



UNION WOMAN

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MAY 1980

**Women
in the
Skilled
Trades
June 12**
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Women get some priority at CLC

By BARBARA NEYEDLEY

The CLC Convention in Winnipeg May 5 to 9, made further gains in committing the labour movement to the cause of equal rights for women. The bravery and tenacity of women on picket lines has helped more than a thousand words to give credibility to women's issues as union issues in the minds of tradition-oriented union members.

Dramatic evidence of this new trend was given during the convention when a Fleck delegate was given a standing ovation before she could say her piece at the mike. Just as dramatic was the standing ovation given to a woman BCGEU delegate after her eloquent and moving plea against sexual harassment.

Not surprisingly, women delegates were vastly outnumbered by their male colleagues on the floor. On the podium, the CLC executive presented a sea of greying male heads to the observer. I was surprised to find that child care had not been provided for the delegates — it was easy to discern a crying baby's voice in the general hubbub at the back of the hall on the first day.

The male/female ratio of delegates quite logically broke down into male/female ghettoized occupations represented by their respective unions. Thus, contingents of USWA, UAW, Lumber and Saw, presented solid phalanxes of male delegates, whereas primarily public sector unions had one-third to one-half female components in their delegations. Until such time as women have solidly infiltrated the male-dominated jobs in our society, the ratio of women to men delegates at union conventions will continue to reflect the occupational biases of the larger society in which we live.

At the microphones women were just as ready to speak up on issues that concern them vitally as were the men. For the most part, delegates having first-hand experience with the issue under discussion were the best spokesper-

sons for that particular issue. This meant, in practice, that men, having first hand knowledge of the Michelin Tire situation in Nova Scotia, or RCMP strikebreaking in Northern Ontario, spoke out on these issues. Often, the president of the union or local concerned was the speaker.

Similar women spoke very effectively when the resolutions zeroed in on problems where we have first-hand knowledge in our current jobs; child care, the need for the right to strike in the public sector, equal pay for work of equal value, quotas in hiring. Just as greater diversification of occupations for women is a prerequisite to achieving equality in delegate numbers at conventions, penetration of "non-traditional" jobs by women is necessary to give us the confidence needed to speak out on all union issues at conventions and meetings.

The CLC resolutions committee received so many resolutions on sexual harassment, affirmative action, child care, employee benefits and equal pay for work of equal value, that a special committee headed by Grace Hartman was set up to prepare an omnibus background paper and combined resolutions. The major recommendations, passed by overwhelming majority of the delegates were:

Equal opportunity committees at all levels, within affiliates, labour councils, labour federations; joint 50/50 equal opportunity/affirmative action committees at the workplace; equal opportunity policies within local union workplaces; a federal Canada Day Care Act affirming the right to universal, low-cost child-care; one-year parental leave, with the final three months available only to the father; equal starting base rates for ghettoized occupations in different bargaining units; discrimination clauses; sexual harassment policies and legislation; child care at all conventions, seminars, and courses of the CLC and affiliates.



At the CLC convention women were as ready as men to speak on the issues that concerned them. At the mike is Sheelagh MacDonald from the United Electrical Workers Union. — photos M. Phillips

Day care, unemployment focus of annual meeting

By BARBARA CAMERON

Day care and unemployment among women are two of the main issues that members of Organized Working Women will tackle at their Fourth Annual Meeting on May 31.

The crisis in day care services was the subject of the OWW conference on "Day Care and the Union Movement" in March. The Fourth Annual Meeting will consider a policy statement on day care and a strategy for carrying forward the fight for quality day care in the union movement in the coming year.

Unemployment is another major problem for working women. The OWW Executive Council is recommending that an OWW conference be held in early 1981 to consider all aspects of women's access to equal employment, including affirmative action strategies, retraining and apprenticeship programs, unemployment insurance, equal pay and first contract legislation. The strikes at Blue Cross, Radio Shack and Bell Canada highlight the importance for women of adequate first contract legislation. A panel discussion on the organization of the unorganized will provide the basis for the adoption of OWW policy on this.

In its first four years of existence, Organized Working Women has helped bring about important improvement in the commitment of the union movement to the fight for women's

equality. But much work remains to be done. More women's committees are being formed but too many unions still do not have them. More policies supportive of women are being passed, but too often these policies remain on paper. More women are running for leadership positions at the local union level but the major conferences and conventions of the union movement continue to be attended predominantly by men.

As a membership organization that brings together women industrial, office, service and professional workers from the entire

spectrum of the union movement, both those affiliated to the Canadian Labour Congress and those that are not, Organized Working Women has a unique role to play. The Fourth Annual Meeting of OWW will evaluate our past achievements and develop the strategies necessary to win the changes both inside and outside the union movement that are essential if we are to gain our goal of complete equality for women.

* * *

Barbara Cameron acts as secretary on the executive of Organized Working Women.

UPDATE

Federal clerical workers set to strike

Federal government clerical workers are considering strike action. Treasury Board offered a ridiculous 5%, while economists are predicting a 12% inflation rate. There have been large demonstrations in Ottawa and Montreal and the Public Service Alliance is advising workers to save up during the pre-strike delay. Most clerical workers earn under \$12,000 and 70% are women. Many type, act as receptionists and answer phones.

Contract for CUPW

Postal workers in Montreal and Quebec City have voted overwhelmingly to accept a new contract which includes an 8% wage hike with a cost of living adjustment that would kick in when inflation reaches 6%, reduction of the work week without loss of pay by paying postal workers for half of their hourly lunch break, overtime pay, and increased night and weekend shift premiums and a commitment to clean up the 30,000 outstanding grievances. This contract will mark the first time postal workers have been able to settle without a strike.



OPSEU — policies for power

By FRANCES LANKIN
"Policies for Power, Strategies for Strength" was the slogan for OPSEU's Women's Conference held in Toronto, April 12-13. This slogan effectively describes what took place at the conference.

Two hundred and fifty OPSEU women delegates from all regions of the province were brought together to identify and discuss common issues of concern.

Delegates attended workshops on political and administrative

decision-making in OPSEU, contract language, sexual harassment, day care and a number of other topics centering on women's concerns.

During Sunday's plenary session each of the workshop groups presented their lists of resolutions and demands for delegates to take back to their locals to consider sending to OPSEU's June Convention and fall demand-setting meetings.

We are pleased that many of these resolutions have now been endorsed by various locals and area councils and will be debated on the convention floor this year.

Most important, the delegates were able to return to their locals with a broader understanding of the overall operation of OPSEU and a list of issues that need to be addressed by our union in the coming year.

The success of this conference will hopefully form a strong basis upon which we can expand the Equal Opportunities Program within our Union.

One of the specific resolutions coming forth from the conference calls for the establishment of a Standing Women's Committee within OPSEU. It is hoped that such a committee would build a structured support network based within each region to give direction and membership input to the Equal Opportunities Program. This support network would also serve as a vehicle through which to encourage more women to become involved in their locals and the union structure overall. The fate of this resolution will be decided at the June Convention but the delegates who attended the conference are now busy lobbying for local support on this issue.

We are very pleased with the success of this conference and the interest it has generated. We hope that the next year will see more of our sisters attending local union meetings, running for office and playing an active role in the demand-setting/negotiation process.

Frances Lankin is the Equal Opportunities Co-ordinator for the Ontario Public Service Employees' Union.



Plenary session at OPSEU women's conference

— photo B. Cameron

Bittersweet victory against Radio Shack

By CATHI CARR

March 27, 1980 finally brought an end to the long struggle waged by members of the United Steelworkers of America against their employer, Radio Shack. Radio Shack is the company owned by a Texas-based conglomerate, Tandy Electronics Corporation, which had struck a million dollar budget to keep out the union; and whose chief security officer had said that the Fort Worth headquarters of Radio Shack had told him to "get rid of the union no matter what it costs."

Union security in the form of a compulsory dues check-off known as the Rand Formula was the major issue in the dispute. The union scored a victory by winning the dues check-off provision for all 200 workers in the bargaining unit. The settlement followed a landmark decision by the Ontario Labour Relations Board, chaired by George Adams, which found Radio Shack guilty of a myriad of unfair labour practices, including intimidation, and coercion to prevent employees from exercising their rights to join a union and to block the formation of a union.

Despite the tremendous weight of the indictment against them it appears that Radio Shack has not yet learned its lesson. When the strikers returned to work on Monday, April 7, Radio Shack fired two of the local's five executive members, Lisa Devoe and Linda Lloyd for alleged picketline misconduct. It laid off two others including President Donna Cado-gan; four of the eight stewards were also laid off. These women must now go through the four lengthy processes of arbitration which can take many months.

During the period leading up to the strike and during the strike Radio Shack had engaged in a number of union busting tactics including hiring a private security firm to spy on union members; the utilization of hidden cameras; and forcing employees to act as informers in an effort to determine the extent of union activity. Unfortunately in its decision the Labour Relations Board determined that it lacked power to im-

pose a first collective agreement under Section 79 of the Labour Relations Act. It did however, put the company in the position of having to grant a compulsory dues check-off for all employees. The Board had said earlier in its decision that the voluntary dues check-off offered by the company would identify union supporters and in the light of its previous record of unfair labour practices was a deliberate move to undermine the union.

The Labour Relations Board also ordered Radio Shack to compensate the United Steelworkers of America for its costs in conducting negotiations and for all extraordinary costs caused by the company's improper actions. It must also pay all bargaining unit employees for all monetary losses incurred as a result of the union's inability up to that time to negotiate a collective agreement. Radio Shack was further ordered to post a notice stating that it would not interfere with employees rights, spy on them or threaten employees with closing of the plant; copies of the notice were to be mailed to all employees in the bargaining unit and Radio Shack had to call employees to a special meeting at the plant at which time the notice was to be read to them.

By CATHI CARR

The government of Ontario is attempting to cool off the rapidly increasing pressure from various sources (including OWW) to get equal pay for work of equal value for women.

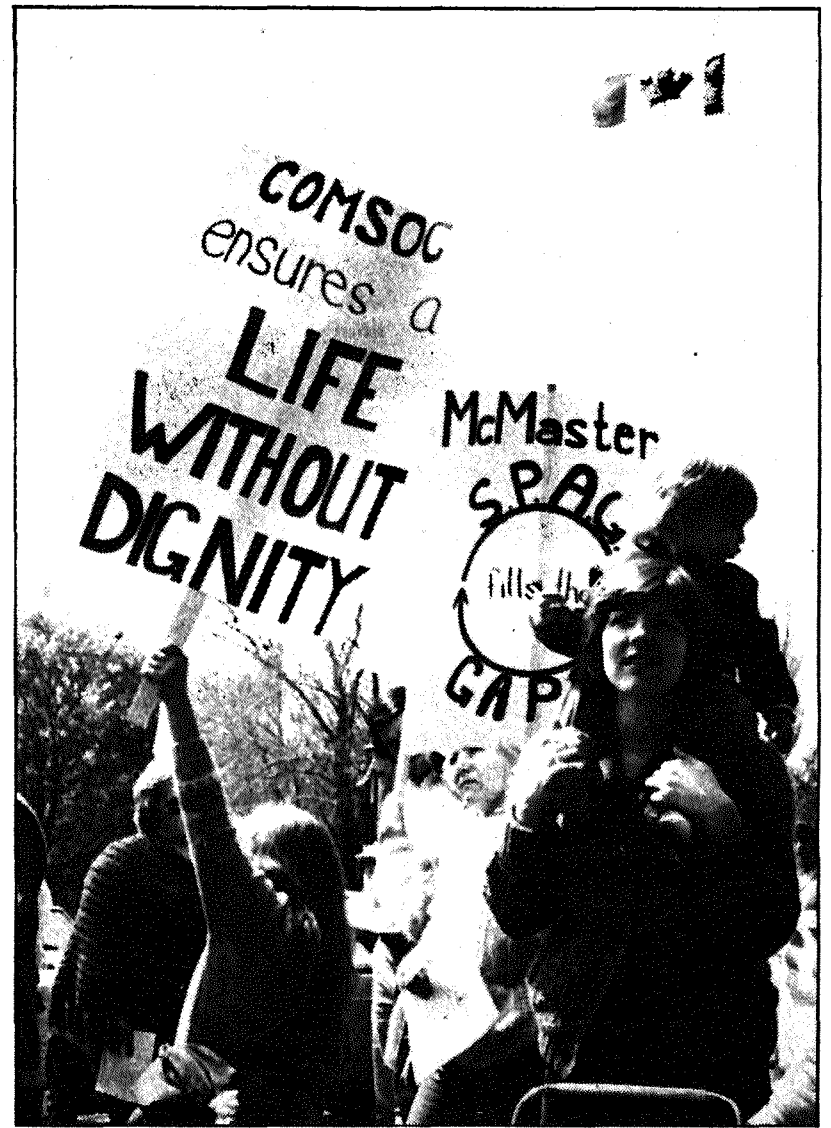
On February 27, this year, the Minister of Labor, Dr. Robert Elgie, announced his government's intention of adding 11 new officers to the Employment Standards Branch existing complement of 67, specifically to conduct equal pay investigations.

Dr. Elgie said: "It is generally recognized that there is a continuing and unacceptable wage gap between males and females

based, at least in part, upon sex-related factors. The government is committed to taking all reasonable steps to reduce this gap and, as well, to promote equal opportunity."

In Ontario, under the existing provisions of the Employment Standards Act, all employers must pay men and women equally for performing substantially the same kind of work in the same establishment, requiring substantially the same skill, effort and responsibility and which is performed in similar working conditions.

Despite this legislation, and similar laws in other provinces, the wage gap between men and



Mothers on family benefits came with their children to Queen's Park May 8 demanding benefits above the poverty line.

— photo T. Morris

Struggle for dignity

By MARIE OCIEPKA

The Family Benefits Workgroup is a coalition of sole support mothers and social service agencies that support the stand that women living on welfare and family benefits should not be forced to live below the poverty line.

Our main goal is to have the allowances raised to a standard of adequacy. We also are trying to get these women to realize that they and their children should not have to suffer for being in the situation that they are in.

At the present time a woman with one child is living 40.1% below the Statistics Canada poverty level. The outcome of living at such an inadequate level of income is poor health, both physical and emotional. With rents so high, these families have to cut corners on nutrition. Clothing is only budgeted for once a year. A woman with children over three years of age gets \$25.00 for children's clothes on her August cheque. The housing that she is able to afford is usually infested with mice and bugs!

It is hard to comprehend that such an oppressive situation could exist in one of the richest provinces in Canada, but it does.

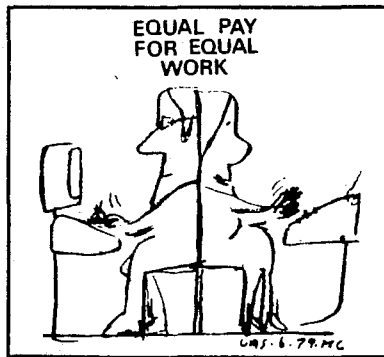
We decided two years ago that it was time to question the reasons why women and their children should suffer so unjustly when their only crime is that they are dependent on their government to help them in a time of crisis.

Some of the ways in which we are questioning this is by lobbying the politicians, putting out a newsletter, preparing two briefs, a children's coat campaign, and most recently by having a week of protest culminating in a mass rally at Queen's Park. At that rally we had about 400 people in support of our group and what we stand for.

The demands of our May 8 rally were that allowances for women and children on social assistance must be reviewed in public every year and geared to realistic increases in the costs of living; housing costs must be fully covered so food money doesn't go for rent; and appeal rights and procedures must be improved.

In two short years, the Family Benefits Workgroup has come a long way and we will continue in our fight until we see single parent families receiving what they should be getting already.

Marie Ocieпка works with the Family Benefits Workgroup.



Heat still on to win equal pay

women continues to widen. According to the latest available statistics reported by the federal government, in 1977 the average full time wage for women was \$9,790 a year compared with \$15,777 or 38% more for men.

According to Elgie, in the fall of 1979 the ministry of labor conducted an investigation of 51 randomly selected establishment to determine the extent of compliance with the existing law. The results indicate that given additional resources, more can be done to ensure that the equal pay for equal work provisions are being complied with.

This is the government's prop-

osed alternative to implementing equal pay for work of equal value legislation and it has been condemned by the Equal Pay Coalition. The Coalition is continuing its fight for effective equal pay legislation beginning with a demonstration on May 27.

The efforts and determination to get equal pay for work of equal value are manifested in Bill 3, the private member's bill proposed by New Democratic Party member Ted Bounsall in May 1979. However the government is reluctant to allow passage of the Bill, particularly as employers are opposed to it on the grounds that it would greatly increase their wage bill.

Women's rights in the skilled trades

Industry in Canada has always preferred to import skilled workers ready-made from Europe rather than to train young people here. It is difficult for a young man in Canada to get skilled trades training. It is almost impossible for a young woman.

This summer, Organized Working Women is sponsoring a project on women and the skilled trades. A social work student from McMaster University, Margaret Campbell, will be working

apprenticeships will include equal opportunity for women.

At the end of the summer, a report will be produced on women and the skilled trades that we hope will be a background paper for the proposed OWW Conference on Women and Employment to be held early in 1981.

Another project on women and the trades is being funded this summer by the Ontario Women's Bureau to investigate the feasibility of establishing a Women in the Trades Association in Toronto. Such an association would encompass both union and non-union workers. Co-operative links have already been established between the OWW project and this other group.

The original Women in the Trades Association, established several years ago in Winnipeg, is organizing a national conference on Women in the Trades to be held in that city in September. An objective of the OWW summer project will be to interest tradeswomen in attending this conference and to seek financial support for delegates from the unions. OWW can make an important contribution in stressing the importance of unions for women entering or working in the trades.

Anyone interested in becoming involved in the OWW women and the trades project should contact the OWW office at 447-7462 or attend the June 12 educational advertised elsewhere in this issue of the paper.



with the OWW committee on women and the trades on this project. She has been hired under a grant from the Experience '80 program of the Women's Bureau of the Ontario Department of Labour.

Isolation is one of the major problems facing women in the skilled trades. Margaret's first task will be to contact and bring together the few women already working in the unionized skilled trades. A mutual support system is essential if women are to be encouraged to enter the trades.

Margaret will also be contacting various unions to learn what approach they are taking to the whole problem of the lack of opportunities for young Canadians to obtain trades training. The goal of Organized Working Women is to ensure that any government programs designed to encourage



Look for the union label



Encouraging women to enter the skilled trades, in spite of the difficulties is one aim of the OWW conference.



"Now is there anybody here who's not from the Post Office."

Women a force in CUPW

By JOAN OSBORNE

For most Canadians the words "Postal Workers" probably conjure up a militant, male image. Fully half the members of this high-profile union are women; many are mothers and grandmothers.

During the fifties the Post Office hired married women as cheap, part-time labour. The organized men already resented their few full-time women colleagues and feared the influx of non-union workers. Understandably, they tried to get rid of them.

The Post Office kept the cheap labour and treated it in true pre-liberation style. Two weeks was allowed for maternity leave, there were no guaranteed hours of work and no fringe benefits.

Then the public service union

launched an organizing campaign and postal union leaders woke up! They signed up the part-timers and fought for equal pay and better working conditions but granted only associate membership with no vote. In 1975 the women got full membership and many entered into the union's militant spirit. Mary Burchell, a former PSAC organizer, had become a CUPW supporter and remained active. She has encouraged other women to take on union responsibilities.

A union in hot water as often as CUPW can't afford token women and must look for talent. To date, none of the national or regional executive posts have been held by a woman and most local officers and stewards are men. Women can get elected and be effective but first must run.

Martha Stockwelt, St. Catharines local president, was chosen for a negotiating team. All four Hamilton executives are women and it was the Hamilton and District Labour Council which submitted the resolution in support of Postal Workers to the OFL Convention last November.

An example of a hard-working, grass-roots activist is Della Blake of Toronto. With three kids, she's been a steward for 9 of her 11 years as a postal clerk and now chairs the local's Education Committee.

Union women don't escape Post Office turmoil. In December '77 shop steward Mary Lew played a central role in a walkout of machine-sort encoders. When postal officials suspended stewards, another woman, Eileen Ludlow, chaired a stormy strike-vote meeting and negotiated round the clock.

This year in Toronto five women ran for office. Three were elected and now qualified childcare is provided for membership meetings.

Whatever male chauvinism top union leaders individually retain, they must seek ways to stimulate interest and develop skills of women. Women are in the Post Office to stay.

Safety forgotten

Of all federal government departments, Canada Post is the most dangerous place to work. An internal Post Office Department report entitled "Analysis of Injuries for Fiscal Year 1978-79" reveals that Post Office employees are twice as likely to receive a disabling injury as members of the armed forces and more than seven times more likely to be injured on the job than members of the Royal Canadian Mounted Police. The injury rate is twice as high as the rate in private industry in Ontario.

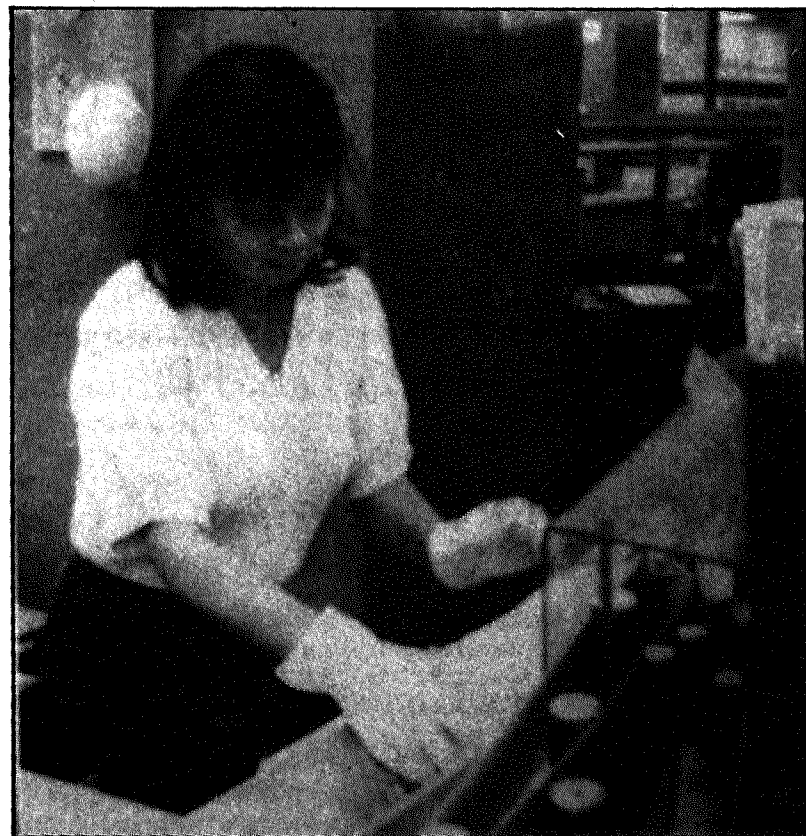
While one can easily visualize the letter carrier slipping, tripping or being chewed by a dog, selling stamps doesn't look like a dangerous job. But the majority of Canada's inside postal workers do shift work at mail-processing centers and stand a good chance of on-the-job injury. One mail-handler in three and one postal clerk in eight receive injuries requiring medical treatment during the year and most are disabling injuries. Common are injuries to the back and shoulders. Common causes are lifting mailbags and containers. Accidents involving the use of vehicles and equipment in the plants also occur.

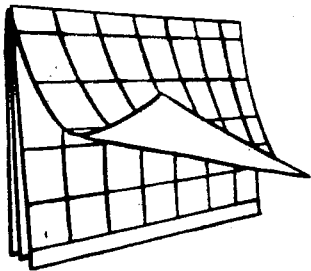
When an unfortunate worker hurts him or herself badly, she or he may not get much sympathy from the employer. Employees injured on duty and collecting compensation have been fired under Section 31 of the Public Service Employment Act. This section allows for release because of incapacity to do the job. CUPW members represent only

8% of all federal government employees but, during the past 3½ years, over 31% of all employees released under Section 31 have been postal workers.

Prior to (and since) the October 1978 strike, CUPW negotiators have been demanding for their members the right to refuse unsafe work and a reduction of the lifting limit to 50 lbs. So far the Post Office says no to both.

This article is based on information contained in issues of the National Journal of the Canadian Union of Postal Workers.





CLEAR YOUR CALENDAR

May 27

Equal Pay Coalition Demonstration

400 University Ave
12:00-1:30

May 30

Solidarity Dance Community Workers of Canada — Local 50

St. Lawrence Centre
Tickets: \$2.00

May 31

Fourth Annual Meeting of Organized Working Women

33 Cecil Street,
9:00 to 5:30

June 12

Women and the Skilled Trades Panel Discussion sponsored by Organized Working Women

1901 Yonge Street, 7th floor. 7:30 p.m.

Bankworkers in Nova Scotia

By JOANNA B. OOSTERVELD

Organizing bankworkers in Nova Scotia is a slow process of education. There is a common feeling among bankworkers that they need to improve their position in the bank; their pay is still lousy for the jobs they do; they don't have access to promotion and higher paying (men's) jobs because of the banks' outdated policy of reserving these positions for mobile employees; promotion in the clerical (women's) jobs is open to favouritism; and merit pay increases depend on the person who does your performance review without real guidelines. Bankworkers want some dignity, to be treated with respect by their supervisors, to know what their rights are and to have a way of enforcing those rights.

But there are also many bankworkers who feel that they can't or won't fight the banks. They believe that they are only going to be working a few years anyway and it's not worth getting involved; that they could not earn any more money anywhere else (being a

woman) and therefore the bank is OK; that women won't support each other and they don't have the time to put into it. Besides, any improvements organized bankworkers are able to win are passed on to all bankworkers.

Then there is fear, fear of the bank and fear of having to go on strike if they organize. The banks say they don't fire people. But ironically, often one of the questions I get asked is "Will I get fired if I talk to you". That fear is getting less after 1½ years of organizing because employees in organized branches have not been fired.

Bankworkers fear strikes. They are afraid of being told to go on strike by union leaders without having a say in that decision. Some still believe that they have to join in anytime another union decides to strike. This fear is diminishing as a result of the publication of statistics that show the low percentage of organized workers who actually have to strike to win a contract in any one

year and a comparison of the number of manhours lost due to industrial accidents and strikes. The ratio of 6 to 1 is quite a surprise for most workers.

But in the end almost all bankworkers believe that organizing is the only way of improving their position in the bank. The trouble is they are afraid to be the ones to do it. Many bankworkers tell me initially that they will join as soon as a majority in their branch has decided to do so. Needless to say you don't get a majority that way. In every certified branch in N.S. additional employees have joined after application was made and new employees coming to work in a certified branch join without difficulty.

The organizing process is not going to be fast but success in organizing bankworkers will mean potentially major improvements not only for bankworkers but for all women in the workforce.

Johanna Oosterveld is Atlantic Co-ordinator of the CLC's Bankworkers' Organizing Committee.

OWW day care meet a success

The following article on the OWW Conference on "Day Care and the Union Movement" is reprinted from the Newsletter of the Ontario Nurses' Association.

Day care is not a welfare service, it is a social right! This sentiment was repeated loud and often during the 1980 "Day care and the Union Movement" conference sponsored by Organized Working Women and the Centre for Labour Studies, Humber College.

Mayor John Sewell, who brought greetings to the conference participants said: "Day care facilities must be expanded and in Toronto, Metro Council will be looking into ways to provide labour with day care services".

Other speakers commented that day care was in need of immediate upgrading and implementation on a wide scale. Walter Majesky, President of the Labour Council of Metropolitan Toronto said: "There is a great need for improved day care services. Currently the day care system is under investigation because it isn't realized to be a community need. The provincial government," he continued, "hasn't responded positively, it has opted for cutbacks and limited growth in social services and this has had an impact on children. What we are seeing now is poor quality day care".

Throughout the two-day conference two issues were prevalent — because women are entering the workforce day care services must be made available; and, child development, as opposed to child minding, is the purpose of day care centres.

Keynote speaker Ruth Antoniades, Assistant Director, Social Services Department, Amalgamated Clothing and Textile Workers Union, New York told the group that now is the time to "move from discussing issues (such as child care) to 'planning strategies'".

Ms. Antoniades said that because of rising inflation women



Penny Lane, from the Ottawa Carlton Day Care, CUPE Local 2204 addresses OWW day care conference. — photo B. Cameron

are having to seek work and that because there is not child care the result is poor pay for women. She said the union involvement is the logical move. "Child care is a social issue that affects the labour force".

At present, government involvement in funding operating costs is restricted to the subsidization of low-income families. Parents apply through the social services department of the municipal government via the "means test" which determines the amount of the parents combined income available to spend on day care costs. Not only is this method of estimation an invasion of family privacy, it discriminates against the families in higher income brackets.

Currently, under the Canada Assistance Plan, the federal government pays 50 per cent of the operating costs of day care for low income families, the provinces pay 30 per cent and the municipality pays 20 per cent. However, as most of the subsidized day care facilities are available only to the lower income families, the majority of working class families earn too much to qualify for a subsidy and too little to afford the commercial rates of \$40 to \$70 per week per child and are the hardest hit!

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.

Letters

Feminism is a philosophy

The following letter was sent to Union Woman by a founding member of the Feminist Party of Canada. We were unable to print it earlier because of the demand for space in our day care issue.

In a belated response to Maureen Reilly's mention of the Feminist Party of Canada in Union Woman, I would like to comment on a few of her statements that are slightly inaccurate.

We debated long and hard among ourselves as to whether or not we should remain as (another) caucus or forge ahead as a political party. The party won out because we are tired of watching the hard work of present caucuses get buried by the established political parties. Women that are elected find themselves in the difficult position of toeing the party line, including on so-called "women's issues", or being sent into political limbo.

We do not intend to splinter

Canadian women any further than they already are, and we are in constant touch with such groups as Women for Political Action, and the Ontario Federation of Women. Many of our members belong to more than one group.

Neither do we believe women's issues will isolate us as a party from what must be done in Canada and abroad. We firmly believe women's issues are everyone's issues because what affects women — the economy, the environment, social services — effects us all.

Another misapprehension we will have to deal with is the use of the word "feminist" in our name. Feminism is a philosophy, not a sex. We have not excluded men from our group, nor do we intend to.

Ms. Reilly mentions that "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". I suggest in return that this may be one of our problems in this country — a lack of communication. I must admit that I have been quite surprised personally at the mixture of women (and men) that have joined the party. They include Rosedale matrons and domestic workers, yes, but go further than that. We have housewives, career persons, women who combine both, welfare and single parents, senior citizens, and disenchanted members of all three established parties, among others.

It is our intent to listen to each other's languages, sensibilities, and priorities, and build a party on that.

I hope our two groups will keep in touch, because together we have a lot to do, and much in common. At the very least, we can open the lines of communication and perhaps understand each other's goals.

Diane Smith