



UNION WOMAN

PUBLISHED BY ORGANIZED WORKING WOMEN

VOLUME SEVEN, NUMBER ONE

JANUARY-FEBRUARY 1984

**Women
need
unions,
Unions
need
women**

Bill 111 — more wage controls in public sector

By enacting Bill 111 the Conservative government of Ontario has struck another low blow against the public sector workers of this province. Following close on the heels of Bill 179, the Inflation Restraint Act, which has suppressed public sector wages for the past two years, Bill 111 continues to perpetuate an unfair and unjust system of wage controls.

The government claims that this bill restores full collective bargaining rights to public sector workers — nothing could be further from the truth. While not setting "explicit" ceilings on public sector wage increases, the government has stated that, "funding for all public sector wage increases during the coming year will be limited", and that, "grants, transfers and allocations for civil service pay increases will provide for average compensation increases up to five (5%) percent", thereby shifting the role of "bad guy" to the direct employers of public sector workers who get to say "No" on the government's behalf.

Under Bill 179 all unionized workers were entitled to receive a flat five percent wage increase — Bill 111 includes increments as part of compensation and as such does not even guarantee that a worker's wage increase will come close to meeting the rise in inflation. A worker earning \$20,000 a year and who would be entitled to an increment of \$500 in 1984, will have the value of that increment (2.5%) deducted from the allowable wage increase of up to five percent for a grand total of a possible wage increase of up to 2.5%. That, while inflation is currently running at 4.5%. There is nothing in this legislation which compels employers to provide a minimum pay increase.

Public Sector workers in Ontario are denied the right to strike by provincial statute, and in its place the government has imposed a system of compulsory, binding arbitration. Compulsory arbitration is touted as providing a fair and equitable mechanism for resolving contract disputes — however, to provide any kind of fairness to public sector workers the independence of the arbitrator must be maintained as a "sacred trust", otherwise the process becomes a total farce. Bill 111 states that arbitrators must, "take into account the employer's ability to pay in light of existing provincial fiscal policy". This means that the arbitration process can no longer be said to be fair, objective or independent.

"Ability to pay" has been exhaustively dealt with and generally rejected by arbitrators. Arbitrator George Adams, Chairman of the Ontario Labour Relations Board has recently stated: "To base wages on ability to pay would force employees to subsidize these services to the public and render interest arbitration largely irrelevant. Terms and conditions of employment would be unilaterally determined by the Government during the budgeting process". By limiting transfer payments, the Government will, in effect, predetermine the employer's "ability to pay" and thereby severely limit public sector workers' rights to bargain for, and destroy the freedom of arbitrators to award fair levels of compensation.

Under Bill 179 public sector contracts were extended. In response the constitutionality of that Act was attacked by the unions and, in a decision by the Divisional Court, those provisions which prohibited bargaining on non-compensation items, and the right to strike and arbitrate in support of such items, were declared contrary to the guarantee of freedom of association under the Charter of Rights.

Bill 111 permits unions and employers to bargain according to the normal statutory requirements, but make no mistake, the process has become strangled by the iron fist of the government.

The arrival of 1984 and Bill 111 has ushered in the third year of repressive public sector wage controls — what will Government's position be in 1985? Will wage controls become a permanent feature of the structure of contract negotiations in Ontario? — if so, it will mean the death of free collective bargaining. If workers do not spring to action to protect their rights, they will lose them.



Photo — Ontario Labour

Affirmative action and Ontario labour

The five newly-elected vice presidents of the Ontario Federation of Labour on the stage at November's convention. Left to right: Carol Ann Sceviour, United Steelworkers; Ev Sammons, Ontario Public Service Employees Union; Edith Johnston, United Auto Workers; Jean Robertson, United Food and Commercial Workers; Julie Griffin, Canadian Union of Public Employees. Story page 3.

Composite test doesn't answer job ghettos

By CATHI CARR

Bill 141, an amendment to the Employment Standards Act will alter the sections dealing with equal pay, provides more job security for pregnant workers and grants a 17 week mandatory leave for an adopting parent.

While there are marginal improvements in the Act, it will not provide equal pay for work of equal value. Equal value legislation is essential if the growing wage gap between men and women, largely attributed to women's job ghetto's, is going to be addressed.

The amendment brings in the "composite test" of skill, effort, responsibility and working conditions as follows:

"33. — (1) No employer or person acting on behalf of an employer shall differentiate between his male and female employees by paying a female employee wages that are less than the wages paid to a male employee, or vice versa, for substantially the same kind of work performed in the same establishment where the work requires

(a) substantially the same skill, effort and responsibility and the work is performed under similar working conditions; or

(b) substantially equivalent or greater skill, effort and responsibility under similar working conditions when the skill, effort, responsibility and the working con-

ditions are considered as a whole and not individually."

The bill does not address the female job ghettos since it only requires comparison of similar jobs in the same workplace. Secretaries may compare their work only to that of other secretaries and not to construction or industrial workers.

Women workers in job ghettos may only compare their wages to a male worker if he is in the same job ghetto. The act totally ignores that these jobs are undervalued because they are done by women.

Women must be able to compare dissimilar jobs, in order to elevate their wages to the level

warranted.

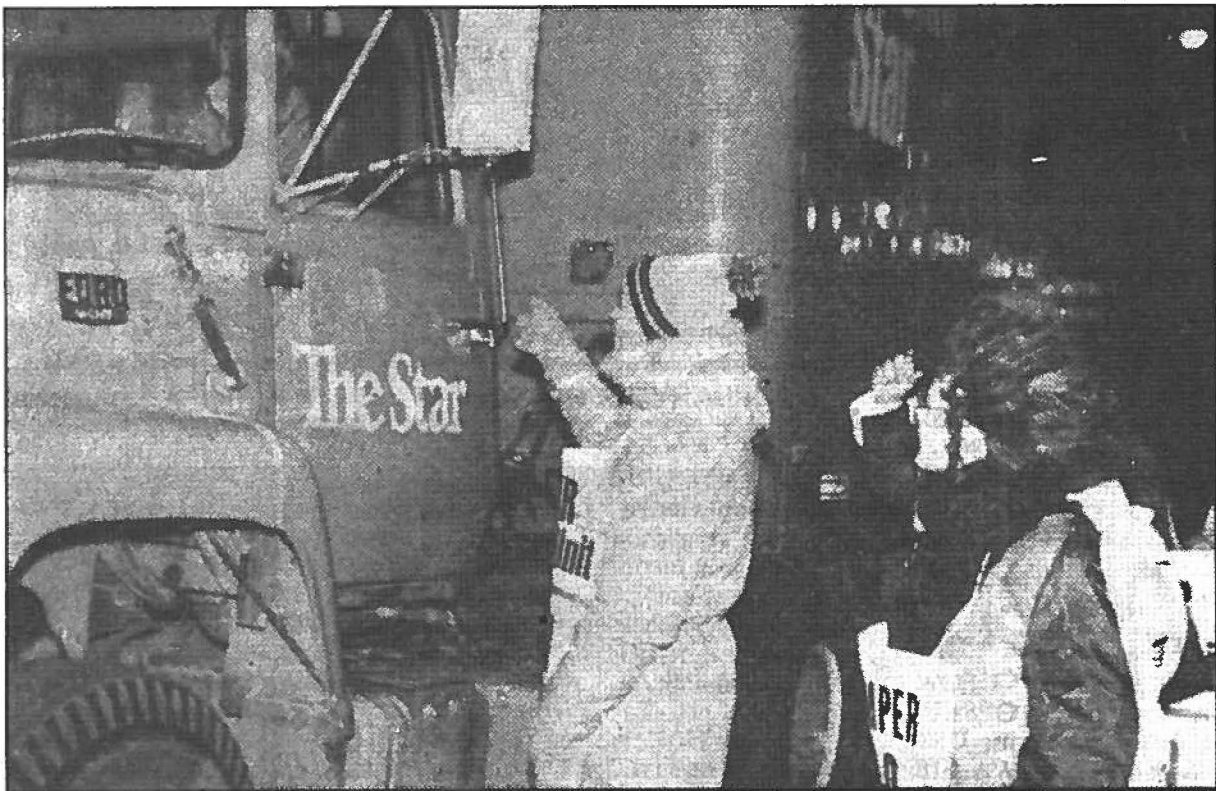
As an alternative to equal pay for work of equal value, the government says that women must be encouraged and trained to enter the better paying male dominated occupations. We can agree that women must have equal access to jobs and training, but a woman in the undervalued job ghettos should not have to change her job in order to be adequately paid. Women should receive adequate pay for the jobs they do now.

Organized Working Women, in its brief to the Legislative Committee on Resources Development on Bill 141 urged that legislation be passed to bring the working women of Ontario

- equal pay for work of equal value
- equal access to all work
- equal access to retraining and upgrading which must be financed by the employers
- equal pro-rated pay and benefits and guaranteed hours for part-time workers
- free universally accessible, quality child care in a variety of delivery modes
- paid parental leave with protection for seniority and pension and available to either parent or to be shared by parents when a child is born or adopted.

Cathi Carr is Health and Safety Representative with the Ontario Nurses Association Staff Union.





Pickets on the Star Line taunted a scab in the Guild's first strike against the Toronto Star, Canada's largest daily circulation paper.

Photo — SONG SHEET

StarStruck winners!

By SUE CRAIG

If the recent strike at the Toronto Star took Toronto by surprise, the most astonished people of all were the strikers themselves.

Over the previous 20 years, Newspaper Guild members had repeatedly threatened to strike the Star — only to recoil in fear at the last minute, making concession after concession to management demands.

It's hard to draw out the surviving charter members on the subject of how Local 87 of the then American Newspaper Guild (now The Newspaper Guild in deference to its Canadian and Puerto Rican members) was organized, back in 1948. But it would not be surprising to learn that, then as now, many who signed union cards saw the strike weapon as a sabre to be rattled, but never drawn.

Divide and rule was the name of the game — and Guild members had already demonstrated a lack of solidarity.

But to understand why Guild members made concessions so long, you have to understand the vast potential not only for splitting the Guild off from other unions but for dividing it internally.

Even among industrial (as opposed to craft) unions, the Guild is extraordinary in the number of radically different jobs its members may hold — and the Star unit is the prime example internationally of that fact.

Under one contract at the Star are not only reporters, editors, photographers and artists, but clerks, truck drivers, ad salespersons, circulation representatives, stenographers, darkroom technicians, public relations personnel, vehicle mechanics and many other classifications.

A favorite scapegoat for Guild concessions to management has been "those women" in the business office and the classified advertising department. They were working for "pin money," many male union members maintained.

In contract after contract, the Star bought off either editorial or delivery departments — or both — with offers that favored them at the expense of advertising and circulation workers and which were more-or-less neutral to

to-Friday workers.

Guild members at the Star got used to, and even resented the Guild for confrontations between Guild leaders and the Star, which invariably were undercut by 11th-hour membership meetings attended by hundreds of people never seen or heard from during the rest of the Guild year.

The Guild's strength — numbers — was also its weakness — diversity.

The strike came when the Star, convinced at last it had reduced the Guild to something less than a real union, attacked everyone at once. It demanded the right to lay employees off without having to justify the layoff even on economic grounds. And it wanted more concessions on union security.

But even that probably would not have brought about a strike were it not for a powerful commitment to communication with the membership on the part of Guild leaders, especially staff.

Over the previous nine years, under executive officer John Bryant and local representative Linda Torney, Guild bargaining had been accompanied by massive and increasingly sophisticated information campaigns on bargaining from the Guild. Guild members were asked to wear buttons bearing the current bargaining slogan while negotiators talked through a mediator.

Ironically, the 1983 bargaining slogan — Employees Mean Business — was probably the most obscure to date. Hardly anyone could have understood that its import was the Star's expressed desire to use more non-employees — freelancers and so-called independent contractors — in its operations.

Yet union members, informed through frequent bulletins of the chief issue in bargaining, donned their buttons in unprecedented numbers, without any of the usual carping about the issue or how it was described.

The strike was approved by a 90 per cent vote — of about a quarter of the Star unit's 1,450 members. Lots of other unions have gone out successfully on similar mandates, but Guild leaders had long believed that nothing less than a 75-per-cent vote of all members was sufficient to guarantee adequate support for a

On the morning the strike began, more than one loyal Guild member was in tears, believing a strike on such a mandate was the death knell of the Guild.

In the event, there were about 100 scabs from among Guild membership, including one charter member. Another charter member, Dennis Braithwaite, now a columnist at the labor-boy-cotted Toronto Sun, wrote a viciously anti-union column against the strike, describing the Guild's history without even having the honesty to admit he had been one of the union's founders.

Families were temporarily divided, since the Star is a family newspaper in more ways than one. Several wives, sons and daughters picketed while their management (or scab) husbands and fathers went to work.

In the end, it was the nearly perfect first strike — as one Guild member remarked, "you go out for five days and win".

Things are practically back to normal now, even in the relations between strikers and scabs. The impact on labor relations in Toronto generally and between the Star and the Guild in particular is hard to predict.

There's no doubt Star journalists have learned a great deal about themselves and about labour relations they didn't know before. Others had a demonstration of how false the usual establishment position on strikes — that they're always about money — is.

All of us learned that our female members are just as feisty as the males.

But one fact remains: We still do not own or control the means of production. So, although Star reporters probably will be more sensitive to labour issues in the stories they cover, the Star will not become magically more progressive in its editorial policy than it has been.

However, the Guild is more willing than ever to help other unions when they need advice on media relations. Call 362-2571 and ask for John Bryant or Linda Torney; or call the Star, 367-2351 and ask for Sue Craig.

Sue Craig, vice-president of Organized Working Women, has worked at the Star and been active in The Newspaper Guild

UPDATE

Hospital boards under attack

The Saskatchewan Tory government is carrying through on its promise to reduce hospital abortions in the province through the appointment of a six-member review board charged with investigating "complaints about inconsistencies" in the operation of hospital abortion committees.

Access of abortion is already severely restricted in Saskatchewan since the loss of two committees in Moose Jaw and Prince Albert. During the notorious Borowski case, medical records were subpoenaed, which resulted in a drastic drop in hospital abortions in Regina. Pro-choice forces fear that health ministry's review committee is another in a long line of intimidation tactics used against doctors who do provide abortion services.

* * *

The Morgentaler trial in Toronto has been recessed until March 20. Lawyer Morris Manning has challenged Dr. Morgentaler's charge on the basis that the current abortion laws violated the charter of rights. A conviction in the case would mean an appeal and a jury trial.

Meanwhile the court and legal expenses are piling up. The Ontario Coalition for Abortion Clinics will be holding a benefit dance on March 3, 8 p.m., at the Ukrainian Labor Temple, 300 Bathurst Street, Toronto.

Alberta labor launches operation solidarity

The Alberta Federation of Labour has set up Solidarity Alberta, based on B.C.'s Operation Solidarity. It plans to establish a broad-based coalition of tenants, women, seniors, civic organizations, peace groups, farmers, ethnic groups, etc., to oppose the attacks by Lougheed's Tory majority on labor and democratic rights.

The action was given a boost when opposition to Bill 110, a law that would have allowed unionized contractors to set up non-union subsidiaries was withdrawn by labor minister Les Young. Solidarity Alberta's next targets are Bill 44, which denies public sector workers the right to strike; the gutting of medicare and the growing number of jobless in the province.

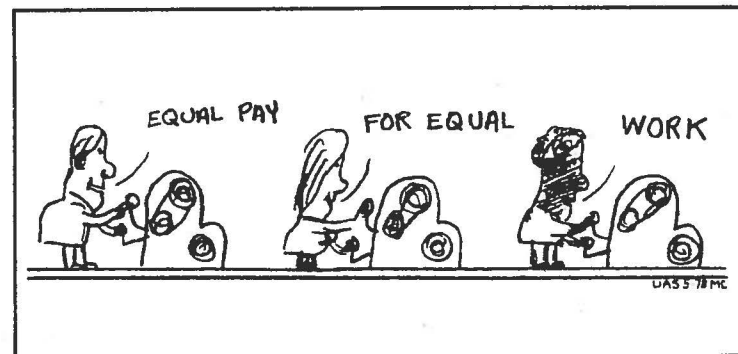
Better regulations, but no money

The Ontario Ministry of Community and Social Services has introduced an amendment to the Day Nurseries Act which will improve safety and staffing ratios in Ontario day care. Although the move has been welcomed by activists, it was noted that the government has not provided more money to child care to help implement the changes.

Worse, parents of children in municipal day care centres can expect a significant increase in fees as city governments are forced to withdraw the "indirect subsidization" of all fee payers. This procedure is routinely used by municipalities. The city charges less than the full cost of child care by calculating a "reasonable" parental fee and then claiming the balance from the province, based on a 20-80 per cent cost sharing formula.

The ministry has announced that this practice must stop and has instructed municipal centres to phase the full costs to parents beginning now. This practice has already resulted in the closing of centres in Stratford and Wingham when parents were forced to withdraw their children, when fees tripled.

The Ontario Coalition for Better Day Care has launched a petition and letter writing campaign to force government to reverse its stand. A day care conference and lobby is planned for May.



Affirmative action report for April

The federal government's commission on equality of employment opportunities is expected to release its findings in April. The Commission headed by family court judge, Rosalie Abella has been holding hearings over the past six months to investigate affirmative action programs for women, Native people, disabled persons and visible minorities. Abella feels that the federal government may now be ready to legislate mandatory affirmative action programs, recognizing its volunteer program has been ineffective. Abella has recognized that women face particular roadblocks in retraining and promotion. In order to take advantage of offered programs it is necessary for services, such as child care, to be in place.

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

Affirmative action at OFL

By JOYCE ROSENTHAL

The lively convention of 1,518 delegates to the 1983 OFL Convention approved excellent new policy statements on "Pension Reform", "Peace and Disarmament", and "Health Care".

As in the past eight years, there were thoughtful resolutions passed that reflected the special needs of women. The OFL brothers and sisters continue to respond to the women unionists and the women's network in the trade union movement who have been pushing for a larger role in the leadership.

This 1983 Convention took a significant step forward by ensuring status for women at the Vice-President level of the Executive

Board by passing the following Constitutional amendment: Section 1 "The Officers of the Federation shall be the following: a President, a Secretary-Treasurer, 16 Vice-Presidents, and 5 additional Vice-Presidents to be allocated to women."

Although the Constitution does not designate the Vice-President seats for women specifically to set unions, the OFL Board decided to promote the five largest unions: OPSEU, CUPE, UAW, UFCW and USWA. The women selected by the five unions and approved by the OFL Directors ran on a slate.

The results of the election were: Julie Griffin, CUPE, 1,190; Edith Johnson, UAW, 1,140;

Jean Robertson, UFCW, 1,139; Ev Sammons, OPSEU, 1,035; Carol Ann Sceviour, USWA, 776; Gaye Lamb, USWA, 618; Donna Faught, OPEIU, 537.

At the next OFL Convention, when all seats on the executive board will be up for election, let us strive to have the five vice-presidents seats designated for women held by women from among those unions having a predominant membership of women. Then let us encourage five of our most experienced women to enter as candidates in the election for other vice-presidential positions on the executive board so that women are elected to additional positions in the twenty-one seats assigned to the officers of the federation.

Join the peace caravan

By KIMBERLY WILDE

One of the most exciting new developments in the antiwar movement is the Peace Petition Caravan Campaign (PPCC). The idea for this campaign originated amongst a small disarmament group on Salt Spring Island, British Columbia, in 1983. Since then, a national steering committee has been assembled to coordinate the campaign and local coalitions are being organized in the provinces. The Toronto Disarmament Network has made PPCC the major focus of their 1984 activities.

The campaign objectives are: to stop Cruise testing in Canada; to have Canada declared a Nuclear Weapons Free Zone; to redirect arms spending to human needs.

The campaign program is designed to make the antiwar movement more effective politically. Petition drives in each federal riding will be organized by a coalition of labour, church and community groups. Educational and social events will be organized, culminating in a huge national rally in Ottawa where peace

caravans (buses or trains) will deliver the petitions.

Of critical importance to the antiwar movement has been the commitment of the trade union movement both financially and in terms of membership. The Canadian Labour Congress, the Ontario Federation of Labour, the Labour Council of Metro Toronto and the United Auto Workers have thrown their weight into the campaign.

Strategically PPCC has the potential to unite the antiwar movement across Canada as never before. The single issue focus of the campaign allows a broad coalition of groups to work together as a united front. This was apparent at the founding meeting of the Toronto PPCC, January 24. Attendance was estimated at 150 people, representing the Toronto Disarmament Network, the NDP Antiwar Committee, the trade union movement, the United Senior Citizens of Ontario (300,000 members), the Greek Canadian Democratic Organization, the International Women's Day

Committee, Against Cruise Testing Coalition, United Jewish People, and many more.

The first major event was a National Strategy Conference held in Winnipeg, February 2-5. The next few months will be dedicated to organizing canvasses, lobbying and fundraising.

In Ontario last year the Resolution #1 Campaign, initiated by NDP MPP Richard Johnston gathered over 30,000 signatures. With the broad mobilization of community, labour, church and women's groups through PPCC, thousands of Canadians will be able to bring their concerns to the doorsteps of the politicians. It's about time the Liberal and Tory parties were made accountable for their support of the U.S. war preparations.

Members of OWW should urge their locals to join PPCC. To do this, contact: Toronto Disarmament Network; NDP Antiwar Committee — Harry Paine 466-1307.

Kimberly Wilde, Editor and Publications Director, NDP Antiwar Committee.

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.

Why lotteries?

By DARCIE BEGGS

DO YOU BELIEVE?

- in winning at someone else's expense?
- the gap should be widened between the rich and the poor?
- that funding for necessary social programs should depend on the winnings of a gambling public?
- in indirect taxation that takes more from the poor than it does from the rich?

- in luck for achieving a decent standard of living?

If not — then why do you buy lottery tickets?

In 1984, George Orwell predicts that by this point in history life will be so dull, routine and meaningless, that lotteries will have become the biggest game in town.

Although most of the predictions in Orwell's best-seller haven't yet been realized, it is true that lotteries, now government endorsed and heavily advertized, are more popular than ever.

Lottomania grew to untold proportions when the carryover Jackpot from the Lotto 6/49 pool reached \$3.66 million and still had not been won. The jackpot size reached \$13.8 million before the pandemonium officially ended.

Gambling via the lottery numbers game was legitimized when Quebec instituted three games in 1970/1971. Lotteries have been growing by leaps and bounds, both in the number of games and the revenue generated, for governments, ever since.

Canada's lotteries are operated by government from four regional corporations under the umbrella of Interprovincial Lottery Corporation (ILC) based in Toronto. The four are Atlantic Lottery Corporation, Western Canada Lottery Foundation, Ontario Lottery Corporation and Lotto-Quebec.

Since the four corporations joined under the auspices of ILC in 1976/1977, sales have grown from \$480 million to \$1.3 billion. But, during the first two weeks in 1984, Lotto 6/49 alone generated nearly 1/10th of that total. That is over \$4.00 for every man, woman and child in the country — in just two weeks!

Where does all this money go?

Last year, of the 1.3 billion that Canadians spent on lottery tickets, only 45 per cent was paid in prizes, most of which are small amounts of money and/or additional lottery tickets. Sellers of tickets received 7.8 per cent, and administration costs amounted to 7.2 per cent. The remainder, \$514 million (or 40 per cent) went into the general revenues of the federal and provincial governments. Some of this profit is used to finance sports, research and other social programs.

Lotteries are not a harmless form of entertainment. It is particularly offensive that governments create demand for lottery tickets such as Wintario and The Provincial. The current rage for lottery tickets is aided and abetted through advertizing — the same way a high demand for Cabbage Patch Dolls was created.

Some people argue that the public wants lotteries. And indeed, there probably is a small portion of the population that is interested in gambling. We do know, however, that the roughly \$50 for every Canadian that was spent in 1983 on lotteries is far in excess of what the population can afford. (The amount spent will double in 1984 if current trends continue.)

If Canadians are so disposed to giving away their money at whim, why not give it to a needy family, a bag person, or a charity rather than to the government! Indeed, studies have shown that in most cases, the needy family is the ticket purchaser's family. People with lower incomes spend a higher percentage of their income on lotteries than do those with higher incomes.

Governments which give handouts to big business such as Reed Paper Co. and Chrysler Corp., with the tax dollars generated from the poor through lotteries (which they have promoted through advertising), should be condemned.

Next time you, or someone you know, considers purchasing a lottery ticket — think again.

Darcie Beggs is on the Executive of the Ontario Nurses' Staff Union.

Organized Working Women

invites you to
the special showing of the off-Broadway hit

TOP GIRLS

(critical acclaim in London and New York)

a play by the noted author

Caryl Churchill

Thursday, May 31

at the Tarragon Theatre

This theatre showing is a benefit for OWW
Buy your tickets now for this evening of
celebration for working women's rights

For tickets contact our office: 364-2161
366 Adelaide Street East, Suite 426. Toronto M5A 3K9

Nicaragua, people-to-people

By ABBY POLLONETSKY

Thirty-seven Canadians (11 women) packed their bags for a month long stay in Nicaragua, to help the Nicaraguan people harvest cotton, a major cash crop.

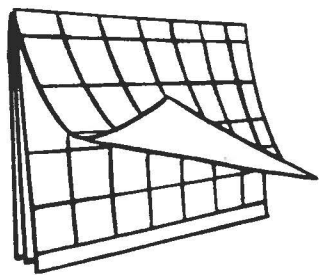
The Canadians have been invited by the Asociacion del Trabajadores del Campo (ATC), the Rural Farmworkers Association, and the trip is co-ordinated through Canadian Action for Nicaragua (CAN) a Toronto solidarity group.

The group of volunteers includes trade unionists, medical and other technical personnel. The brigades are a logical extension of the kinds of solidarity Canadians have shown towards Nicaraguans in recent years.

The brigades offer an opportunity for Canadians to join with thousands of "internacionalistas" from Europe and the U.S. to make a significant contribution to the Nicaraguan economy. It is

a tangible "people-to-people" act of solidarity.

Abby Pollonetsky is on the executive of the Ontario NDP Women's Committee, and is an active member of the Ottawa Central America Solidarity. She has made two trips to Nicaragua in the last six months and is now working to organize the Canadian Women's Coalition for Peace and No U.S. Intervention in Central America.



CLEAR YOUR CALENDAR

March 3-4	Ottawa Skills Building Workshop Carleton University, Ottawa
March 10	International Women's Day Celebrations Convocation Hall, U of T
March 16-19	National Action Committee on the Status of Women Annual Meeting Wilfred Laurier Hotel, Ottawa
March 29	OWW Membership Meeting (tentative)
May 19	OWW Annual Meeting (tentative)
May 31	OWW Theatre Benefit Evening Tarragon Theatre

Daycare at the bargaining table — it can be done!

Daycare history was made in Stratford in December 1983. The 1,200 workers at American Motors successfully negotiated a contract with the company which included a benefit of two cents per hour per worker to go towards the costs of a daycare centre for plant employees. The workers at the plant, which produces interior trim and car panels, are 90 percent women. They work three shifts and have experienced great difficulty in finding daycare for their children. The crunch came this fall when the Stratford Council closed down one of two municipal daycare centres due to government cutbacks and many of the women were once again without daycare.

The two cent per hour payment will provide \$50,000 per year towards daycare costs and could mean fee reductions of up to \$30 per child per week, depending

upon how many children are enrolled. The first step in the process will be the establishment of a joint union-management committee which will explore the possibilities of space, hours, numbers and ages of children and make recommendations to set up a daycare centre as quickly as possible.

The victory came as a surprise to these workers. The idea of bargaining daycare benefits has been floating around the union movement without success since the 1980 OFL — Ontario Federation of Labour — Sharing the Caring Conference. Since then the UAW workers have raised the issue a number of times, but this was the first year that it even reached the bargaining table. When asked why the company granted this provision, Roxie Baker, President of UAW Local 1325 said, "I guess the times have changed. The plant is 90 percent

women and the company realizes that women need daycare and if they can't get it there will be a lot of problems, and a lot of absenteeism".

The Day Care Committee will also approach all three governments — municipal, provincial and federal — for ongoing funding. "We hope this victory will give others the incentive to bargain for daycare", says Roxie Baker. "In the long term, governments will see the need for daycare and put more of a priority on it just like any other benefit that we have won in the past. Once they see that the unions are fighting hard for it and forcing the company to pay, the government comes on board."

Reprinted with thanks from the Action Daycare Newsletter. January 1984.

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, Ontario 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.

Membership Campaign

OWW has 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.

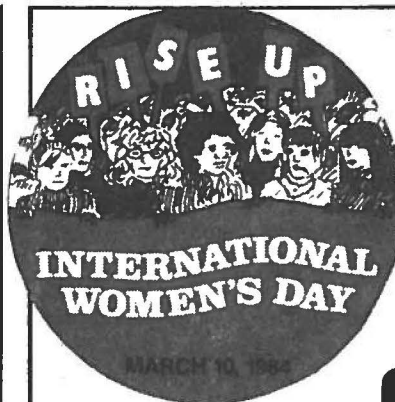
Sustaining Member, as above, wishing to contribute more, \$30 or more.

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.



March 8 important union celebration

By JILL JONES

International Women's Day occupies a special place in the history of women's and worker's struggles. It is a day of unity for women around the world commemorating women's on-going struggle for equality.

International Women's Day grew out of the actions of militant working women struggling for better working conditions and wages. The slogan "Bread and Roses" arose out of the courageous struggle of striking women textile workers at Lawrence, Massachusetts. In their fight for decent wages and working conditions they cried out "Better to starve fighting than starve working". The courage of these women inspired the song "Bread and Roses" which has become the rallying cry of the women's movement.

Since the 1960's women have entered the workforce in increasing numbers and have become more active in their unions. Women in the unpaid labour force have also demanded their rights. March 8th has been proclaimed as a day of protest, solidarity and celebration for all women. On that day, women around the world join together in various activities, uniting around issues that affect all of our lives, demanding our rights and celebrating our victories.

International Women's Day is a particularly important day for union women. It is a reaffirmation of the struggles we fight for today: equality in the workplace; mandatory affirmative action; equal pay for work of equal value; the right to organize; universally accessible quality child care; and end to sexual harassment; reproductive rights; peace ... and the struggle continues.

Over the past years, various groups of organized and unorganized women workers, women in the paid and unpaid labour force, have organized events to celebrate International Women's Day. In Toronto, the themes for International Women's Day 1984 are: CHOICE, JOBS, PEACE.

The rally and demonstration in Toronto will be held on Saturday March 10th, starting from Convocation Hall at 11 a.m. and ending at Jarvis Collegiate.

The slogan selected for International Women's Day this year is "RISE UP". Come and celebrate our past gains and future victories. See you on March 10th! Look for the OWW banner!

Jill Jones is an executive council member of OWW



Photo — Joyce Rosenthal

Producing a newsletter

Sue Craig demonstrates the effectiveness of publishing a Strike newsbulletin at the January 28 OWW workshop on "Producing a Newsletter". Both the tabloid (pictured) and "StarStruck" were useful communication tools during the recent successful strike of SONG members against the Toronto Star. A small but enthusiastic number of workshop participants polished their writing and production skills under the guidance of OWW members Sue Craig and Kerry McCuaig, and members of the OSSTF's Communications Committee: teachers Paul Brandon, Carmen Llewelyn, George Webster and OSSTF's Communications director, Jack Hutton.