



UNION WOMAN

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OWW Annual Meeting May 15

Women need unions unions need women

The call has gone out announcing the 6th Annual Membership Meeting to be held on Saturday, May 15 at 1901 Yonge Street, 8th Floor, Toronto.

At the Annual Meeting OWW's program and policy will be discussed and decided upon. It is very important that every member make a special effort to be in attendance.

The following reports will be presented: president's, treasurer's financial, the executive council's strategy paper, along with committee reports such as the newspaper, education, day care, and women in the trades. Also, any changes to the Constitution and By-Laws of OWW will be dealt with. There will be a speaker who will bring us up to date on equal pay for work of equal value. The election of the officers and executive council members for 1982-83 will be held. A social hour will top off what looks as though will be a very productive day.

Let us remind you:

- to send your registration to the OWW office as quickly as possible,
- if you would like lunch and refreshments, please enclose \$5. with your registration.
- if you require free, quality daycare — DEADLINE MAY 3 — include a \$5. deposit. It will be refunded when you bring your child on the 15 of May. Please advise the number of children and their ages.

Please do it now!

The Annual Membership Meeting is probably the most important meeting of the entire year. It is a time to evaluate past actions, set future activities and to rededicate ourselves to the aims and policies of Organized Working Women.



Photo — Joyce Rosenthal

Metro trade unionists picket Block Drug company to protest the company's discriminatory washroom procedures. The union has forced the company to back down on its time clock regulation on monitoring washroom time.

Protest wins at Block Drug

By KERRY MCCUAIG

The 23 women at Block Drug have won their right to use the washroom facilities without punching a time clock.

The women who assemble and package products such as Polident, Tegrin and Nytol, were required to punch a time clock going and coming from the washroom. The men, who work mainly in shipping and receiving, were not forced to use this humiliating procedure.

The women and their union, Local 35 of the Energy and Chemical Workers, had been able to pressure the company to withdraw 16 warnings it issued for "excessive washroom time", but it wasn't until the Ontario Federa-

tion of Labor Women's Committee called a large demonstration in conjunction with the union and other women's groups that the company agreed to withdraw the time clock and the 10 minute per day limit on washroom use.

Janet MacKenzie, one of the Block Drug workers said the women had been faced with three day suspensions and dismissal for "over using" the facilities. She said they were given a maximum of 10 minutes a day to use the washroom, which meant they had to run 200 feet each way, wash chemicals off their hands, use the facilities, and rush back to their job — all in three minutes.

The defeat of Block Drug's

washroom policy may break a trend among companies who have been placing unreasonable restrictions on workers over this issue. Recently Canada Packers put a limit of one washroom visit a day for its assembly line workers (mostly women). The Labor Relations Board ruled in the company's favor.

When the usual grievance procedures fail, it becomes obvious that workers are going to have to turn more and more to public opinion and pressure to ensure a working environment which treats them like humans.

Kerry McCuaig is a member of the Southern Ontario Newspaper Guild, Local 87.



Photo — Kerry McCuaig

International Women's Day

Five thousand angry protesters filled the main foyer of Toronto City Hall and then marched through downtown streets demanding women's right to a job and adequate social services. The march organized by women's, labor and solidarity groups was followed by a festival of workshops, cultural events and displays at Harbord Collegiate.

LRB decision sets precedent

A recent decision by the Ontario Labor Relations Board concerning an organizing drive by the Southern Ontario Newspaper Guild at the Globe and Mail could set an important precedent in fighting management interference in union organizing drives.

On March 3, a three man panel ruled unanimously that the management at the Globe was in violation of the Labor Relations Act when it interfered in SONG's organizing drive, by suddenly responding to long standing complaints of the District Sales Representative, (DSR).

SONG filed the complaint against the Globe more than a year ago when Globe management, having caught wind of the organizing drive suddenly responded to their long-standing request for help by hiring part-time

assistants for the DSRs.

"Suddenly everything was possible", said SONG representative Linda Torney. She estimated the Globe threw some \$2-3,000 into each of its eight branch offices in response to some of the complaints raised by the sales reps.

Though the Globe said they were responding to sagging circulation the union said it wasn't concerned about the reps until the union drive began.

In this, the board agreed with SONG, though they didn't grant the union automatic certification of 76-member group. The union had signed 14 of the workers and felt the board should certify the rest because the Globe's violations of the act made it impossible to determine the workers' true wishes.

The Board however did direct the Globe to give the union access to for one hour to the DSRs during working hours and ordered the Globe to post notices in all circulation branch offices admitting the newspaper had broken the law, assuring the workers of their right to organize and stating that the Globe wouldn't interfere with that right.

The decision won by SONG might have been useful in the bank workers organizing drive by countering tactics similar to the Globe's used by the banks. The decision could also have positive consequences in helping to shut down union-busting seminars which focus on the velvet glove approach to frustrate union organization. It is possible to argue that such counselling may now be considered illegal.

UNION WOMAN

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.

THE CONSTITUTION

What did women gain?

By BARBARA CAMERON

Canada's Constitution is home with a brand new Charter of Rights and Freedoms. What is in it for women? What difference will it make to the lives of working class women?

What is in it?

There are two sections of the Charter of Rights and Freedoms of particular concern to women: sections 28 and 15.

Section 28 states that "Notwithstanding anything in this charter, the rights and freedoms in it are guaranteed equally to male and female persons". The rights and freedoms referred to include such things as freedom of religion, the right to vote, the right to move to and seek work in any province, the right to minority language education where numbers warrant, the unspecified "existing rights" of the aboriginal peoples.

This section is largely symbolic. With the important exception of the rights of the aboriginal peoples, it is unlikely that these rights and freedoms would be recognized for men and not for women at this stage in history.

Section 15 is more important. Its first clause states that "Every individual is equal before and under the law and has the right to equal protection and equal benefit of the law without discrimination

and, in particular, without discrimination based on race, national or ethnic origin, color, religion, sex, age or mental or physical disability".

A second clause of this section is particularly significant. It explicitly recognizes the legality of programs designed to improve the situation of individuals or groups disadvantaged because of race, national or ethnic origin, religion, sex, age or mental or physical disability. This will prevent white anglo-saxon, protestant males challenging affirmative action programs in court as "reverse discrimination", as they have done in the United States.

There are two limitations on section 15. The first is temporary: its provisions do not come into effect until three years after the Charter is proclaimed. No other section is subject to this restriction.

The second limitation is potentially more dangerous. Under section 33, subsection (1) of the Charter, the federal or any of the provincial governments can pass legislation that discriminates on the basis of any of the criteria listed. All the government in question has to do is include a clause in such discriminatory legislation declaring that it is to take effect "notwithstanding" the provisions of section 15.

Will it make a difference?

If the authors of the Charter of Rights and Freedoms had wanted to come up with a document that recognized and extended the rights of most significance to working people, women and men, the result would not be this Charter. The right to a job, to equal pay for work of equal value, to strike, for example, do not appear in the Charter. But this was not the goal of the constitutional process.

The political reality is that the Charter is a device used by Pierre Elliott Trudeau to impose on Quebec his conception of the proper relationship between Quebec and the rest of Canada. For Trudeau, the important rights concerned minority language and education — all else was negotiable. But he knew that French language rights could not be sold in English Canada unless they were marketed in a package along with other rights. The rights of women and native people and other rights were included in the package originally "to broaden the basis of consensus" — to use Jean Chretien's phrase — around the constitutional proposals; they were watered down in order to gain agreement of the English-speaking premiers.

In the haggling over the Constitution, women made a few small gains, although this must be small consolation for our Quebec sisters. Section 15 may well prove a useful tool to individuals and groups of women fighting instances of sexual discrimination. But it is a small tool and one which can't be used at all unless women are organized and willing to fight to demand the few protections it offers.

UPDATE

Day care funding not enough

An 11% increase in funding for daycare will mean more cuts in service, the Ontario Coalition for Better Daycare has charged.

The province has set Metro's budget at \$31.6-million and claims the money will provide for 600 new spaces. Pat Shultz, a member of the coalition from Action Daycare maintains the funding will not even provide for the 300 new spaces put in place last September.

Turning down Metro's request for 1,000 new spaces in 1982, the province promised 300 of the 600 new spaces by April this year. The coalition estimates the government is about \$1.6-million short in providing for its own objectives and would need an addition \$1.3-million to meet Metro's demands.

In addition \$4-million of last year's budget was unspent by the province and will return to general revenue.

The Ontario Coalition for Better Daycare was initiated in 1980 by the Ontario Federation of Labor and is comprised of women's, labor, teachers' and social welfare groups. It's aim is 100,000 new spaces across the province with a direct grant of \$5 per day per child and a task force to study implementation of universal, free child care.

Piccininni 'Sexist of the Year'

The National Action Committee on the Status of Women annual award for "Sexist of the Year" went to Toronto alderman Joseph Piccininni. The huge pacifier mounted on wood was presented to Piccininni at the NAC annual meeting in mid-March, following his remarks that women were "generally lazy and won't get out of bed" to go after jobs.

His comments were in response to a recent study by the Toronto city management services department which showed only a fifth of the city's 5,500 permanent employees are women. By contrast, 40% of the Canadian labor force is female.

Equal pay for federal workers

The federal government ended a lengthy equal pay dispute with 3,300 of its lowest paid workers by agreeing to pay them an average of \$5,000 each, a total of \$17-million, for past discrimination.

The approved settlement worked out with the Canadian Human Rights Commission includes a contract for 12,300 general service workers, and compensation for the 3,300 lowest paid workers (2,300 are women), who had been trying for three years to get wage parity with storemen, who are all men.

This parity was achieved in a contract signed last December between the government and the Public Service Alliance of Canada, representing the workers in the general services group.

But the government refused to pay the lowest paid workers back pay in March 1978, when human rights legislation was passed prohibiting wage differentials based on sex.

On March 3 of this year it agreed to compensate them only back to Dec. 1980, when the last contract expired.

In addition to the \$5,000 in back pay, the laundry and food workers who averaged \$9,000 a year, got a 60% increase which brings their wages in line with storemen.

Woman president for CUPW in Toronto

Sister Eileen Ludlow was elected President of the 5,000-member Toronto Local of the Canadian Union of Postal Workers in March of this year.

Ludlow went to work in the Post Office as non-union part-time labour in 1960. She became a shop steward a few years later when CUPW was certified as bargaining agent for part-time workers. She has been the Local's Vice-president for the past five years.

The presidency was contested by two male union members. Sister Ludlow's victory was a decisive one.

Bring down interest rates



Photo — M. Phill p.

It was a bitterly cold day April 6 when trade unionists gathered in front of the Toronto-Dominion centre at Bay and King to condemn the federal government for its inaction in dealing with escalating interest rates. The rally was a wind-up to a series of demonstrations throughout Ontario by the OFL as a follow-up to the 100,000 strong protest against high interest rates staged by the Canadian Labor Congress and a broad country-wide coalition. Speakers at the demonstration included CLC president Dennis McDermott, OFL head Cliff Pilkey, Ontario New Democratic Party leader Bob Rae and Dan Heap MP for Spadina.



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lapel pin

Gold coloured
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Design is OWW logo



Technology and the working women

By **JANICE McCLELLAND**
Approximately 200 trade union members attended "Technology and the Working Woman" the fourth annual conference sponsored by Organized Working Women in Toronto, February 19-21.

Cliff Pilkey, President of the Ontario Federation of Labour (OFL), brought greetings to the delegates. Pilkey quoted studies from France and Europe that indicated that workers in the service sector will suffer most from the introduction of the new technology. He quoted a 1978 report on new technology commissioned by the President of France which predicts employment reduction in the banking and insurance industries of 30 per cent. He expressed concern for Canada where four out of five women workers work in the service sector.

"The micro-technological revolution is more devastating than the industrial revolution of a century ago," said Pilkey. "Jobs lost to the introduction of automated machinery were absorbed by the parallel rise of the service sector. While old jobs were lost, new ones based on the sales, service and transport sprung up ... We should remember that the very service sector that stands to lose the most from this new technology has provided most of our employment growth over the past quarter century."

"We have no real alternative to accept change", said Pilkey. "But ... we want change by consent. Labour must be offered more than token input into the national planning that must of necessity precede micro-technological change."

Patricia McDermott, a sociologist, kept the delegates' attention with slides that showed

how business is marketing the new technology. The marketing pitch is frequently "productivity" — e.g. this machine saves time, avoids errors, frees your secretary to work on other administrative tasks, increases office efficiency and pays for itself. The slides showed not only offices, but whole warehouses, nine stories high, and light assembly plants run by computers.

Fred Pomeroy, Communication Workers of Canada President, stated that technological advances in the 1950's and 1960's had generally made jobs more interesting and challenging, at a time when the economy was expanding, the new technology of the 70's and 80's is reducing or de-skilling jobs and making work less interesting.

The CWC president pointed out that it is the clerical sector, (where a heavy majority of the workers presently are women) that will be hardest hit by the new technology. However, industrial and technical areas, where a majority of the workers presently are male, will also be affected and in these times, all workers will find themselves competing against each other for a scarcer supply of jobs.

Pomeroy described how the Canadian Labour Congress has formed a new national standing committee on technology. One of the first tasks of this committee is surveying affiliated unions on where the new technology is entering workplaces and how it is affecting these workplaces. He talked about dealing with the new technology on three fronts — the educational front, the legislative front, and the collective bargaining front.

Highlighting the legislative front, Pomeroy noted, among other items, that there is no

reason why unions could not be informed about the introduction of new technology at the time the decision is made. He also noted, in terms of retraining workers whose jobs are made redundant by technological change, that there should be a grant-levy system in Canada, similar to that which exists in Sweden and Norway, where employers pay premiums into a training fund.

He also spoke on the importance of complete vesting of pensions and benefits. In some companies, a worker can be employed for 25 years, lose his or her job due to technological change, and not be able to collect any pension whatsoever. He mentioned how, in the latest round of Bell bargaining, the CWC improved the situation at Bell by negotiating a deferred pension for anyone with fifteen years of service, regardless of age, who is terminated due to technological change.

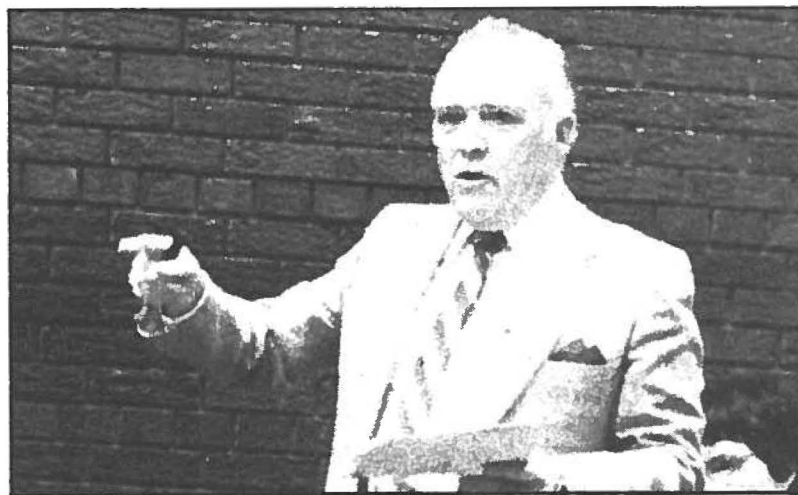
Jane Stinson, Researcher for the Canadian Union of Public Employees (CUPE), and Judith

Gregory, from Working Women in the U.S.A., also addressed the conference.

The delegates were unanimous in their view that this was only the beginning of discussion on a topic that has grave implications for workers' job security, health and safety, working conditions, etc. — that education must be carried on within our unions — that we

must continue to organize the unorganized and there must be more coordination, communication, and cooperation between unions so that information is shared and strategies on behalf of working people can be pursued collectively.

Janice McClelland is a national representative of the CWC.



Ontario Federation of Labour president Cliff Pilkey addresses meeting.



At a workshop.

PHOTOS — M. CROWDER



Jane Stinson outlines goals.

Conference goals

Below are a set of goals presented by Jane Stinson in her address to the conference.

1. Move women out of their traditional job ghettos. Broaden the employment opportunities for women.
2. Create more interesting work and opportunities for advancement in terms of continually expanding and upgrading knowledge about the production process.
3. Improve women's wages; ensure that technological change doesn't lower women's wages by downgrading their jobs and expanding part time work.
4. Improve the opportunities for training so that women have greater job mobility.
5. Reduce working time with no loss of pay so that we have more time to develop our personal interests and spend time with our family and friends. Since women have a double day we need and deserve reduced working time more than anyone.
6. Increase the unionization of women so that they have more clout. To facilitate this goal we need improved legislation and also to pressure our own unions to step up their organizing efforts.
7. Make it easier to combine our work and family responsibilities (eg. paid maternity leave, part time work or job sharing with full benefits, flexible work hours, improved childcare). This goal is particularly important given the rapid pace of technological change today. Women are often at a real disadvantage if they leave the labour force for 4 or 5 years while their children are in their pre-school years.
8. Improve the ability of women to re-enter the labour force. We need an expansion of government sponsored training and placement programs.
9. Improve our educational and career guidance system so our children (especially girls) aren't streamed into jobs which may be non-existent when they reach the labour market.
10. Organize within our unions to make sure that we are doing sufficient work on the issue of technological change. This should include educational work, collective bargaining, legislative change, organizing and mobilizing members so we can exert our influence and begin to control our own destiny.

Keeping OWW working for you

By **LOIS BÉDARD**

April 1982 heralds OWW's annual financial campaign!

Through OWW's imaginative, confident programming and activities, we continue to raise the level of understanding, participation and leadership of women in unions for trade unionism.

Our workshops, meetings, conferences and newspaper, *Union Woman*, are unique. Informed participation in labour struggles with our sisters and brothers has been and continues to be our priority.

Although our membership is growing, membership dues in themselves, will not support our activities. Currently OWW conferences are subsidized by a grant from the Secretary of State. As

taxpayers we feel that our working women's organization deserves tax supported funding. As dues paying union members we know that our union women's organization deserves financial support from our local unions.

We call on our sisters and brothers in the union movement to help OWW to continue to promote trade unionism among working women. One local union has voted to contribute one cent per member per month. What can your local union do?

A nominal contribution from your Local could help toward the costs of our newspaper *Union Woman*.

Those of you who attended one of our functions or have joined us in a demonstration or a celebra-

tion may like to have your local union send a donation toward our rising expenses.

You can help. You can phone us (24 hour answering service — 447-7462) with the mailing address of your local and ask us to mail your secretary our appeal letter. Or you could drop us a line and we'll send you a copy of the letter so you may give it to your executive. Better still, take this newspaper item to your next meeting and bring it up on the floor.

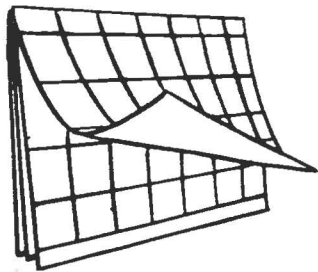
Let us continue to spread the message that: *Unions Need Women and Women Need Unions.*

Help fund OWW now!
Lois Bédard is OWW treasurer and a member of the OSSTF.

Centre for Labor Studies Spring Program

Course Title	Starting Date
Health & Safety	Apr. 26
Labour Leadership	Apr. 28
Labour Law for Unionists	May 4
Political Economy of Multinational Corp.	May 4
Collective Bargaining	May 5
Workers' Control	May 12
Arbitration Program	May 15/16 June 12/13

For further information call 675-3111, ext. 467, 544 or 414.



CLEAR YOUR CALENDAR

May 1

May Day

May 15

1 p.m. Alan Gardens. 2 p.m. Ryerson
OWW Sixth Annual Meeting

May 23-28

1901 Yonge Street 8th floor, 9 a.m.
Canadian Labour Congress Convention
Winnipeg, Manitoba

CRITIC'S CORNER

Detailed explanation sets out new technology

By CATHI CARR
MICROELECTRONICS: Capitalist Technology and the Working Class by CSE Microelectronics group. CSE Books, London, England, 1980. 148 pages.

This book was written collectively by the Conference of Socialist Economists between the late summer of 1979 and May 1980. Their aim was to produce a concrete analysis of the impact of micro-electronics on certain sectors of the British economy during the current period of restructuring. The book outlines the current period as one of capitalist restructuring following the end of the post-war boom in 1974. It states, "capital needs to regain command over the labour process and to increase productivity in order to raise profits: technology plays a key role in this process."

This struggle to wrench control of the work process from labour's hands is a theme which is interwoven throughout the entire book and indeed is at the heart of this encroaching micro-technology revolution.

The book examines the main characteristics of the production of micro-processors and micro-

memories themselves, highlighting the sexual and international divisions of labour imposed and orchestrated by capital.

I found the book sets forth in as plain terms as possible the complexities of this new technology complemented by well-done graphics. It points to the exploitation of workers (mainly women) who are engaged in the production of hardware for the 120 large companies and a host of smaller firms either starting up or supplying specialist services to the bigger ones.

Many of the major companies in the micro-electronic industry were founded and now have their headquarters in a valley 60 km. long just south of San Francisco; it has been dubbed Silicon Valley after the basic material from which the circuits are made. Between them these firms employ over 90,000 workers. It is here in Silicon Valley that the majority of silicon chips made in the United States are manufactured and where many of the most important breakthroughs in production technique and design have been made. In Canada, a comparable industry is located at Kanata near

Ottawa and has been appropriately tagged the Silicon Valley of the North.

In contrast to the production of the hardware on which programs run, the production of software is, at the moment, a process where capital has been unable to achieve a sustained initiative over labour. From management's point of view, a growing crisis of software productivity has been caused by an entrenched labour force which still uses craft practices.

The necessity for managements to control and co-ordinate an increasingly detailed division of labour, and the growth of public and private sector industries have led to the establishment of larger and larger offices. The office has become a major source of employment especially for women. It has also become a major cost for capital, and the book examines the attempt to increase productivity by replacing the patriarchal relations of control in the office with those more familiar on the shop floor.

Subsequently, the book reviews five aspects of production and the ways in which workers in these sectors are reacting to the growing impact of micro-technology. In each situation we see some fragmentation of work, deskilling, reduction of the workforce through increased automation (including the impact of robots) and management's increasing control over the work processes, workplace and workforce.

The application of micro-electronics in the economy requires particular aptitude in the workforce and it examines related trends in education and training.

Finally, the book takes a look at some approaches to alternative design. It states, "if workers are to fight for the application of micro-electronic based technology which serve their interests, it is essential that they become involved in the design stage, and not be forced to accept technologies as they come."

I would give this book a high rating as a valuable resource and reference. It is readily transferable in the North American context. It creates an awareness of the inroads that have been made by this industry to date and cautions us all to be knowledgeable about the current situation, and to be prepared to struggle for an equal voice in the negotiation and design of this technology.

Cathi Carr is on staff with the Ontario Nurses Association.

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.

It can happen here

By AGI LUKACS

"First they arrested the Communists but I was not a Communist, so I did nothing. Then they came for the Social Democrats, but I was not a Social Democrat, so I did nothing. Then they arrested the trade unionists, and I did nothing because I was not one. And then they came for the Jews and the Catholics — but I was neither a Jew nor a Catholic and I did nothing. At last they came and arrested me, and there was no one left to do anything about it."

Pastor Martin Niemoller, Nazi concentration camp survivor, 1945.

It can't happen here you say? Many an American trade union woman would have said the same thing before the new right in the U.S. had exploited "moral" issues like abortion and gays to get Ronnie Ray-gun into the saddle. He and his troops have since ridden rough shod over the air controllers' right to strike, over Blacks' voting rights, over diseased miners' right to an income and over social security recipients' rights.

The Right wants taxes withdrawn from groups that advocate labour organization, boycotts, strikes, demonstrations, daycare, divorce and gay rights. They want tax breaks for families with father working and mom at home bearing bushels of babies.

Anti-gay and anti-abortion advocates have become a force in Canadian politics, just as they have in the U.S. Such groups see the fetus as society's concern, but the growing child as the parents' alone. Hence their opposition to daycare, fair wages for working mothers, and decent social security.

Propaganda houses like Canadian Intelligence Publications turns out titles like, "International Women's Day: War on the Family" and "Did 6,000,000 Jews Really Die?". The Canadian new right includes large groups like the National Citizens Coalition, whose full page ads in the biggest newspapers condemn union demands, immigration and medicare. Note that the right is against "big government" social spending but okays subsidies to big companies and support to undemocratic regimes abroad.

If history is any guide, these people are dangerous. Hitler called for a wide propaganda campaign on issues of family, country, work and religion — before any overt political activity. The Nazis were against big government, but once in power they smashed only "big unions". They used religious fanaticism to capture the imaginations of unemployed, directionless youth, fed up with the factionalism and powerlessness of traditional politics.

How can we respond to the growth of the new right? In 1982, thousands marched on International Women's Day in Toronto. Two thousand people attended anti-Klan marches in Toronto. The National Action Committee on the Status of Women set up a committee to implement mass action, with other groups, on reproductive rights and the rise of the right.

The real enemy of the family is poverty, oppression and war — not gays, feminists or day care. We should unite against all cutbacks, union busting, campaigns to control hospital boards, and hate literature distributed in the thousands during election campaigns. We need to broaden the fight back in women's groups, but especially bring it to our unions, traditionally the backbone of many a struggle.

Pregnant WCB workers win transfer right

Employees with Ontario Workmen's Compensation Board who use video display terminals have won the right to be reassigned to other jobs during pregnancy.

A letter of agreement between the WCB and Local 1750 of the Canadian Union of Public Employees allows women to receive the same salary during the temporary reassignment, Mark Charboneau, vice-president of Local 1750, said.

The agreement allows the approximately 200 women at the WCB who use the electronic screens to refuse to work on them during pregnancy, Charboneau said. The reassignment will last until the woman goes on her 17-weeks' maternity leave.

"Although no doctor has yet said the VDTs cause abnormalities in pregnancies, we feel that there may be a danger," Chaboneau said "We want the benefit of a doubt for our people."

A University of Toronto medical professor is investigating the high number of miscarriages, among women working in offices of the Ministry of the Attorney-General at Toronto's Old City Hall.

During the last two years, 10 of the 19 pregnancies among women working there ended in miscarriage.

Some medical officials maintain that VDTs, which resemble television screens with a keyboard attached, cannot produce harmful microwaves. They produce X-ray but not at measurable levels. Many unions however are challenging the equipment used to measure radiation. They argue that the machines are not equipped to measure high frequency, low level radiation which can be harmful to fetal development. Said one union official "its like trying to measure a mile with a yardstick, it'll always come out a yard."

Join OWW!



Membership in OWW is open to all women who are members of a bona fide collective bargaining unit or a bona fide organizing committee of a union. Membership is \$15.00 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 1Y8.

If you are not eligible to join OWW, you are invited to subscribe to UNION WOMAN at \$10.00 per year.