



UNION WOMAN

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1983

OWW Annual Meeting May 14

CLC women's meet needs policy input

By JOYCE ROSENTHAL

There was a strong feeling of sisterhood at the Quebec City Conference for Women Unionists held in the historic Chateau Frontenac Hotel, March 5 to 8. The conference, "celebrated how far women have come and reaffirmed our determination towards equality in the workplace and society."

A record registration of 526 delegated women from cities and towns across the nation attended.

Sister Carol Aitken, the newly appointed Secretary, National Representative, Women's Bureau of the CLC performed a tremendous task in presenting and keeping the conference running smoothly.

Excellent chairpersons and resource persons led workshops on a wide range of women's issues including daycare, sexual harassment, wage controls, equal pay for work of equal value, and technological change.

Unfortunately we did not have time to concentrate on advertised topics that suggested the issues and answers coming out of the workshops would confront such questions as:

- Is the status of working women improving or declining?
- In what areas have women made progress?
- Are our priorities or issues changing?

• What strategy is needed to make necessary changes?

• Has the position of women in our unions changed?

• Should our tactics be changed when we look at the participation of women in unions?

On the last day, at the plenary session, the workshop reporters had prepared "recommendations" which were presented to the delegates for discussion. Many delegates felt frustrated because the conference was not policy-making and the reports could only be referred to the CLC Equality of Opportunity and Treatment for Women Workers Committee. This Committee could then only consider the reports received when they prepare a report for the CLC Vice-President in charge of this Committee.

Would the delegates feel more productive and involved if the conference was empowered to receive resolutions from these delegates conferences that would appear at the next CLC Convention either in resolution form or as policy papers?

An increase in professional support staff at the conference could result in the delegates going home to their local unions with the findings of the workshops and the complete copy of the resolutions. Armed with this material

the delegates could report back to their locals to implement the conference's ideas in the members' unions, the local labour councils, and in their provincial federations of labour.

Marching on May Day



Photo — M. Phillips

Organized Working Women joined with other Toronto trade unionists in celebrating May 1, the international workers' holiday born out of the fight for the 8-hour day. Leading the march were Sean O'Flynn, president of the Ontario Public Service Employees; Wally Majesky, president of the Toronto Labor Council; Dan Heap, NDP MP for Spadina riding and Bill Stewart, Labor Secretary for the Communist Party. The meeting paid tribute to Steelworkers' picket Claude Dougdeen who was recently run down and killed on the Alcan picket line. Speakers called for maximum unity among workers in the fight for full employment and disarmament. In Ottawa 6,000 people formed a human chain from the National Defence Building to the Unemployment Insurance Commission office, in that city's marking of the day.

If the conference was held six months or so prior to the CLC Convention, perhaps the delegates there would have their consciousness raised as to what women unionists want and need!

Unions need women! Women need unions!

Joyce Rosenthal is a member of OPEIU 343, and is OWW Treasurer.

Editorial

New tasks for OWW in coming year

This past year has been a very active one for OWW. Reports on all activities and involvements will be given and discussed at the Annual Meeting on May 14. I would like to highlight two areas of work which were key in our 1982-83 program, and which have led to activity that you, our membership and readers, can play a part in.

The first is the fight for Equal Pay for Work of Equal Value. As you know, our annual conference in February focused on the struggle for equal value in legislation and in collective bargaining. This conference attracted many enthusiastic participants who discussed the current situation, and raised strategies for action in gaining equal pay for work of equal value. A report on the conference is found elsewhere in the newspaper.

You can become involved in this struggle. In the near future a bill will be introduced in the Ontario Legislature by Marion Bryden (NDP MPP-Beaches-Woodbine). OWW will take an active role in publicizing and supporting this Bill, and we encourage you to raise the proposed legislation in your local and workplace. Discuss the economic position of women, look at your own situation, get your union to affiliate to the Equal Pay Coalition. Support the campaign to bring in this legislation.

Some of you may have attended the Ontario Federation of Labour conference on affirmative action in May 1982, and OWW's subsequent seminar on affirmative action last October. The OFL Convention in November passed a policy document on the topic, which has now become the focus for a series of public forums and activities throughout the province in the fall of 1983. OWW is also actively

involved in this campaign, and we encourage you to attend planning meetings in the regions and to become active in the campaign.

I must also stress our commitment to the struggle for nuclear disarmament. This struggle has brought together tens of thousands from all walks of life. OWW has been a part of this struggle, and we encourage you to get involved in the campaign to "Refuse the Cruise".

And, most important, support OWW and our activities. We cannot exist without your support. Each year in the past, we have received only a small part of our budget from memberships. The largest part of our yearly budget comes from the Federal Department of the Secretary of State (Women's Program).

With the economic situation and increased government cutbacks we cannot depend on government financial support indefinitely. We need your membership, and your union's support of our financial campaign. Please encourage your union to donate to us now. It is only with this support that we can continue to provide the high quality activities for which we are well known.

I would like to take this opportunity to congratulate the Executive of OWW (1982-83) for a dynamic and successful year of activities. I look forward to a productive Annual Meeting, to a full slate of activities for 1983-84, and to increased membership involvement in the committees struck to carry on our work.

Have a good summer. See you at the Labour Day Parade!

**Barbara Linds,
OWW President**

UPDATE



OWW member Lois Bedard helps on the picket line at Mini Skools.

OPSEU take Mini-Skools to Court

The Ontario Public Service Employees Union is taking the Alabama-based corporate day care chain Mini-Skools before the Labor Relations Board on charges of unfair labor practices.

The union had been close to signing an agreement at the end of April when the company introduced two new issues forcing mediation to break down.

Wishing to adopt a new-type of deep-South segregation here in Canada the company wanted to separate the scabs from the strikers in the workplace and separate the children who attended the day care from those who went to the union's alternative centre.

The company also demanded that the strikebreakers, most with very little training and seniority would be allowed to stay on the job, while the strikers would only be recalled as their work was required.

On May 9 a mass picket organized by the Ontario Federation of Labor shut the centre down for the day.

3rd Annual Financial Appeal

OWW needs your support

OWW's annual appeal for funds to unions and unionists who support our policies and activities, was sent out the last week in March. To date, the response has been gratifying but we need many more donations to meet our goal.

Over thirty prominent union activists in the union movement have endorsed OWW's financial campaign this year. The Executive of Local 50 Communications Workers of Canada, and the Ontario Council of the Energy and Chemical Workers Union are also Campaign Endorsers. Brother Dave Patterson, Director of District 6, United Steelworkers of America, is this year's Chairperson.

OWW now calls on YOU to help in our financial campaign. A copy of our appeal letter is being sent to OWW members which should be given to the executive of your local union. If you are not yet an OWW member but would like to assist, we would be pleased to send a copy of the appeal letter either to you or the person in your local you designate. Please phone 416-447-7462 or write to the OWW office for your appeal letter.

When you read this newspaper you will agree that it is unique — the only women's union paper in Canada. However, Union Woman is costly — \$851.58 per issue — worth every penny!

Our 5th Annual Conference in February 1983 on Equal Pay for Work of Equal Value was a tremendous success. However, to keep the registration fee at a level where every union women could attend, the conference went into the red.

To provide skills building workshops in Sudbury, Ottawa, Peterborough, Toronto, and other centres where we might be invited, is costly.

Financial contributions help our members work positively in their unions to strengthen the participation of women in the interests of building a strong, united labour body. We are dedicated to the struggle of all unionists, to protect our gains over the years and to press on to new levels of social and economic justice.

Help us finance our work by supporting our annual union financial appeal.

Joyce Rosenthal,
Treasurer

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. 447-7462.

OFL launches drive for affirmative action

By CATHI CARR

On March 19 the Ontario Federation of Labour hosted a meeting to kick off its campaign on affirmative action for women. At that meeting a proposal for participation in the campaign was presented. Organizations supportive of mandatory affirmative action legislation were asked to promote participation of their constituencies in the campaign.

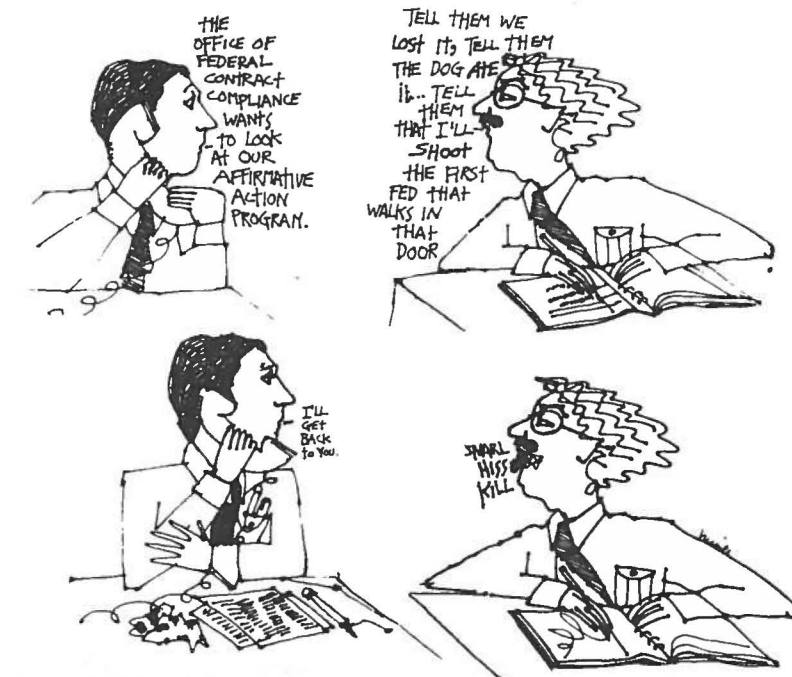
Cliff Pilkey, OFL president, stated that even in these tough economic times, it was critical to support affirmative action and other equality issues. He stated that there was a need for men and women to be prepared to do battle for them. He also indicated that it was crucial to mobilize broad support outside the labour movement.

Frances Lankin of the OFL Women's Committee outlined the policy statement on affirmative action adopted at the OFL Convention in November 1982. The paper calls for mandatory affirmative action legislation and equal pay for work of equal value, and mandates the OFL to undertake a campaign in this regard. Lankin outlined the effect of the economic recession on women's work and the ineffectiveness of current laws to improve women's pay and position in the workforce.

The heart of the campaign involves the organization of eight public forums across the province to educate and raise awareness of the need for affirmative action programs, to learn of the problems related to equality for women in the work place, and to determine which employers are the worst offenders. The forums will serve as a basis for organizing communities around the issue and for lobbying and action at the local level.

Regional meetings are to take place in each of the eight centres, with labour, community groups and women's action groups to form local planning committees.

The Regional meeting dates are as follows:



Ottawa
(incl. Renfrew, Cornwall, Brockville).
May 25.
Labour Council Bldg.
288 Dalhousie St.
Ottawa, Ont.

Sarnia/Windsor/Chatham.
June 14.
UAW Hall
280 Merritt Ave.
Chatham, Ont.

London
(incl. St. Thomas, Stratford, Kitchener-Waterloo, Guelph, Cambridge).
May 31.
450 Highbury St.
London, Ont.

Sault Ste. Marie
June 8.
68 Dennis St.
Sault Ste. Marie.

Sudbury
(incl. North Bay, Timmins, Iroquois Falls, Kapuskasing).
June 9.
USWA Hall
92 Froid Rd.
Sudbury, Ont.

Toronto
(incl. Orillia, Barrie, Midland, Owen Sound, Collingwood, Oshawa)
June 1.
NDP Caucus Room
Queen's Park
Toronto, Ont.

To be confirmed: Hamilton — Niagara, Oakville, Brantford, Brampton, Kingston — Peterborough, Quinte, Cobourg, Lindsay.

Call the OFL for dates — (416) 441-2731.

Trouble at Irwin Toy

The United Steelworkers is fighting a last ditch battle to save the union at the Etobicoke Irwin Toy plant. The Union is before the Ontario Labor Board to prevent counting of a vote taken last month to determine whether the workers would continue with the union.

The steelworkers have charged the company with illegal practices in its efforts to discredit the union. Workers from Irwin's non-union plant have been brought to the union plant and paid higher wages than regular employees.

The bulk of the workers, mostly immigrant women are being paid \$3.70 an hour while the non-union help is paid between \$4.50 and \$5 an hour. Irwin has offered \$4 in current bargaining.

The steelworkers won their first contract at Irwin in January 1982, after a bitter six-month strike.

Taster's Choice boycott

The Infant Formula Action Coalition (INFACT) has announced a boycott of Taster's Choice, manufactured by Nestlé. In addition INFACT plans to collect thousands of signatures on petitions which will be presented to Nestlé in Geneva this month. The campaign is an attempt to pressure Nestlé to make the final changes in their infant formula marketing policies to bring them in line with the World Health Organization Code. The WHO Code bans all forms of formula promotion, which has been linked to malnutrition and death among millions of Third World babies. Promotion by companies like Nestlé has led mothers in poor countries to bottle-feed rather than breast-feed, and the combination of impure water and poor sterilization has resulted in severe malnutrition among many of the infants.

A political and trade union struggle

By KERRY McCUAIG

The case of Beverley Billings illustrates just how backwards equal pay legislation is in this province. Billings, an Ottawa optical technician, had been doing the same job as a male colleague for seven years but for much less pay. Charging her employer with pay discrimination based on sex, she was awarded \$36,000 by the Ontario Labor Relations Board — the largest individual back pay settlement in Canadian history.

But her victory was short lived. The Ontario Supreme Court overturned the Board's ruling and has denied Billings the right to appeal. The court found that although she did the same work as the male employee, he had more skills than Billings even though he never used them in the course of his job.

"This 'underutilization of skills' ruling has set a dangerous precedent", charged lawyer Mary Cornish, chairperson of the Equal Pay Coalition. Speaking to a conference of trade unionists, sponsored by Organized Working Women Feb. 25-27, Cornish said women should campaign around the Billings case, using it as an example of how inadequate the Equal Pay Act is.

The Coalition charges that the Act does not reflect the needs and



Photos — Joyce Rosenthal

CUPE researcher Jane Stinson addresses participants at OWW Equal Pay Conference. Behind her is Marion Bryden, NDP MLA who is introducing an equal pay bill to the legislature.

realities of the female workforce. To have a case an individual woman must show that she is performing exactly the same work as a man for less pay. A comparison involves work requiring the same skills and responsibility and it must be performed in the same establishment.

The ghettoization of women's labor means that the majority of women can never make use of the legislation. Over the past five

years only seven cases have been successfully fought winning each woman an average of \$500.

Ontario women are looking at federal legislation as a model of what they would like here. Outlined at the conference by Federal Human Rights Commissioner Rita Cadieux the federal law allows a woman to draw a comparison between the sum total of

her work and that of a male worker.

In the five years since the Human Rights Code was enacted it has shown considerable successes. In the largest settlement to date \$17-million was awarded to federal food and laundry service employees. Their union, the Public Service Alliance successfully compared the women's work to that of warehouse employees, who were mainly men.

PSAC also used the legislation to win \$2.3-million in back pay for its library workers, comparing them to historical researchers.

But their are limitations to the Act's affectiveness Cadieux admitted. Only one equal pay evaluator is employed by the government and the 125 Human Rights officers are responsible for enforcing the entire Code, not just the section dealing with equal pay.

The backlog is becoming considerable. Of the 53 complaints submitted to the Commission, 29 are still under investigation including one by the Communication Workers of Canada. That union has been waiting four years for a ruling on their petition involving female operators and service men.

OWW spokesperson Barbara Cameron warned that any legislation should not be seen as a solution. "We should use the legislation because we fought for it but it is not a substitute for mass activity.

"Legislation is only one of the many tools we have to win our rights. We must also educate, for a union is only as strong as its weakest member."

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



OFL women's committee member Frances Lankin and Janice McClelland of the CWC.

'Discrimination exists inside working class'

Excerpts from the speech of Jean-Claude Parrot, National President of the Canadian Union of Postal Workers to the OWW Equal Pay for Work of Equal Value Conference.

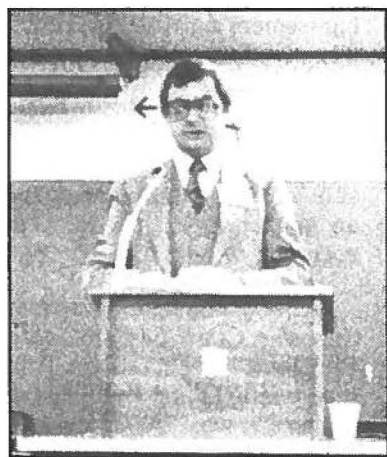
I think we should look to our own individual unions to do what we can to achieve equality with whatever bargaining rights remain to us.

Even in hard times, unions can use the bargaining table to strengthen their collective agreements in areas that relate to equal rights — such as job classifications, hiring and firing policies, rotation of duties, no discrimination clauses, union rights, seniority rights and so on, depending on your particular workplace situation. These are all non-monetary issues, but employers hate to voluntarily give up their power over the workers, so it is not easy to get these things sometimes.

Women also suffer from unfair practices that deny promotions, training and other rights. Seniority rights are one way for unions to overcome problems of favouritism and discrimination in the work place. Coupled with other clauses to ensure fair job classification and rotation of duties, whenever possible, seniority rights are essential to ensure equitable treatment for vacation leave, promotions, overtime allocation and protection against layoffs. Seniority is non-sexist!

How did it happen then? I wish I could say that discrimination against women happens only with employers and that male chauvinism among working class males does not exist. Discrimination

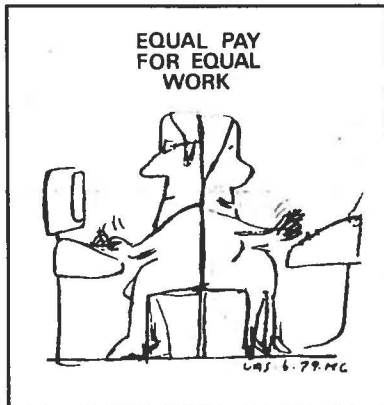
against women undermines the whole working class, but I think we must all be honest enough to recognize that sex discrimination exists inside the working class. It is one of the many contradictions we face as workers in a system that depends upon exploitation of the weakest in order to benefit the most powerful.



CUPW President Jean-Claude Parrot

I do not think it is possible to limit strategies to the bargaining table any longer — not with legislation like Bill C-124 in Ottawa, Bill 105 in Quebec, Bill 179 in Ontario and similar laws all across the country.

The current climate of increasing economic crisis and broad attacks on workers by employers and governments calls for a new kind of strategy on our side — a strategy that will take on political issues and build an active labour movement. This calls for education and mobilization of all working people.



'Plan attack on several fronts'

Excerpts from the speech by Mary Cornish, Chairperson of the Equal Pay Coalition.

"Unions must continue to fight wage controls which are a serious threat to achieving equality for women. Women's wages are already set at 40% less than that of men. Wage controls not only freeze the inequality, but make it worse because they institutionalize percentage increases. In order for women to achieve wage parity in low paying job ghettos, the female dominated job categories must receive larger pay increases, so that they can start to catch up to narrow the wage gap.

"We must reject the Government's claim that they need further time to study the issue. Every day that goes by without Equal Value legislation saves Ontario employers and the Ontario Government millions of dollars. We must ensure that we are not accomplices to the Government and employer strategy of delay. Accordingly, it is important that the message be put across to the public that equal pay for work of equal value is a concept which has been in existence since the 1940s and has been implemented Federally and in Quebec for many years. The concept also has international standing.

"Internationally the fight for equal pay for work of equal value has a long history and has been debated and discussed for over 50 years. The debate culminated in the inclusion of the concept of the U.N.'s International Labour Organization Convention 100 in 1951. However, its inclusion, while a useful moral indicator, did not result in a stampede of endorsing countries to bring their legislation into line. Canada did not ratify the convention until 1972. The only jurisdictions in Canada which have Equal Value legislation are the Federal Government and Quebec.

"I think we must plan an attack on several fronts at once. The collective bargaining front which is closest at hand to the sisters and brothers here, you must constantly raise the issue in every aspect of bargaining so that equal pay for work of equal value will become a strike issue.

"Your community must understand so that they can pressure Government for legislation and will be supportive of a strike where it is an issue.

"We would urge any of you to take forward cases to The Employment Standards Branch even though you may be sure that the case will not be covered by the

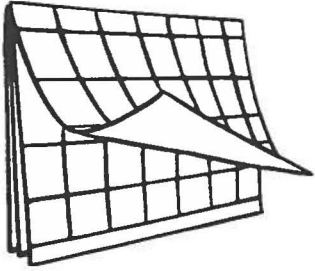
present legislation. when the Branch rejects your application, then call a press conference to advise the world about the inadequacies of the legislation.



Equal Pay Coalition Chairperson, Mary Cornish.

"Another strategy which we would suggest is to try filing a case of Equal Pay for Work of Equal Value under our present Human Rights legislation — The Ontario Human Rights Code.

"In two years time when the equality provisions in the Charter of Rights are proclaimed, we will then be in a position to try to argue that the present Equal Pay legislation violates the Charter of Rights as it discriminates against women."



CLEAR YOUR CALENDAR

- April 14** **OWW Membership Meeting**
1901 Yonge St., 8th Floor
7:00 p.m.
Topic: Women and Pensions
- May 14** **OWW ANNUAL MEETING**
1901 Yonge St., 8th Floor
9:00-4:30
- September 5** **Labour Day Parade & Celebrations**

Constitutional challenge of section 251 of Code

A Toronto woman, on April 28, launched a constitutional challenge of the restrictive abortion law, Section 251 of the Criminal Code.

A writ has been filed in the Supreme Court of Ontario, on behalf of plaintiff Norma Scarborough in her individual capacity and as representative of a class of persons referred to as Canadian Abortion Rights Action League and Association Canadienne Pour Le Droit a L'Avortement. Defendant is the Attorney General of Canada.

The primary goal of CARAL is decriminalization of abortion by its removal from the Criminal Code, so that the decision of whether or not to have an abortion is left to any Canadian woman on the basis of her conscience, and after consultation with a physician and whomever else she chooses.

Many other organizations support the objectives of Canadian

Abortion Rights Action League, as, Scarborough contends, do 72% of Canadians (according to a 1982 Gallup Poll).

In their statement of claim, the plaintiffs state that they and their affiliated organizations are prevented from advising pregnant women to exercise their freedom of choice to obtain a medically safe abortion which does not comply with Section 251 (4) of the Criminal Code, as to do so would subject them to criminal liability for counselling an offence or as a party to an offence under sections 21, 22 and 251 of the Criminal Code.

According to the statement, CARAL and its affiliated organizations, as representatives of pregnant women who seek to exercise their freedom of choice and other persons who believe in the freedom to choose whether or not to have medically safe and legal abortion have a direct interest in having Section 251 of the

Criminal Code declared to be of no force and effect as inconsistent with the Canadian Charter of Rights and Freedoms.

Decision to file the writ, according to Scarborough, was taken only after the plaintiffs had exhausted all legitimate and practical means to obtain repeal of the prohibitive Section 251, and inclusion in the Canadian Charter of Rights and Freedoms of the right of women to choose a medically safe abortion.

Morris Manning, counsel for Scarborough and CARAL, says that, to date, the issue of whether Section 251 of the Criminal Code of Canada violates the guarantees entrenched in the Canadian Charter of Rights and Freedoms has not been determined.

When Section 251 was enacted, the Canadian Charter of Rights and Freedoms, particularly Section 7, which guarantees that everyone has the right to life, liberty and security of the person and the right not to be deprived thereof except in accordance with the principles of fundamental justice had not been proclaimed.

The plaintiffs seek a declaration that Section 251 of the Criminal Code of Canada is inconsistent with the Canadian Charter of Rights and Freedoms and is therefore of no force and effect.

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.

Regina court case threatens abortion right

On May 9 Regina's Court of Queen's Bench will be the scene for anti-abortionist Joe Borowski's long-awaited legal challenge to Canada's abortion law. The trial will last several weeks, net Morris Schumiatcher, Borowski's legal counsel \$250,000 in legal fees, and if successful, prevent any and all abortions in Canada, making them tantamount to murder.

While Borowski has won the legal right to represent Canadian fetuses in court, a judge has disallowed any other interventions in the trial. No one will be representing the thousands of Canadian women who face unwanted pregnancy; in fact no one will be representing women at all. The critical decision for Canada's future abortion policy lies in the hands of the judge, Joe Borowski, his lawyer Morris Schumiatcher, and legal representatives of the federal Department of Justice whose minister is the avowedly 'pro-life' Mark McGuigan.

Outside the courtroom however, representatives of many women's, community and labour organizations, the Regina Pro-Choice Coalition, will be challenging Borowski's case. A press conference and public meeting will take place in the week preceding the court case opening, as well as activities during the trial itself.

The law in question, Section 251 of the Canadian Criminal Code, in place since 1969, allows for legal abortion when the 'life or health' of the woman is endangered. Since its adoption, deaths from illegal abortion in Canada have dropped dramatically. The federal government's own taskforce, the Badgley Report, has already documented the regional inadequacies and restrictive nature of the existing law but Borowski's challenge would restrict abortion altogether, making it impossible for a woman in Canada to obtain a safe, legal, medical abortion.

Borowski himself has long been a militant opponent of liberalized abortion laws. In 1971 he first made headlines when he resigned as Manitoba's then NDP Minister of Highways to protest the financing of hospital abortions and earned himself the moniker of 'Holy Joe' with his frequent moral tirades. In 1973 he refused to pay federal income tax on the same grounds and was subsequently jailed several times. Most recently, he has gained notoriety with his anti-semitic outbursts and threats of physical harassment against Dr. Henry Morgenthaler and his proposed free-standing abortion clinic in Winnipeg.

His current legal battle over the 1969 abortion law was initiated in 1979 and argues that Canada's Bill of Rights and the newly drawn-up Charter of Rights guarantee of right of life to 'persons' should extend to human fetuses. He is also attempting to obtain an injunction against the federal finance minister to stop the spending of public money on abortions.

Delay in the hearing of the case since its initiation awaited a Supreme Court of Canada decision in March of 1982 to allow Borowski legal standing. Thus he was granted the right to represent fetuses and challenge a law which does not directly affect him in any way. Ten months later Justice W.R. Matheson denied applications from the Canadian Civil Liberties Union and the Canadian Abortion Rights Action League (CARAL) to intervene in the trial on behalf of Canadian women.

Thus the trial will go ahead in early May with no input from those most directly affected. Canadian women, currently facing limited access to a basic reproductive right, the right to choose, may now face the total removal of that right. Could safe legal pregnancy termination become murder under the law? Could that IUD you've got, which prevents implantation of an already fertilized embryo, make you guilty of manslaughter? Could we return to the old days of illegal backstreet abortions which killed and maimed so many? It could happen. Joe Borowski's one man crusade to overrule what 72% of the Canadian population feels should be a matter of individual choice, the right to choose whether and when to bear children, could be successful. We must not let this happen.

Submitted to Union Woman by the Regina Pro-Choice Coalition.

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.

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