameron and Tina Cartwright.

For registration information call the Centre for Labour Studies, Humber College at 675-3111, extension 414. Participants needing day care must apply by Feb. 22. Day care is free.

## OWW Calendar of Events

- Feb. 21** **OWW Membership Meeting**  
1901 Yonge Street (Davisville subway)
- Mar. 1 & 2** **"Day Care and the Union Movement" Conference**  
252 Bloor Street West (St. George subway)  
Advance registration necessary.
- Mar. 8** **International Women's Day Events**  
(Meet at Toronto City Hall at 11 a.m.)
- Mar. 13** **OWW Membership Meeting**

## High profile for women at OFL

Women unionists were an important part of the Ontario Federation of Labour's twenty-third Annual Convention held in Toronto November 27 to 30.

Delegates saw the film Norma Rae and met the "real" Norma Rae, Chrystall Lee Sutton, who was a guest speaker. Sutton painted a dismal picture of non-unionized employment in the U.S. and Canadian textile industry, complete with deplorable working conditions and miserable wages. OFL members were urged to boycott all J.P. Stevens products.

The entire evening of November 27 was devoted to a special forum to discuss women's issues. A panel discussion on day care was featured and panelists included day care worker Chris Judge and Larry Katz, CUPE researcher.

In the foyer outside the convention room proper, unions experiencing severe hardship and bitter opposition set up booths. People staffing these tables sold buttons and disseminated information. Along with the United Farm Workers and the Canadian Union of Postal Workers, women representing the nearly all female employees of Radio Shack and Blue Cross manned (?) their posts. A large sign read "Don't Sleep with J.P. Stevens".

Organized Working Women operated a hospitality suite where women delegates and associates could meet to exchange ideas in an informal, relaxed atmosphere. New friendships were formed.

There were occasional lively debates when not-altogether-enlightened brothers visited the suite to air less-than-liberated views. (There are still a few around sisters!)

More women took part in the 1979 OFL Convention than ever. Long time delegates Arnold Gould and Terry Meagher remarked on the notable increase in both the percentage of women delegates and the number of women who spoke.

Unfortunately, figures were not kept on the percentage of delegates who were women. A very rough estimate is that women were twenty per cent of the total participants. The participation rate of women members varied from union to union. There has been progress but there is room for more.

While some women spoke on general subjects early in the Convention, the discussion was largely male-dominated. Later, as women's issues came up, more women moved to microphones. As women develop skills and



Barbara Neyedley of OPSEU spoke in support of rights for domestics and affirmative action to allow women into traditionally-male jobs.

confidence, they will be able to participate more fully in organized labour's decision-making process.

Articles on the OFL Convention are by Joan Osborne, a member of the Toronto local of the Canadian Union of Postal Workers and a delegate to the Convention.

## Resolutions passed

Of the many resolutions submitted to the Convention, time allowed only a limited number to be debated. Submissions of particular concern to women were given deserved priority. They reached the floor and were passed. Several resulted from effort of sisters in Organized Working Women

who drafted and distributed sample resolutions for unionists to present through locals.

The 23rd Annual Convention committed the Federation to fight for:

- Labour education in our schools;
- Teaching of English as a second language at the workplace;
- Rights for domestic workers;
- Canadian Bill of Rights for Children;
- Union-sponsored housing cooperatives;
- Protection for lesbian workers;
- Consumer protection under computerized supermarket checkout;
- Increase in women's access to male jobs and full equality in employment;
- End to government cutbacks as they affect women;
- Paid maternity leave and universal access to child care;
- Teachers' right to strike.

Delegates also decided that the O.F.L. should encourage women's committees in affiliates and support International Women's Day.

## Commentary

# Election 80



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 KAY MACPHERSON

For working women it should not be difficult to decide which of the three major political parties is best promoting policies which improve the situation of women in Canada today. The record of the New Democratic Party in the House of Commons, and its policy resolutions passed at the Federal Convention last November, reflect the Party's concern for equal opportunities and rights for women and for the working people, children, pensioners and the handicapped in our society.

In response to the comment that it is easy to have good policies when not in power, it is worth noting the record of the NDP government in Saskatchewan, which has the lowest provincial debt, lowest income tax, no medicare premiums, plus free dental care for children, prescription drugs, hearing aids etc., lowest (provincially administered) automobile insurance, and other evidence of a well-run economy.

Second, answering the assumption that the NDP will not form the next government and therefore "I don't want to waste my vote", a strong and outspoken NDP caucus can have a tremendous influence on the policy-making of whatever government is in power.

### POLICY ON WOMEN

Resolutions affecting women passed at the Convention last November call for Affirmative Action programmes with adequate enforcement provisions (contract compliance); comprehensive child care programme within the financial and geographical reach of all those who need care, and including child tax credits to assist low-income parents; restoration of Outreach programmes, with government evaluation and funding on a continuing basis; and involvement of women at all stages of planning, implementation and evaluation of development in northern and resource communities.

During the past year the NDP has opposed cuts in family allowances and family planning programmes; Bill C22, which would tie the salaries of the public service to those in the private sector, (very often women in job ghettos); and in particular the changes in the Unemployment Insurance legislation, which cuts payments of insurance benefits (always harder on the lower paid worker — usually women); requires a longer period of work after entering or returning to the labour force, before qualifying for insurance. This effectively cuts off many part-time workers and threats have been made that "secondary" workers in a family will be unable to collect insurance.

### NDP PROGRAMME

The NDP would restore this federal control of Medicare and ban opting out by doctors. It would also restore the subsidies on milk and flour, which would make a significant difference to family budgets. In addition, the NDP would monitor and roll back excessive price increases, including those of the oil industry.

The NDP would initiate a comprehensive job-creation programme, with lowered interest rates to help promote small business, cooperative and low-cost housing projects. Public works — conservation, alternate energy research and development, public transportation and other people-oriented programmes — would increase employment and begin to gain our control over our own economy. Canada needs to process and manufacture her own resources into finished goods, produce more of her own food, encourage family farms and small business, rather than subsidizing the multinational corporations.

When asked "Where is the money coming from?" It can be clearly shown that changes in the Income Tax Act and the closing of tax loopholes and tax write-offs used by corporations and upper income tax bracket individuals, can produce the necessary funds, together with controlled investment in Canadian enterprise, and control of excess profits and prices.

The NDP is the only party with a clear policy to ensure a woman the right to control her own reproductive functions; which has pressed consistently at federal and provincial levels for equal pay for work of equal value; for child care; and which has exposed the discriminatory aspects of the Immigration Act. Although Ed Broadbent admitted to a recent election meeting of women that the Party's actions and attitudes by no means perfect in striving for equality for women, he gave a commitment to work in every way possible to achieve this objective. Our votes will help.

Kay Macpherson is the past President of the National Action Committee on the Status of Women and the NDP candidate for York-Centre in the federal election.

## 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.

