



# UNION WOMAN

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NOVEMBER-DECEMBER 1983

Women  
and  
Economic  
Survival

Feb. 24-26

## B.C. fightback

### An injury to one, an injury to all

Not one worker, not one woman, not one democrat in Canada can afford to be complacent about the political struggle which is being waged in British Columbia today. The Draconian measures introduced by the Bennett government in July and railroaded into law in October are the starkest political attack on the poor, the elderly, women and youth ever launched by a provincial government in Canada.

The ruthless ness of the Socreds in replacing the Human Rights Commission with a politically accountable council intended to 'streamline' complaints, the elimination of the Rentalsman's office, the gutting of the Employment Standards Act and its ability to enforce minimum standards, the elimination of grants to battered women's shelters and cutting off of aid to students might be seen as mere cost-cutting measures in the traditional mold of neo-conservative policies to reduce the role of the state in economic management of the economy, were it not for the parallel thrust of the Socreds to centralize the administration of educational services in the province to control staffing. The overt grasping of power and strengthening of central government is more attuned to neo-fascist than neo-conservative politics.

Beyond the butchering of the social and economic necessities of life, however, emerges a much more sinister purpose — and that is the total emasculation of unions, first in the public sector, and next, through erosion of legitimacy of trade union functions, in the private sector. Unions which cannot negotiate comparable wage scales, and which cannot protect their members against loss of employment without cause will in Ed Finn's words become "empty shells" unable to attract members.

The historic ability of unions to negotiate equitable compensation and protect the job security of their members through contractual seniority, lay-off and recall provisions has been the quid pro quo for a productive and cooperative work force. Further, many non-unionized workers in Canada have benefited from the establishment of these precedents in labour relations. The intention of the Bennett government to eliminate one-quarter of the public sector employees in B.C. by firing them without cause and without recourse to contractual seniority rights is the most blatant attack on Canadian labour since the rule of Maurice Duplessis.

Despite the conclusion of the recent strike action of Operation Solidarity in which private and public sector unions united with community groups to produce the greatest labour unity ever experienced in B.C.; and despite agreement on procedures to protect seniority and bumping rights in public sector unions, the social contract has been slaughtered. Public sector unions will be disemboweled with a surgeon's knife instead of a broadaxe.

Perhaps the most ominous feature of the Socred program is its masquerade as a "necessary" fiscal restraint. The lie is given to this excuse by the budget brought down by them in July which includes increased direct taxation, an increase in medical user fees, and an expected increase of 12.3% in government expenditures, as compared to an 8% rise in other provinces for the coming year. What is being engineered is not a restriction of expenditure but a wholesale redistribution of public resources from social services to the private sector. Cloaking the deed in a posture of restraint policy establishes a scenario where such policies all across Canada can be put to the test to see how far unions can be pushed to concede their hard-won rights.

A grim mood has spread across the land. The past year has seen major restrictions of trade union practices in Alberta and Newfoundland and right-to-work legislation has not yet been introduced by the Tories in Saskatchewan only because the balance in the market has swung so far in favour of non-union contracts, as in the construction industry, that it has not been seen as necessary.

Make no mistake that, despite liberal rhetoric to the contrary, governments at all levels in Canada are watching closely to see how the program in B.C. will succeed. In Frank Miller, the Treasurer of Ontario's recent words "I am waiting with trepidation. If Bennett succeeds every government will be trying the same thing in its own way. If he fails, the cause of government restraint will be set back a decade!"

## FREEDOM TO CHOOSE



Photo — M. Phillips

Spokesperson for the Canadian Abortion Rights Action League address Toronto crowd Oct. 1 on the Day of Action for Choice on Abortion. The demands of the protest were remove abortion from the criminal code; drop the charges against Dr. Henry Morgentaler and his colleagues and legalize abortion clinics.

## Choice an issue for labor

By KERRY McCUAIG

Freedom of choice on abortion continues to be a priority issue going into the new year. While a victory can be scored with the Supreme Court defeat of Joe Borowski's case arguing human rights for the fetus under the constitution, three other significant hearings are currently before the courts.

Two involve Dr. Henry Morgentaler and his colleagues who face life imprisonment for "procuring a miscarriage" and conspiracy, arising out of police raids on his Winnipeg and Toronto clinics. Norma Scarborough, president of the Canadian Abortion Rights Action League, has a Supreme Court petition arguing that the abortion laws discriminate against women.

At the OFL convention last November, a majority of the 1,500 delegates endorsed women's freedom of choice and access to abortion. The loss of any of the above cases would be a blow to women's right to choose. Now, more than ever, labour must put its collective strength behind its resolutions.

The fight for women's rights, like the fight for union rights is an uphill battle. It means standing up to the government, business, the medical establishment, the churches and the anti-labour, anti-woman "Moral Majority".

Although public opinion polls indicate that 72% of Canadians favour a women's right to choose, the "right-to-lifers" appear to be able to draw the crowds in their crusade to "save the unborn".

On Oct. 1, 2,500 rallied at City Hall in Toronto as part of a country-wide action on support of

choice. A few blocks away at Queen's Park, 25,000 were out to deny access to abortion under any circumstances.

We shouldn't feel defeated by this number game. The anti-choice lobby had plenty of money and experienced organizers at their disposal through the Catholic church and the separate school system. However we must also realize that governments only respond to mass pressure and that pressure must be organized.

It is only the labour movement which has the resources and experience to match those of the anti-abortion lobby. In taking up this issue labour is not only fulfilling its duty to champion women's rights, it is serving the interests of all working people who have a very high stake in this issue.

Although it can't be officially listed, "economic hardship" is the primary reason women seek an abortion according to the Bay Birth Control Clinic, a major Toronto referral centre. In Sudbury, during the 1978 eight-month strike against Inco, requests for abortion rose by 20 per cent. In these tough economic times many working class families live under fear and stress over the possibility of an unwanted pregnancy.

Of the demands projected by pro-choice supporters: remove abortion from the criminal code; drop the charges against Morgentaler and legalize abortion clinics; the removal of Section 251 of the Criminal Code (the abortion law) is key.

While the clinics are important in terms of access, they are always open to harassment. It took

over three years of intensive legal and political pressure to establish the Quebec clinics. Even though they have operated since 1976 unimpeded, it could only take the election of a Bourassa Liberal government for the raids to begin again.

Nor have the clinics solved the access problem in Quebec. Only 9,000 legal abortions (in hospitals) were performed there, compared to 36,000 in Ontario. The vast bulk of these, 95%, were done in Montreal. Access for French-speaking women is limited since 84.6% of abortions are carried out in English speaking hospitals.

When union women are organized they can be the deciding force in helping labour take up its responsibilities. At the Manitoba Federation of Labour convention in September, the executive, bowing to government pressure, tried to avoid taking a position in support of Morgentaler and a woman's right to choose. It was through the determination and skill of the Women's Caucus that the convention rejected the leadership's position and voted 250 to 203 in favour of the "choice" resolution.

Freedom of choice is a fundamental principle of women's equality. But economic hardship must not be the determining factor when a woman is faced with pregnancy. Labour must also support the right to have children. This includes paid parental leave, free and adequate childcare, full employment, equal pay, decent housing . . . all the things a family requires to raise children.

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



# OWW on affirmative action

Unions must seek, both through collective bargaining and through political action:

- equal pay for work of equal value
- equal access to all kinds of work
- equal access to retraining and upgrading, which must be financed by employers
- equal pay, pro-rated benefits and pay and guaranteed hours for part-time work
- free, universally accessible, quality day care in a variety of delivery models
- paid parental leave with protection for seniority and pensions and available to either parent or to be shared by parents when a child is born or adopted
- 30-hour work week for a regular full week's pay
- retention of full union membership during layoffs and support for the Union of Unemployed Workers

Excerpt from OWW brief on Affirmative Action presented to the OFL Forum, Toronto, Oct. 29, 1983.

Copies of brief are available from OWW office. Note new address back page.

## The gains and pitfalls

By BARBARA CAMERON

The Ontario Federation of Labour held forums on Affirmative Action in communities across the province this fall. The forums are part of a campaign endorsed by the November 1982 Convention of the OFL to press for mandatory affirmative action legislation. Under such legislation, employers benefiting from government contracts and grants would be required to implement a program of positive action to bring about equality for women in the workplace.

The support for affirmative action by the organized labor movement in Ontario marks an important turning point in its attitude to the sex-typing of jobs. Beginning in the late nineteenth century, many unions came to accept the segregation of the labour market into female and male jobs as a way to prevent employers from using women as a source of cheap labour against men. An active campaign against sex-typing of jobs could lay the basis for greater unity between men and women workers.

In evaluating the likely effects of affirmative action programs in eliminating job ghettos, two important points should be kept in mind. First, affirmative action programs in Canada at the present time will be brought mainly by governments which are committed to the present economic system; second, the possibility of employers using competition between women and men workers to lower wages still exists.

Federal government literature on affirmative action already points out to employers that hiring qualified women in traditionally male fields is smart business. Discrimination does not make sense if an employer is ignoring a large reserve of skilled labour, usually educated at public expense. But these same publica-

tions deliberately downplay the less profitable side of affirmative action, such as implementing training programs to permit women employees to advance into more skilled "male" jobs.

We know from our experience with federal legislation on equal pay for work of equal value that governments fail to provide the staff and resources necessary to enforce equal rights legislation. Affirmative action measures, including compulsory contract compliance, will only be effective if women are organized, particularly through unions, to ensure that they don't stop where inconvenience to the employer begins.

We also must keep in mind that the current demand for affirmative action is being raised at a time of major technological change. Historically, women have been brought into traditionally male occupations when new technology is introduced. Employers and governments may find it useful to slap the progressive label of affirmative action on this old capitalist trick.

Again, what is important here is organization. Unions in traditionally male occupations can best protect their members by welcoming women into the existing trades and workers organizations and by moving as fast as possible to unionize workers in the jobs being opened up by the new technology. Organizations of women can contribute by teaching women about the importance of unions.

Ultimately, the equality of women in the workforce depends on eliminating the conditions which allow women to be used as a reserve army of labour. This requires addressing the inequality rooted in women's role in the family. A comprehensive affirmative action program would include the demand for a publicly funded system of quality universal day care.

Finally, affirmative action must be seen as an integral part of a program of the labour movement for full employment and shorter working hours. Equal access to jobs is only meaningful if jobs are available to all.

Barbara Cameron is a member of the York University Faculty Association.

### Membership Campaign

On October 1st OWW launched its Annual Membership Campaign. Renewal notices have been sent to members and friends requesting continued support. At the same time, OWW has set a goal of 200 new members and supporters. This shouldn't be difficult to reach as OWW's policies and activities are well known and supported in the union and women's movement. We are urging our readers to participate in helping OWW reach our goal.

There are three supporter categories:

**General Member**, a woman working under a bona fide collective agreement, \$15.

**Sustaining Member**, as above, wishing to contribute more, \$30 or more.

**General Friend**, a non-union woman/union or non union man, \$15.

**Sustaining Friend**, as above, wishing to contribute more, \$30 or more.

General and Sustaining Friends receive Union Woman and notices of public activities.

Let's all sign up new supporters. In this way we will quickly reach our goal.



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18 Lindens, 100 Bain Ave.  
Toronto, Ont. M4K 1E8

## OWW financial appeal

As we approach the end of this calendar year OWW is closing the 1983 Union Appeal and is preparing to enter the 1984 campaign.

In the last issue of Union Woman we gratefully acknowledged our contributors. Since that publication we have received donations from the following unions:

Alliance Employees Union  
Canadian Union of Public Employees Local 1996  
Canadian Employment and Immigration Union Local 614  
Communication Workers of Canada Local 42  
Public Service Alliance of Canada, Toronto Area Council

We thank these unions and all other contributors for their support. We would like to apologize for any error in our Sept.-Oct. donor list. OPEIU should have read the Office and Professional Employees International Union.

Joyce Rosenthal  
OWW Treasurer

## UPDATE

### Everyone a target under C-157

Bill C-157 currently before the Senate proposed to establish a Canadian Security Intelligence Service as the civilian replacement for the notorious RCMP security service. The new service's main targets will be "threats to the security of Canada" and these cover many people and many activities. You could become a target for the CSIS if you take part in a peace demonstration; picket or demonstrate against our government or any of its allies; belong to a solidarity group supporting liberation movements such as the African National Congress or the FMLA in El Salvador; speak out against environmental i.e. any disagreement with the government or its friends (the U.S.). The bill has been universally condemned as an unprecedented danger to our civil liberties, yet the government presses on with it.

The Law Union of Ontario is leading the campaign against the bill. They urge individuals and their organizations to act now. Write your MP, the Prime Minister, organize public meetings, write briefs... in short, do all you can to prevent Canada from becoming a police state.

### Toronto day care attacked

A controversial new daycare subsidy report passed Metro Council at the end of last month after a long and emotional debate. Community Services Commissioner Richard Pichurak's proposals have made three changes in daycare: institution of a policy of accommodating extremely low income families first; very young children and those with special needs will be accepted before school age children who currently represent 34% of the over 9,000 children in subsidized daycare; subsidized day care spaces will be opened to all centres who meet Metro standards.

Critics of the plan are worried about day care becoming ghettoized, so only the most disadvantaged have access, excluding whole sections of the working class and working poor. They are also concerned about a burgeoning presence of "latch-key" children, those left unsupervised after the school day. Opening up subsidies could result in the closure of many smaller non-profit centres who won't be able to set their budgets based on guaranteed subsidized spaces.

### Ontario inches toward equal pay

Bill C-108 appeared before the provincial legislature November 14 for second reading, the bill would extend current equal pay laws to allow for the comparing of dissimilar work of equal value i.e. a janitor and a secretary. Two similar bills introduced by the NDP in 1979 and 1983 died. The provincial Tories however have only committed themselves to amending the Employment Standards Act to allow the "composite test", where the skills, effort, responsibility and working conditions of a job could be weighted and tested. Groups such as the Equal Pay Coalition, which includes OWW, are opposed to the test because it would not address the job ghettos where the majority of women are employed.

### Workmen's Compensation changes

The Association of Injured Workers Groups is holding three public meetings in Metro Toronto to discuss changes in the Workers' Compensation system. The changes coming out of the Weiler Commission recommendations last in 1982 would give injured workers a lump sum payment for pain and suffering incurred through an injury on the job, but would freeze the pensions of those currently on permanent disability pensions. There are 100,000 Ontario workers on permanent disability and the AIWG is concerned that these people's pensions would not keep pace with the cost of living. The Association is holding three meetings on December 1, 6 and 8 at Oakwood Collegiate (St. Clair and Oakwood), Downsview Public Library (Keele above Wilson) and St. Brigid's School (50 Woodmount Ave., above Woodbine Subway) respectively. All meetings start at 7:30. Information 657-1215.



### Changes hurt day care

Changes in Metro's day care policies will result in a burgeoning 'latch-key' solution to care of school aged children. See details in Update.



# 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:  
**Organized Working Women,**  
366 Adelaide Street East, Suite 426,  
Toronto, Ontario. M5A 3K9 Tel. 364-2161

## The cruise can be stopped

By ANGELA BROWNING

Not long ago the Canadian government announced its agreement to test the Cruise missile in Canada. It ignored the will of the majority of Canadian people and committed this country to a central role in the nuclear arms race.

Today Canadians are marching in solidarity with people around the world — people who want peace, not nuclear holocaust. People who do not want the Cruise missile or weapons like it, produced, tested, or deployed. People who want an end to the nuclear arms race.

We are telling our government here and all governments that it is the will of the people that matters, not the interests of a militaristic minority. We are saying that ordinary people do have the power to control the destiny of their own country and the destiny of their planet. We are saying that we Canadians are a part of the world movement for peace and we will not let our country contribute to nuclear destruction.

We are at a crucial point in Canada's history. The Cruise testing issue is a challenge to democratic principles. Principles which our government chooses to ignore. It is a challenge to the integrity of the Canadian people. The whole world is watching us and we cannot let it, or ourselves down. We must come through as a voice of peace and sanity throughout the world.

The arms race is not really a struggle between East and West superpowers as the governments would have us believe. The real struggle is between the people of this planet and the military power which seeks to destroy it. Neither superpower can win, because nobody can win a nuclear war. The arms race is not necessary because of the cold war but rather it is the arms race which is the biggest single factor in keeping the cold war alive.



Part of the crowd of 30,000 who marched in Toronto against Cruise testing.

Surely, the shooting down of a civilian jet liner should have been a warning of just how dangerous and tragically tense the international situation has become. Instead, we saw the deaths of 269 people cynically exploited to whip up even more hatred and cold war tension. And this coincidentally at a time when the peace movement has gained unprecedented momentum.

Our prime minister has called us naive. But under the guise of

sophistication look what is being offered us. A world which is constantly just four to six minutes away from nuclear destruction. And we are expected to applaud the great technical innovations which will make arms control next to impossible.

The building of nuclear arms cannot lead to peace — only to war. Both sides east and west must disarm. But the only way that is going to happen is if all people, take the initiative, wherever we are in the world to demand that our own governments do not participate in the arms race.

Probably the biggest obstacle in our path is the feeling of powerlessness most people have — over our own government, over the state of the world. Especially now in Canada, when our own government has apparently ignored our massive public opposition and announced that the Cruise missile will be tested here.

But we do have the power. People across this country have fought the Cruise testing agreement, every step of the way. There have been massive demonstrations from coast to coast both before, and in reaction to, the umbrella and specific Cruise testing agreements. Through this Against Cruise Testing campaign the Canadian peace movement has grown to unprecedented size and strength.

The anti-Cruise campaign has been gaining momentum, and the closer we come to winning, the harder the government will pretend to be unaffected by us, to make us give up hope. But it has been affected.

Our immediate task is to prevent Canada from actively contributing to the escalation of the arms race. Our government will know that if they don't listen to us today, they will hear from twice our number tomorrow.

*Exerpts from the speech made by Angela Browning at the October 22 Refuse the Cruise Demonstration.*



### Women and Economic Survival A Conference for Unionists February 24, 25, 26 Toronto, Ontario

The objective of this conference is to explore ways in which women can fight back to ensure equal and adequate remuneration for employment, a safe working environment, the right to organize and protect conditions of work, the provisions of adequate retirement income and affordable, quality day care. Attention will also be given to the need for affirmative action strategies such as the need for paid educational leave programs to equip women to move into areas of productive employment.

Participation is limited to 200 registrants.

Registration forms available from OWW, 366 Adelaide St. East, Suite 426, Toronto, M5A 3K9.

OWW members \$25, Non-members \$40. Day care deposit \$10.

## Commission on part time work

By CATHI CARR

The Commission of Inquiry into Part-time Work was established in April 1982.

There were two main reasons behind the appointment of the Commission. The first was the rapid growth in the number of part-time workers in Canada. During 1981 an average of 1.5-million people worked part-time in Canada, but more than 2.4-million Canadians held a part-time job at some time during the year.

In 1953 part-timers made up 3.8% of those employed. In 1981, they had grown to 13.5% of all Canadians employed. Part-time workers have become the fastest growing segment of the labour force.

The second reason behind the appointment of the Commission was the mounting pressure on Labour Canada to do something about what many perceive to be unfair treatment of part-time workers — their low pay, lack of fringe benefits and pensions, and the fact that most are working in job ghettos with little chance of training or promotion. The Commission states that it was not appointed (as some have suggested), to try to improve Canada's unemployment situation by actively promoting more part-time work.

The Commission found conclusive evidence to support the view that part-time workers in the Canadian labour force are treated unfairly compared to full-time workers. Many employers, including governments, are paying part-time workers lower hourly rates than full-time workers,

denying them access to pension and fringe benefit plans, and keeping them in low skilled jobs with little opportunity for promotion.

Unions were traditionally opposed to part-time work on the grounds that it took jobs away from full-time workers. Unions are now willing to support the concept of part-time work on three conditions:

- that part-time work should not be expanded at the expense of full-time work;
- that part-time work should be voluntary;
- that part-time workers should receive equal pay and have access to prorated fringe benefits and pension plans.

Unions also recommended: amendments to labour standards legislation to ensure that part-time workers receive the same protection as full-timers; the elimination of the 15 hour minimum work week to qualify for Unemployment Insurance; and improvements in child-care for both full and part-time workers.

The majority of women's organizations were in favour of expanding opportunities for part-time work because they see it as the best way for women to combine a career with home responsibilities. A few women's organizations were opposed to any expansion of part-time work until the job inequities associated with it have been corrected.

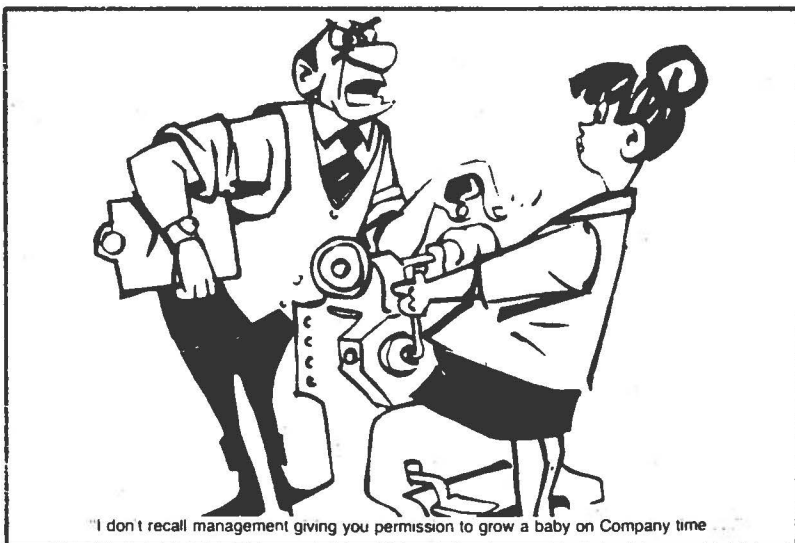
*Cathi Carr is the Occupational Health & Safety Rep. with the Ontario Nurses Association Staff Union.*

Other major findings of the Commission were:

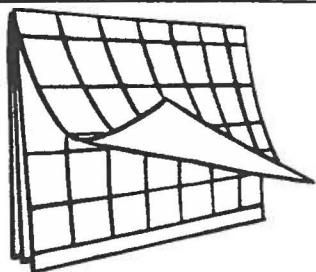
- 72% of part-time workers are women; women are only 35% of full-time workers.
- Part-time jobs pay 79% of the wage full-time jobs pay.
- Unionized part-time workers fare better financially than do non-unionized part-time workers.

Included in the Commission's recommendations were all those submitted by unions cited above as well as:

- Canada Employment and Immigration job training programs should be provided on a part-time basis to:
  - a) assist unskilled workers to break out of their job ghettos.
  - b) help re-entry women by providing flexible hours of training which coincide with children's school hours.
  - c) target retraining programs for part-time workers whose jobs are disappearing as a result of technological change.
- The Federal Government should amend the Canadian Human Rights Act to do away with mandatory retirement to enable older workers to work part-time.
- The Federal and Provincial Governments should cooperate to institute a Canada Child Care Act to ensure the adequate funding of a system of non-profit, affordable, accessible, high quality child care facilities with the flexibility to meet the needs of parents who work part-time and their children.
- Labour Canada should encourage the unionization of part-time workers by urging provinces which prescribe separate bargaining units to integrate all part-time employees into the same collective bargaining unit as full-time employees doing the same work.







## CLEAR YOUR CALENDAR

Sat. November 26, 1983

**OWW Skills Workshop, at Guelph**  
9:00 a.m. — Recreational Centre  
Delhi Street, Guelph

Sat. December 3, 1983

**Join the Anti-Cruise Demonstration  
at The Santa Claus Parade For Peace**  
12:00 noon at the Liberal Headquarters,  
King and Victoria

Fri. December 9, 1983

**"OWW Open House" for Members**  
(sponsored by the OWW Executive)  
5:00 — 9:00 p.m. at 366 Adelaide Street East, #426

Sat. January 28, 1984

**OWW Skills Workshop on  
"Producing A Newsletter"**  
9:00 a.m. to 4:00 p.m. O.P.S.E.U., Floor 8  
1901 Yonge St. at Davisville

Fri. February 24-26, 1984

**OWW Annual Conference  
"Women and Economic Survival"**  
252 Bloor St. West Toronto (OISE)  
(See Ad in Paper)

## Benefit controls unconstitutional

# Court ruling offers hope

By JAN NEWSON

On October 24th, an Ontario Court ruled that certain provisions of Bill 179, the Ontario government's wage restraint legislation, were unconstitutional. It ruled that wage restraints in themselves are a legitimate exercise of government responsibility in the face of soaring inflation, however, since Bill 179 also eliminated collective bargaining rights on non-monetary terms and conditions it violated the right to free association guaranteed under the new Charter of Rights.

For working people in the province, the court's ruling is a glimmer of hope on an otherwise oppressively gloomy horizon. While awaiting the government's response to this decision, we must consider carefully the position

reached by the court. The question before us is, can free collective bargaining exist alongside imposed wage limitations of any form? Our experience under Bill 179 sheds light on this question.

Although Bill 179 applied only to public sector workers, average wage settlements for all workers dropped significantly over the past year, often below the inflation levels effective at the time of settlement. Private sector workers also increasingly faced demands for concessions as trade-offs for whatever wage increases were obtained.

Ironically, Bill 179 disadvantaged private sector workers in some respects more than those in the public sector. Terms and conditions of employment of public sector workers could not be changed by the employer without

the consent of the employees. Private sector workers were free to bargain, but with their economic leverage at the bargaining table undermined by the restraint program, non-monetary terms and conditions were vulnerable precisely because they were negotiable!

Bill 179 made scapegoats of public sector workers, it placed the burden of defending workers' rights on private sector workers while weakening the primary bases of their bargaining strength.

The strength of workers is always tested at the bargaining table. From this strength other things flow — such as the ability of one group of workers to enhance the leverage of another, more disadvantaged group. It is through the building of morale and confidence at the bargaining table that workers are able to advance their struggle against the economic and political power of employers.

Weakness at the bargaining table has serious implications. Distrust and resentment springs because the defeat of one group contributes to the defeat of another. Solidarity begins to crack. The "divide and conquer" tactics of a Bill 179 eats into the very heart of the workers' movement.

Bargaining without economic leverage is gambling the collective strength of workers against loaded dice. The court decision of October 24, though a step in our direction, must not mark the end of our struggle. For free collective bargaining to exist, the ability to struggle for wages and benefits at the bargaining table must also be restored.

Janice Newson is President of the York University Faculty Association and teaches at Glendon College.

## 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,  
366 Adelaide Street East, Suite 426,  
Toronto, Ont. M5A 3K9  
Telephone 364-2161**

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



**ATTEND  
UNION  
MEETINGS**

## 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.

# Canada works?

By JO SAXBY

Over \$1½-billion available to help provide jobs for the unemployed! This dramatic announcement in September 1983 heralded the introduction of four job creation programs to replace the twelve previously in place. Optimism was the order of the day in the presentation of the programs — Canada Works; LEAD (Local Employment Assistance and Development); Job Corps; and Career Access. The objectives of the programs are outlined as follows;

1. To meet employment problems caused by cyclical downturns in the economy, or by unforeseen industrial developments (e.g. plant shut-downs, lay-offs etc.).
2. To encourage and contribute to local employment growth.
3. To support human resource development.

Canada Works responds to the first objective; LEAD to the second, and Job Corps and Career Access to the third. Youth are the main focus of the Job Corps and Career Access programs for the first two years. What the other targetted groups — the disabled, Native peoples and women — can expect is unspecified.

The old programs were certainly in need of streamlining but do the new ones represent a better deal for the unemployed? Unfortunately optimism fades as the substance of the programs is revealed under their catchy headings. Programs are short-term, offer low wages, and no worker protection. Once again the Federal government trots out glossy, short-term job creation schemes as their sole solution to unemployment in Canada.

By its programs the government would have us believe in their analysis of the cyclical nature of our economic crises which will respond to an infusion of employer-targetted assistance. For it is employers who stand to gain most from the new line-up. Tax breaks, assistance with operating costs and wage subsidies are the hallmarks of the new program. Furthermore, by focussing on specific groups as the targets of the scheme the government tries to target them as the problem. No one denies that youth, the disabled, Native peoples and women are in need of and have a right to special assistance. But the short-term thrust of the new programs offer people with real problems little more than a panacea.

There is no consideration of a strategy to attack the serious and dominant problem of structural unemployment facing all Canadians. A full-employment policy will never be forthcoming from a government which purports to believe in the causal relationship between inflation and unemployment. Finance Minister Marc Lalonde insists that a reduction in unemployment depends on a lowering of inflation. However, with inflation now at 5% and unemployment still well above the official 12.4% the weakness of this position is clear.

Various economists predict growth between 2-3% this year and next but few are optimistic about substantive reductions in unemployment under present policies. A drop in the unemployment rate to 11.4% next year and a projection of 8.8% by 1987 is not acceptable to the majority of working Canadians. Canada will not work, there will be no genuine access to careers until empty slogans and short-term schemes are replaced by a well-defined national employment strategy whose most basic premise is full employment for all Canadians.

Jo Saxby is a member of OPSEU Local 512.

## The courts on wage controls

Excerpts from the judgement of the Ontario Divisional Court Oct. 24, concerning constitutionality of Bill 179:

### On the Right to Form Unions:

"The freedom to associate carries with it the freedom to meet to pursue the lawful objects and activities essential to the association's purposes, being in this instance the well-being, economic and otherwise, of its members. The freedom to associate ... includes the freedom to organize, to bargain collectively, and, as a necessary corollary, to strike."

— Mr. Justice Smith.

### On the Right to Strike:

"Labour unions are not social clubs or benevolent societies ... Their raison d'être is to enable workers to have effective economic clout in dealing with their employers. Employees' ultimate and real weapon is their freedom to strike. When that freedom is removed ... the workers' freedom is more than merely infringed, it is emasculated."

— R. Justice Patrick Galligan.