



UNION WOMAN

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**OWW
Affirmative
Action
Seminar
Oct. 16**

Bill C-124 - what a farce!

By SUSAN GIAMPIETRI

Bill C-124 — Public Sector Compensation Restraint Act — is a comprehensive assault on the standard of living and working conditions of over 500,000 federal public sector workers. It is extraordinary legislation which will:

- impose a 2-3 year wage reduction program on federal public sector workers with increases of 6% and 5%;
- eliminate the right to strike for all federal public sector workers for at least two years by automatically extending collective agreements;
- impose a freeze on all rights, benefits and working conditions for 2-3 years, or put more simply Bill C-124 removes the right to collective bargaining for at least 2-3 years; and
- supersede collective agreements between unions and either the government of Canada or its crown corporations for a minimum period of two years.

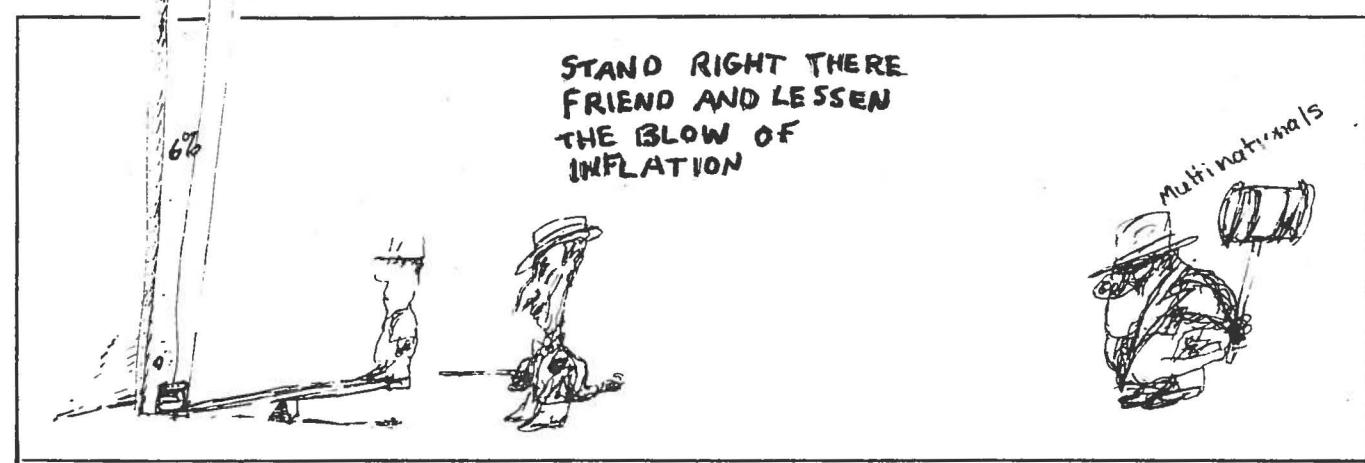
The government's program to limit wage increases to 6% and 5% over the next two years will have a particularly heavy impact on women. The concentration of women in low-paying jobs has been well documented in the Annual Report of the Public Service Commission.

Women at these low levels cannot withstand their salaries falling further behind inflation. Women who are supporting children will simply not be able to pay bills, which will continue to increase at the inflation rate. Yet the government is choosing this group to make the greatest sacrifices.

Bargaining rights — The suspension of bargaining rights freezes all contracts for at least two years. This means many issues of special concern to women, issues women have been raising at all levels of the union, issues that would have become bargaining demands next time around, will not be addressed.

Maternity leave — Those groups which have not already negotiated a paid maternity leave into their collective agreements will not be able to for two years.

Health and safety — Women working at Les Terrasses de la Chaudière and the Banting Building in the National Capital Region are in immediate and desperate need of health and safety clauses which give them the right to a healthy work place. Many other women working long hours at Video Display Terminals, in noisy, poorly venti-



lated buildings, with unsafe equipment, need the protection of this language.

Sexual harassment — Women need their collective agreements to provide protection from sexual harassment in the workplace. This message has been coming through loud and clear. It is an issue, it does exist, and we want it stopped.

Other issues which must be included in the bargaining process are — parental leave, child care, technological change and time off for union meetings.

These and other issues of great importance to women and all Alliance members will not be addressed for at least the next two or three years. The Government has said no to negotiations for at least two to three years. The Government has told federal workers 'We do not consider your concerns urgent. We are not prepared to deal with you and your concerns.'

Controls Didn't Help in 1975

On Oct. 14, 1975, the Canadian government — citing inflation as a deeply entrenched threat to the economy — imposed wage and "price" controls on the Canadian people. The anti-inflation program was justified by the government on the ground that inflation was "threatening to stifle economic recovery and increase unemployment".

The effect of the Anti-Inflation Board on Canada's economic recovery is well known and has been identified

in many publications, including those of the Conference Board and the Department of Finance. In its 1981 discussion paper on Anti-Inflation Policy options, the Department of Finance stated that:

"Except for 1976 when food prices rose very slowly, the rate of inflation has remained disappointingly high. In spite of the acceleration in negotiated wage settlements and the extent of wage indexation, real wages have declined significantly over the past three or four years."

The Conference Board in May 1979 concluded that real wages decreased by 7.7% while corporate profits increased by 9.2% as a result of the controls program of 1975.

According to the rhetoric of the government of the day, the Anti-Inflation Program was designed, in part at least, to prevent an increase in unemployment. In October, 1975, 643,000 Canadians were out of work; when controls were removed in April, 1978, the ranks of the unemployed had swelled to 999,000. Wage controls failed as a vehicle for economic recovery when applied to the whole economy in 1975 — Wage Controls and Removing the Right to Free Collective Bargaining for 500,000 federal workers won't work now.

A philosopher once said: "History repeats itself, the first time as a tragedy, the second time as farce". Bill C-124 is a farce.

Susan Giampietri is PSAC Vice-President for Ontario.

Women in fore at OPSEU

By HOLLY KIRKCONNELL

"Every member in good standing is entitled ... c) To be free from sexual harassment by another member, both within the Union and in the workplace ...".

So reads the revised Membership Rights Article in the Ontario Public Service Employees Union Constitution. This new addition was approved by the delegates at the 1982 Annual Convention.

OPSEU has become the first union in Canada to deal constitutionally with the issue of sexual harassment between members. Complaints of this nature will be adjudicated by an arbitration board of union members under Article 22 (Discipline) of the Constitution.

These constitutional provisions are significant in that the issue of sexual harassment between members is no longer ignored, nor do we have a situation where a member would have to grieve to management about another member's behaviour.

The OPSEU Executive Board has adopted a definition of sexual harassment based on the newly

amended Ontario Human Rights Code:

- Engaging in vexatious comment or conduct by:
- unnecessary touching or patting;
- suggestive remarks or other verbal abuse of a sexual nature;
- sexual solicitation or advance made by a person in a position to confer, grant or deny, or influence a benefit or advancement to the person;
- reprisal or a threat of reprisal for rejection of a sexual solicitation or advance where reprisal is made or threatened by a person in a position to confer, grant, deny or influence a benefit or advancement to the person;
- where the person engaging in such comment or conduct knows or ought reasonably to know that it is unwelcome."

Other resolutions passed at the 1982 OPSEU Convention of interest to union women include:

- That a Women's Conference be held in 1983;
- a reaffirmation and broadening of the mandate of the Provincial Women's Committee;

- that OPSEU pressure the government for quality, comprehensive, affordable, 24-hour child care;

- a policy regarding the protection of members' jobs and working conditions which are adversely affected by technological change;
- an intensified campaign to eliminate health hazards associated with the use of Video Display Terminals.

Also, after lengthy debate, the OPSEU dues structure was changed from dollars-across-the-board to percentage. Members now pay 1 1/4% of their basic weekly wage in dues, up to a maximum of \$5.50 per week. This method is a more equitable one, and benefits women members particularly because of the concentration of women in the lower wage categories.

It is encouraging to note that more than 35% of the delegates to this convention were women, many of whom were active on the floor.

Holly Kirkconnell is President of OPSEU Local 512.



Pit stop on the line

— photo Cathi Carr

Members of the Ontario Nurses Assoc. Staff Union take a break from their picket duties in front of ONA offices on Yonge Street. The Union has been on strike against its employer, the Ontario Nurses Association since July 5 over issues which include paid overtime and parity with workers doing the same job across the country. As *Union Woman* went to press a memorandum of agreement had been ratified. See *A union deserves better... page 4*.

Public workers stand together



*Lyrics Copyright © 1980 by Paul McKenna;
"A Miners Life"
Copyright by George Korson.
Music used by permission "Songs of Work and
Freedom," by Edith Fowke and Joe Glazer.*

The papers slander and insult us,
Call us lazy parasites.
They say we're only civil servants,
And servants have no civil rights.
They turn the populace against us
With the lies they fabricate.
Let's tell our side of the story.
Then we'll set the record straight.
CHORUS
Power-hungry politicians
trying to fuel their own careers
Use the workers as their scapegoats,
Playing on the public's fears.
Unemployment and inflation,
Any problem you can name,
It's those public worker unions,
They're the ones who are to blame.
CHORUS
CHORUS
CHORUS
CHORUS
CHORUS
CHORUS

— from the Public Employee

Busy sixth year for OWW

Another year of OWW activities is about to begin. Our Sixth Annual Meeting, held on May 15, 1982, passed a full slate of programs for the year 1982-83, and the Executive is beginning now to plan the year's work.

The new Executive Officers are Barbara Linds (OPSSU), President; Holly Kirkconnell (OPSEU), Vice-President; Irene Kuusela (CUPE), Secretary; Carol Kowk (BRAC), Treasurer; and the Council is composed of Joyce Rosenthal (OPEIU); Dorothy MacKinnon (CUPE); Cathi Carr (ONASU); Carol Crewson (UAW); Janice McClelland (CWC); Sue Craig (SONG); Jill Jones (UE); Ann Newman (CWC).

We will again have the excellent help of our secretary, Ruth Harrington, who so ably staffs our office.

The year's activities will start with a potluck dinner and membership meeting in September. As in past years, this meeting is devoted to the preparation of resolutions that our members can then take to their own locals for adoption and referral to the OFL Convention.

Our educational program will include a minimum of four membership meetings with an educational component to each one, a skills workshop in Toronto dealing with collective bargaining skills, and two out-of-town skills workshops. The first of these is scheduled for Peterborough for November.

In addition, we will be holding a one-day seminar on Affirmative Action in preparation for the debate on the floor of the OFL Convention regarding the Affirmative Action policy document to be submitted this year.

As in past years, February will bring our Annual Conference. This year's topic will be Equal Pay and Equal Opportunity. All aspects of this very topical issue will be covered at the conference. In preparation, our "contract clauses" committee is beginning the search for currently existing collective agreement language dealing with equality.

As you can see, the year will be a busy one, and in order to carry out our plans, OWW must be financially viable. We have again applied for a grant from Secretary of State Canada and hope to receive funds through this source. However the activities of OWW will be only partially funded by Secretary of State. We need the support of our members and friends in our financial drive. We hope to soon announce the successful conclusion of this appeal, so please raise a motion at your next local meeting. Help OWW to fulfill the goals set out for the 1982-83 year.

We hope to see you at our activities throughout the year.

An immigrant woman speaks

By MARIA LUISA RODRIGUEZ

I have been asked to write a few words about my experience as an immigrant woman who is a rank-and-file trade union militant.

Today as in the past, immigrant women, along with their male compatriots, serve as a pool of cheap labour for Canadian employers. Understanding this clarifies many of the problems confronting immigrant women when they arrive in Canada.

Some of my most vivid memories are of the problems I've confronted due to my inability to speak English. The very important social role played by language struck home when I found myself in a country where I could not communicate. This posed serious problems in every aspect of my life. It accentuated, for example, the isolation and loneliness I felt when I needed information or to do something for myself. At work I had to depend on someone else to translate for me, whether it was casual conversation or instructions from the foreman. Not to mention my fears when faced with the prospect of having to use the telephone. Communication between human beings is vital for survival. And moreover, channels of communication enable people to do many things collectively.

My lack of familiarity with English put me at a disadvantage with native speakers and also with those who spoke it as a second language. I found myself unable to participate in any way in Canadian society. It was almost a whole year after I arrived in Canada before I finally managed to get a six month English course through Manpower. Since I did not have a family to support and because Manpower gives preference to men whom they consider to be heads of families, it was difficult to get a space. Although the course helped somewhat, it was not enough to enable me to work in the area in which I had experience.

My lack of familiarity with English and my lack of "Canadian experience" forced me to work in a factory. Although it is supposed to be and is a form of discrimination, many employers continue to ask for Canadian experience. This allows them to pay those immigrants they are "charitable" enough to hire a lower wage on the pretext of training, although the so-called training period may last as little as two days. So like thousands of my sisters I found myself in a factory.

As a factory worker I was forced to work rotating shifts; this had several repercussions in my life. It kept me from participating

in activities and from spending time with my friends — people I needed to be with because we spoke the same language. I also had problems eating and sleeping because of the way shift work disrupts your regular schedules.

And at work, for the mere reason that I was born a woman I was often subjected to abuse by certain supervisors, and this made me feel very badly. There were also problems among co-workers which stemmed from our inability to communicate in a common language and from our lack of familiarity with each other's cultures and customs. The way our work was organized led us to compete with each other and to look out for personal interests only. All these things make the workplace more difficult for the immigrant woman.

But these are not the only problems we face in the workplace. Assembly line work which permits no creativity or ingenuity because it is geared to producing and not to thinking makes you feel like just another machine. The physical and mental exhaustion which results leads to accidents daily. At one point I was so exhausted that I lacked the energy to maintain contact with my family back home, to study English or anything else.

In addition to the pressure of production, health and safety problems were almost overwhelming. The safety system was almost non-existent which meant that workers were injured on the job every day. We work with asbestos, and even though its dangers were well known, we were given no training in handling it safely. The ventilation system was very poor, and we were not provided with masks or protective clothing. We did not have a lunch room which meant that most of the time we had to eat at our machines. The washrooms were in bad condition.

After working an 8½ hour day in conditions like these, not counting the time spent travelling to and from work and working overtime, an immigrant woman must go home to another job. She continues her workday at home — preparing supper, taking care of her children, doing her housework. Her partner does not appreciate her work in the home, even though he benefits from it. He can come home and rest, watch television and wait for his supper while she goes on working. Employers also benefit from this work but do not have to pay for any of it — not for the preparation of meals nor the washing of clothes — they pay for nothing

that goes towards maintaining a home. All this is the responsibility of the individual working class family.

I began working with the union along with a group of women workers who were also conscious of all the problems I've mentioned. Women's participation has been very important in our local. For all of us it was our first chance to work in a Canadian union, and we urgently felt the need to participate. We were more discriminated against as workers than the men. Our struggling together has borne fruit: we've gained more and better benefits and we've been able to set up and put into practice a good health and safety committee to make sure our rights in this area are respected. This committee carries out specific checks of our workplace and follows up cases to make sure they are resolved. And the grievance committee makes sure our contract is enforced, that women workers are not discriminated against and that wages are the same for both men and women.

Our employer will voluntarily give us only the legal minimum; it's only through the struggle of the Union that we can get what we want. It's true that we have certain problems within the union but they are resolvable if people are willing to work for their resolution and to show active interest, dedication and participation. Women's participation in our local has increased considerably. My experience is that we are listened to. Through the union we've been able to win better working conditions within the factory.

It may appear to some readers that I have not devoted enough time or thought to the experiences of immigrant women workers as women within their unions. My concern has been to look at some of the problems we face as workers and to give particular attention to what an immigrant woman worker faces through sharing some of my experience. For the most part, the problems I've encountered have been as a union militant and not as a woman per se. I emphasize this because I consider it to be extremely important that we recognize that as women we direct our energies towards fighting a whole system of exploitation and not men.

Maria Luisa Rodriguez is a member of the United Steelworkers of America.

Reprinted from Women and Trade Unions

Resources for Feminist Research

Centre for Labour Studies — Autumn 1982 —

Course

- Work, Labour & Canadian Society
- Sociology of Industrial Relations
- Arbitration Program (I)
- Your Health & Safety
- Labour Law for Unionists
- Political Economy of Multinational Corp.
- Labour Leadership
- Collective Bargaining
- Survival Skills for Trade Unionists
- Instructional Techniques
- Technological Change & the Workplace
- Workers Compensation
- Labour History (I)
- Work, Racism & Labour
- Research Techniques
- Arbitration Program (II)

Program Start Date

| |
|----------|
| Sept. 7 |
| Sept. 8 |
| Sept. 25 |
| Oct. 4 |
| Oct. 4 |
| Oct. 5 |
| Oct. 12 |
| Oct. 13 |
| Oct. 14 |
| Oct. 16 |
| Oct. 18 |
| Oct. 18 |
| Oct. 20 |
| Oct. 20 |
| Oct. 20 |
| Nov. 13 |

For further information, contact the Centre for Labour Studies, Humber College, 675-3111 ext. 414, 544 or 467.

UNION WOMAN

Union Woman is published four times a year 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. M3C 1Y8.

Conference examines image

Workers in the classroom

By MYRA NOVOGRODSKY

It is once again the beginning of a new school year, and, as trade unionists, it is time to examine the way educators present work, workers and trade unions to our children.

A number of concerned people in Toronto are working to ensure that educational content and experience reflect the true contribution of unions and workers to our society.

The Labour Studies Liaison Committee of the Toronto Board of Education was formed four years ago by Board of Education employees, interested trustees, and representatives of the labour community.

The Toronto Board has, for many years, established liaison committees which consider specific areas of interest. The Women's Liaison Committee, for example, just celebrated its tenth anniversary. Composed of teachers, other Board employees, students, and parents, it has for a decade discussed and acted on issues of concern to women.

Today the Labour Studies Liaison Committee is composed of approximately 30 Board employees including teachers,



How are children taught to view themselves and their families?

caretakers, secretaries, and library workers, representatives from several unions, and interested members of the community who are working together around issues such as curriculum, fair labour practices, and apprenticeship. One of the major thrusts of the committee has been to examine the school curriculum in depth and to make recommendations concerning anti-labour bias and the omission of labour content in the curriculum. For the third summer, teams of writers

are working on the following projects:

- An overview of the role of labour studies in the curriculum from kindergarten to Grade 13;
- A unit of study at the Grade 4 level including a slide-tape show on Toronto, the Workplace;
- A unit of study at the grade 8 level on child labour and the origins of the union movement;
- A guide to media resources on labour studies;
- A popularized version of the overview on labour studies aimed at teachers.

On November 13, the Labour Committee of the Toronto board will co-sponsor with the Humber Centre for Labour Studies, a conference on "Labour Studies in the Schools." The conference will both display new materials now available for the teaching of labour studies and will give parents, teachers, and members of the community who support an expansion of labour studies an opportunity to meet together.

Myra Novogrodsky is a member of the Ontario Secondary School Teachers' Federation and co-chairs the Labour Studies Liaison Committee.



PARENTAL RIGHTS & DAYCARE

A Bargaining Guide for Unions

This booklet initiated by the Women's Committee of the Ontario Federation of Labor is an excellent resource providing information and existing contract clauses around the parental rights and daycare for use in collective bargaining demand setting. Every local union should have a copy. Available from: The Ontario Federation of Labor, 15 Gervais Drive, Suite 202, Don Mills, Ont. M3C 1Y8.

Show
which
side
you're
on

With an OWW
lapel pin

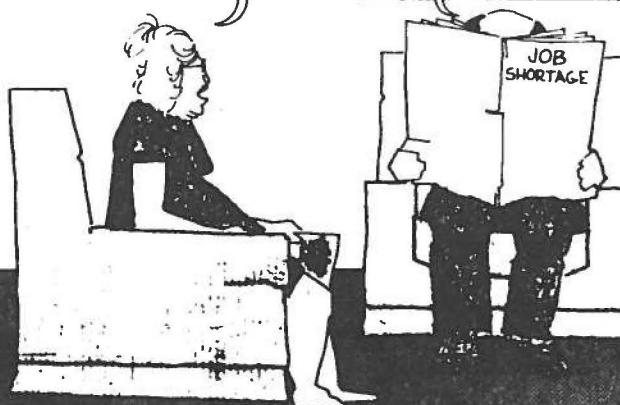
Gold coloured
Only \$2.00

Design is OWW logo

UPDATE

THREE LETTERS
"J" - "BLANK" - "B" ...
"YOU CAN LOOK
ALL DAY AND
NEVER FIND ONE..."

MUST BE SOME-
THING EXTINCT -
TRY "DINOSAUR"



New talks for BCGEU after 93% vote

An overwhelming vote of rejection from 40,000 B.C. Government Employees Union members forced government negotiators back to the bargaining table August 20 to discuss non-monetary items — but the battle against the government's wage restraint still lies ahead.

In the vote conducted in mass union rallies in mid August, BCGEU members rejected by a massive 93% the government's bargaining position, giving a convincing rebuttal to premier Bennett's suggestion that his office had been deluged by calls from government employees wanting to go back to work on government terms.

BCGEU President, John Fryer, said the membership had told the leadership in the vote that they will not accept the so-called final offer of the government on wages and productivity; they will not accept longer working hours and they will not give up any contract language on hours of work which had been negotiated in the past.

Following the announcement of the rejection, union members returned to work en masse, reserving the right, however, to take further job or strike action should the government fail to move significantly at the bargaining table.

Talks broke down Aug. 31, with the government refusing to budge on their 6 and 5% wage offer. Pickets resumed Sept. 1

Part-time workers masking unemployment

There has been a 50% increase in the number of part-time workers in Canada, a trend which the federal government considers a partial answer to the unemployment problems. Employment Minister Lloyd Axworthy's has proposed work-sharing as a legitimate response to the shrinking job market. Over \$90-million has been invested into the scheme which over the past year has "prevented" about 145,000 layoffs and cost the UIC fund \$170-million, or nearly double its initial allotment.

More than 40% of the 1.3 million Canadians who work less than 30 hours a week, do so because they are unable to find full-time jobs. If the underemployed were calculated into the jobless figures the unemployment rate would stand at 14% rather than the official estimates of 11.2%.

About 72% of part-time workers are women, although it is men who have accounted for most of the increase in part-time workers in the past year.

New loopholes in Equal Pay Act

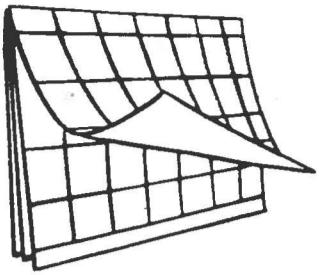
Two more "reasonable factors" have been added to the Equal Pay for Work of Equal Value section of the Canadian Human Rights Act. Employers may now use "an internal labour shortage" or simply "a change of work" to justify paying different wages to men and women for work of the same value.

The change of work exemption will allow a whole range of exceptions to the equal pay rule, since even a slight modification in the work of an operation would disqualify a woman seeking equal pay.

Under the "labour shortages" exemption women in the traditional job ghettos will not be able to compare the value of their labour with those of skilled trade workers where there is sometimes a labour shortage.

In Ontario, Labour Minister Ramsay said his government had no intention of introducing equal pay for work of equal value legislation during "these hard economic times". He said that forcing companies to pay women equal wages "just might be the straw that breaks the camel's back".

Representatives of the Equal Pay Coalition who met with Ramsay said they thought it was unjustified that women should be forced to continue bearing the brunt of the depressed economy.



CLEAR YOUR CALENDAR

Sept. 6
Sept. 9

**Labour Day
OWW Membership Meeting**
Potluck Supper/Committee Work
1901 Yonge Street

8th floor, coffee room, 6 p.m.

Affirmative action Seminar
1901 Yonge Street, 8th floor

9:30 a.m. — 4:30 p.m.

Labour Studies in the Schools Conference
725 Bathurst Street,
8:30 a.m. — 6:00 p.m.

Ontario Federation of Labour Convention
Sheraton Centre, Toronto

Oct. 16

Nov. 13

Nov. 22-25

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.

A union deserves better from a union

On July 5, this year the staff of Canada's largest nurses' union, the Ontario Nurses Association (ONA) began a legal strike against its employer. The staff union, ONASU, took the action in order to redress the "double standard" position taken by ONA at the bargaining table over the past six months.

ONASU members are secretaries, library, education, research, word processing, computer, employment relations and arbitration staff who provide services for more than 37,000 nurses from six major Ontario cities — Toronto, Hamilton, London, Ottawa, Sudbury and Thunder Bay.

"We are not asking anything more for ourselves than ONA has previously asked for its members", stated Maureen O'Halloran, ONASU president.

In its last round of hospital bargaining ONA demanded and won parity with British Columbia nurses. ONASU's proposed wage increase would bring its membership up to parity with its counterpart, B.C. nurses' staff union. However, ONA has adamantly refused to meet this demand for its own staff.

Presently, the maximum rates which ONA pays are less than B.C.'s minimum rates and it takes the Ontario staff at least two more years to reach its maximum rates.

ONASU has been steadfast in its attempt to protect the recognition clause in its collective agreement. In the last round of negotiations, ONA management attempted to exclude some ONASU members from the bargaining unit by making proposals to amend the recognition clause.

After considerable pressure they agreed to abide by the decision of the Ontario Labour Relations Board with respect to these positions. ONA lost that decision for a number of those positions, and this year refused to abide by their commitment, proposing once again amendments to widen the exclusions from the bargaining unit.

ONASU views this action as union busting and finds it a distasteful tactic coming from an employer which itself is a union.

Paid maternity leave remains an issue in the dispute. ONASU has proposed a clause which would have the effect of topping up UIC maternity benefits for 17 weeks. Since Canada pledged itself to paid maternity leave at the United Nations Convention on Women in Geneva, this issue has become a bargaining priority for many unions. In fact, the proposal by ONASU is that which ONA proposed for its hospital nurses.

Payment for overtime is also a major issue in this strike. Prior to the strike the administrative bargaining unit were paid for no overtime and a limited amount of compensating time off was considered adequate recompense by ONA management.

In this round of bargaining ONA has proposed eight days of paid overtime for 1982. A survey of overtime worked by the staff in the past year indicates that they each can be expected to work from 20 to 60 days overtime. ONASU states that no worker should be forced to work up to 52 days a year, free, for her employer.

August 9 marked the beginning of the sixth week of strike action. On that day the striking employees were joined by a solidarity picket of representatives from 15 other unions and labour bodies including the OFL and Metro labour council. This united support action was triggered by ONA management's rejection of ONASU's proposal to submit all outstanding issues to binding arbitration and the hiring of scabs to do the struck work of the staff union.

Should not union employees be able to expect union ethics and principles from union employers? It is disturbing that the integrity of the labour movement as a whole can be jeopardized by a situation such as this.

There are a few unions which fail to realize that the dedicated, hard work and needs of their staff should be recognized and met in a manner which reflects labour's espoused principles developed over many generations of social awareness and action.

The labour movement itself perhaps, should be looking at developing means of dealing with and solving internal union problems which in future could prevent distasteful union staff strikes. A model could be developed which would serve as a positive example and would have an instructive impact on labour relations as a whole.

A union deserves from a union at least what it can expect from a good employer.

L. Clement

Federal NDP launches task force on older woman

By LOIS BEDARD

Currently federal New Democratic Party members Margaret Mitchell, Pauline Jewett and Neil Young are crisscrossing the country investigating the problems and concerns of older women. On June 4, they held the first of their public hearings in Charlottetown, PEI.

Ontario will host hearings in November and December in two major centres, Thunder Bay and Hamilton. The goal is develop up-to-date proposals around the issues relevant to women in their middle (35-60) and senior (60 plus) years.

"Many women in their forties and fifties find it difficult to pursue or resume careers after leaving the labour force to raise children", notes Task Force chairperson Margaret Thomson. "They still find there is discrimination in employment and promotion. Jobs are not only hard to find but also tend to pay poorly and offer little opportunity for advancement."



Older women face discrimination in hiring and on the job.

In Canada 59.5% of widows and single women aged 65 and over live in poverty. Old age security benefits are their only guaranteed pensions and even this is being restricted under the 5% and 6% wage controls.

The Ontario representative on the Task Force, Lynn Mac-

Donald and the co-ordinator of the Ontario hearings, Lois Bedard, would be pleased to receive briefs or contributions from women, unions, agencies and community groups who wish to participate in person or print at the hearings this fall.

Further information may be obtained by writing to either Lynn or Lois c/o 3 Hazelbridge Drive, Toronto, Ontario M8Y 4C7.

Lois Bedard is a member of OSSTF (retired).

Conference on sexual harassment

In recent years sexual harassment has finally become recognized as the widespread problem it is. There remains however, much confusion around options available to handle it.

These questions will be examined at a Public Awareness Conference on Sexual Harassment beginning Sept. 1, in Peterborough. Participants will have the opportunity to formulate strategies for public education and to provide better services for the sexually harassed woman.

The conference opens at 7 p.m., Sir Stanford Fleming College. Registration is \$20. and childcare is available at \$1.25 per hour, per child.

For further information contact the conference organizers at 262 Rubidge St. Peterborough, K9J 3P2, 705-748-1541.

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.