



UNION WOMAN

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**Vote for
women's
and
labours'
rights**

Women's vote could be crucial in election

By CATHI CARR

Has the gender gap crossed the American border to become a significant factor in the Canadian political reality? Can the proposition that although men may vote along party lines, women may base their vote on how a candidate stands on the so-called women's issues be a determinant in the outcome of the September 4th election?

Let us look briefly at the American experience. In a 1937 Gallup Poll conducted in the United States it was shown that all issues having to do with the military or violence from defense spending to capital punishment were less likely to receive support from women as a group. The second area of traditional female/male difference is women's sympathy for the less powerful in society. Ms. magazine states that this trend translates into greater support for those issues having to do with equality, as well as those related to greater health, education and domestic spending.

In March of this year Ms. commissioned Louis Harris and Associates to design and administer a nationwide representative poll of both men and women in order to measure the gender gap nationally. The results of this poll showed that the gender gap has actually increased. Harris concludes that more than anytime in history American women in 1984 are going to vote differently than men. It is certainly no surprise, then, that the Democratic Party chose Congresswoman Geraldine Ferraro as vice-presidential candidate at its July convention — the first woman ever to be so nominated by either the Republicans or Democrats.

Will this projected dramatic effect be felt as strongly here in Canada? It is difficult to say at this point. It was, however, very interesting to witness the three party leaders courting the women's vote in the nationally televised two-hour debate on women's issues. One thing was certainly obvious, all three leaders are aware of this gender gap potential.

During the debate the panel questioned the leaders on a wide range of issues which have historically burdened women such as aging in poverty, receiving only 60 per cent of the average male wage, and only token access to traditionally male jobs. They were also questioned on issues which have socially and culturally become the major province of wom-

en, rather than the shared concerns of both women and men — such as childcare, support of children following marriage breakdown and battering within relationships.

Each of the leaders stressed the urgency with which he would address the concerns raised during the debate; however, Mr. Mulroney and Mr. Turner refrained from making specific new commitments to women.

Mr. Turner stated he would convene a federal provincial conference on women's issues to reconcile federal and provincial labour codes. Mr. Mulroney and Mr. Broadbent both said they would require that private companies doing business with the federal government adopt the principle of equal pay for pay of equal value.

On the sensitive issue of abortion John Turner reaffirmed his support for Canada's existing abortion law relying on the view that Canadian society is "polarized" on the issue and that the best way to deal with two views that are philosophically irreconcilable is to maintain the status quo of the existing law. Brian Mulroney is also on record as supporting the present law. Only NDP leader Ed Broadbent supported the right of a woman to choose whether or not to bear children which is the view held by 72 per cent of the Canadian public.

During the debate Ed Broadbent the leader whose party has had the most longstanding and favourable position on women's issues was acknowledged by frequent applause. It is, however, difficult to judge how reflective the audience response will prove in the forthcoming election as this audience was perceived to be more pro-feminist than the general female electorate.

Whether women will make the gender gap a political force in Canada by supporting politicians who support women's issues remains to be seen. One thing is certain, women have a unique opportunity in this election to test the accountability of the politicians to carry out the commitments made during the campaign. If the politicians betray the trust given to them by women's votes it could portend a radical change in the Canadian political arena in the years to come.

Cathi Carr is a member of the Ontario Nurses Association Staff Union.



—M. Phillips

Strike brings victory

After six weeks on the picket lines in front of First Canadian Place, 250 cleaners went back to their jobs victorious. Five fired strikers were rehired and important pay raises were won. Local president Emilia Silva summed up events: "We are women and we are immigrants but we can fight."

Cleaners strike exposes contracting out dangers

By WENDY ILER

We have proven to everyone that we have courage. We proved to Canada and to Olympia York that we are women and we are immigrants but we can fight," shouted local president Emilia Silva to the jubilant meeting. Then the workers pushed back the chairs and danced in front of the TV cameras.

The meeting was the victorious end to the six-week strike of the Food and Service Workers of Canada at two of Toronto's classiest workplaces — the 72-storey First Canadian Place and the (Toronto Stock) Exchange Tower.

The 250 cleaners, most of whom are of Portuguese (Azorean) origin, voted 96 per cent to strike when they were offered a 30-cent increase to their \$5.85 wage over two years. The strike ended with a 60-cent raise: 35-cents, retroactive to April 13th, the expiry date of the old agreement, and 25 cents in the second year. As well, the sick leave concessions that the employer had demanded in mid-strike bargaining were dropped, and the five strikers who had been fired over strike incidents returned to

work along with the rest of the workers.

For six weeks they walked the picket line. They stood in front of trucks; they dealt with scabs; they occupied their building. There were nine arrests during the strike, and a number of picket line injuries.

The contract may be settled, but the cleaners' fight for job security continues. Like most workers who clean office buildings, First Canadian Place cleaners are not directly employed by the building owner (Olympia York); rather, they work for the company which is contracted to clean the building (Federated Building Maintenance). At 30 days notice, the cleaning contract can be terminated. Termination means that the cleaners, and their union, are out the door.

Last year at the Eaton Centre, unionized cleaners lost their jobs, and their collective agreement, and their bargaining rights, when the cleaning contractor changed. The new contractor hired new staff at lower wages.

Throughout negotiations, Federated repeatedly threatened the

jobs of the cleaners. They knew that they were putting their jobs on the line when they voted to strike. Olympia York's spokesperson made it clear: "The hard fact of life is that we have a contract with (Federated employer) and any wage increase will have to come out of his hide... if he goes down the tubes, everyone goes down with him." In the end Olympia & York, one of the richest corporations in the country, intervened and helped to settle the strike.

Olympia & York holds the purse strings and affects the employment relationship in other important ways; so the Food and Service Workers has applied to the Ontario Labour Board to have Olympia & York declared an employer. A favourable decision would protect the jobs and union rights of the workers in the event of a change of cleaning contractor.

As well, the union will press for legislative changes to protect the rights of all workers in "contracting-out" situations.

Wendy Iler is Vice-President of LEASWOC.

UNION WOMAN

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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**

Bennett's domino effect

Professors show restraint

By JANICE NEWSON
In late spring, professors at Simon Fraser University voted by a sixty-four majority to accept a 2.7 per cent cut in salary scales for 1984-85. (To be accurate, elig-

ible professors will receive their normal progress through ranks increment of about 3 per cent, so their take-home pay will remain at about the same level as in 1983-84. Nonetheless, the scale cut will

depress salary levels far into the future and establishes a precedent for future settlements.)

Echoing the views of other administrators, University President William Saywell pronounced this action an "extraordinary" demonstration of good citizenship.

I hesitate to criticize the action of colleagues who have struggled under the extreme threat of the Restraint Legislation passed in British Columbia last fall. Nonetheless, their action and the interpretation placed on it poses serious problems for public sector unions that are trying to resist the ideological and political-economic attack on social spending taking place in many Canadian provinces.

Firstly, implying as it does a willing assessment of priorities, the interpretation of "civic mindedness" is a smokescreen for the terror tactic employed by the very same administrators that so designated the professors actions. The administration at SFU repeatedly warned the professors that their alternative course of action, if the professors did not accept the cut, would be the laying off of faculty members.

Secondly, it is difficult to square this definition of so-called good citizenship with society's obligations to thousands of eligible students being denied access to a university education, ostensibly because of the reduced capacity created by budget cutting. Universities are labour intensive service institutions. The major portion of their budgets goes to labour costs. Agreeing to a salary cut is tantamount to agreeing to the Socred's objectives of cutting the service. Finally, to the extent that their actions may have been based on a sincere (though irrelevant) concern that professors are the "fat cats" of university workers and can afford better than others a set back in salary progression, how will their actions affect the thousands of lower-paid workers with leaner resources to defend, and lacking the "cushion" of an automatic progress-through-ranks increment?

We will not have to wait long, if at all, to see the weight of the professors' good citizenship lowered onto the backs of cleaning staff, secretaries, part-time course directors and others.

Unfortunately, the professors' reasoning is not uncommon. And through it, the political objectives of fiscal restraint reverberate through the occupational hierarchy, without their originators having to lift another finger.

Janice Newson is chairperson of the York University Staff Assn.

EDITORIAL

Looking forward

By SUE CRAIG

The International Decade of Women is drawing to a close and Organized Working Woman has been taking stock.

We're proud of the role we've played in the last decade — participating in the formation of the women's committee of the Ontario Federation of Labour, in the founding of daycare coalitions, the Equal Pay Coalition, the International Women's Day Committee and women's committees in a number of major unions in Ontario.

We feel we've had a ripple effect in the labour movement, helping union women at the grass-roots level make themselves felt and make their issues heard in their unions and in the labour councils.

As a women's organization, we have access to women seldom reached by other groups — blue- and pink-collar workers who otherwise would be submerged in male-dominated unions. This remains true even so close to the end of the international decade of women.

OWW has the blessing of the organized labour movement, but is not beholden to it, being a membership organization and one that welcomes members from outside the mainstream labour centrals. That means OWW has access to teachers, nurses and university faculty associations.

And we have a unionist perspective not available from any other source to our members in some of the traditionally female occupations not yet affiliated with central labour bodies. OWW sees a continuing need to provide education at the grass-roots level and plans to maintain our successful program of skills building workshops in such areas as stewardship, contract enforcement, public speaking, rules of order, and contract bargaining.

Women have made great gains in and outside the labour movement in the past decade. Most recently, the guarantee of a fixed number of women vice presidents in both the OFL and the Canadian Labour Congress are noteworthy.

OWW is uniquely well placed to bring together women from a wide sector of society to discuss the next decade of the women's movement: where we have come from, where we are, where we should be headed and how to get there.

We feel there is a need for women who, in many cases, already hold leadership positions in their unions to get together on what might be termed neutral ground and do some brain-storming on our future.

We are proposing a residential seminar over a January weekend that, while it would not exclude grass-roots participation, would be pitched to those female leaders of the labour movement who feel a need to consult and relate to one another as women and to plan our strategies for the future.

The theme would be the twin controversies swirling around the equal pay for work of equal value and affirmative action issues. Are they in conflict or part of the same thing? If there are different ways of achieving equality, can we work on both, or should we concentrate on one?

This should also be an opportunity for new or emerging leaders to begin to blossom. A residential workshop, with fewer high-profile resource people and more time for participants to speak their piece, should lead to innovative solutions to our areas of concern.

Ultimately, this residential seminar should be a key element in the building of one of OWW's most ambitious ideas yet: the convening of a major event in May to mark the end of the International Decade of Women and set strategies for the next decade — (1985-1995).

This event, if we can swing it — and we are confident we can — would bring together in a very public way all the sectors that were involved 10 years ago in advocacy of women's issues and the launch of the women's decade — labour, the academic world, welfare and unemployed groups and professionals. Such a meeting will be a unique opportunity to build the leaders and coalitions needed to take us into the 1990s.

OWW intends to continue connecting the grass-roots women in the labour movement with their leaders and vice-versa through UNION WOMAN, our respected newspaper. UNION WOMAN is the only women's union publication in Canada. It has been produced by and for union women over the last eight years. The material is topical and comprehensive, providing background and insight into the women's movement and the broader community. Topics are solicited from the membership and women at large. It is widely acclaimed by brothers and sisters in the union movement.

Another new initiative this year is the establishment of a union women clearing house, a calendar service designed to help those who plan events for women, to avoid conflicts. Our plan is to maintain a calendar in our office and invite organizations of interest to women to consult us before, and advise us after, planning a meeting or demonstration. Thus we will provide a valuable link between organizations and help them avoid booking competing events.

If you have activities or events that you wish us to attend or to note in our next issue of UNION WOMAN, contact us at our Office: Suite 426, 366 Adelaide St., East, Toronto M5A 3X9 or phone: 364-2161.

Sue Craig is OWW president and secretary of Local 87 SONG.

Peace Petition Caravan Campaign Sign up for peace

1. An end to Cruise missile testing in Canada.

The federal government has allowed testing of the American air-launched Cruise missile in northern and western Canada. This undermines our country's credibility as a voice for nuclear disarmament. The Cruise's size and guidance system make it difficult to detect and verify. It is another dangerous escalation in the arms race. Canada should refuse the Cruise!

2. The Declaration of Canada as a Nuclear Weapons-Free Zone.

Canada, as a medium-sized power, can play an important leadership role to end and reverse the arms race. Our country should be declared a nuclear weapons-free zone, which means renouncing nuclear weapons and ending the search, production, testing and transport of those weapons or their components in Canada. This would be a powerful and meaningful contribution towards a global freeze on further nuclear weapons production, something Canada regrettably voted against in the United Nations. Such a freeze would not only stop the threat of increasingly dangerous nuclear weapons but could also lead to major reductions in current nuclear stockpiles.

3. A Diversion of Wasteful Spending on the Arms Race into the Funding of Human Needs.

The amount spent annually on the arms race could provide basic food, water, housing, education and health services for every person in need on this planet. Canada can play a role in adapting existing technology and retraining workers to produce peaceful and socially useful products. Studies show money spent on peaceful rather than military production creates more jobs.

4. Ratification of the Above Three Points Through a Free Vote in Parliament.

Our politicians should take a stand for peace too. We ask that all Members of Parliament — regardless of their political party — be allowed a free vote on these critical matters in the House of Commons. While any initiative is to be encouraged, peace begins at home.

Our campaign is a non-partisan, national grassroots organization of concerned individuals and groups. The signatures we gather across the country will be taken to Ottawa in "caravans" leaving each coast later this year. They'll be delivered to Members of Parliament, to make it clear that their constituents are concerned with disarmament. To follow up, we ask that you find out where your federal leaders and candidates stand on these four points before casting your ballot.

Now is the time to speak up. The threat of nuclear war means we may never get another chance. If you think peace is worth working for, join the Peace Petition Caravan Campaign. Please sign and mail the petition card below to:

PPCC-Toronto Office, 736 Bathurst St.,
Toronto, Ont. M5S 2R4 [416] 534-5762

I have read and support the four points of the Peace Petition Caravan Campaign.

Name (Please Print): _____ Phone: _____

Address: _____

City: _____ Province: _____

Postal Code: _____ Signature: _____

I want to see the Campaign grow. Enclosed is my contribution of:

\$10 \$25 \$50 \$100 \$200 Other \$ _____

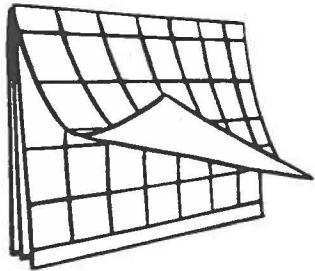
Cheque or money order — made payable to the:

PEACE PETITION CARAVAN CAMPAIGN

Visa MasterCard Card # _____

Valid from _____ to _____

I'd like to get involved. Send me more Campaign information.



CLEAR YOUR CALENDAR

- September 3 **Labour Day Parade**
- September 8 **OWW Yard Sale**
113 Madison Ave. 9 a.m. to 4 p.m.
- September 12-13 **Workshop production** entitled "The Department" sponsored by VDT Committee Labour Council, Metro Toronto, at the Ralph Thornton Centre. Tickets: \$5 each, obtained through Labour Council. phone 441-3663
- September 17 **Dr. Morgentaler jury trial in Toronto**
- September 22 **OWW Membership Meeting**
OPSEU Building, Yonge & Davisville, 9 a.m. to noon. Educational theme to be announced. Lunch to be provided.
- October 18-20 **Conference, "Controlling Technology"**
Sheraton Centre, Labour Council, Metro Toronto phone 441-3663
- November 17 **OWW Skills Building Workshop**
"Building a Women's Committee That Works"
OPSEU Building, Yonge & Davisville, 9 a.m. to noon. Lunch to be provided.
- November 18-22 **Ontario Federation of Labour Convention**
Sheraton Centre, Toronto
- January 4-6 **OWW Residential Seminar**
- March **International Women's Day Celebrations**
- May **OWW weekend event, "Women's Next Decade"**

Guild takes Star to HRB

A group of women and their union are trying to prove that equal pay for work of equal value is guaranteed by the Ontario Human Rights Code, even though it's not spelt out.

The 17 women, classified advertising solicitors for the Toronto Star, say they are being paid as much as \$200 less than their mostly male counterparts on the outside sales force merely because they are all women.

The complaint was filed Aug. 14, a day before the federal leaders' debate of women's issues, with the support of OWW, the National Action Committee on the Status of Women (NAC) and the Ontario Federation of Labour Women's Committee.

A spokesperson for the complainants' union, the Southern

Ontario Newspaper Guild, said the union hopes to show employers cannot pay women less than they are worth merely by segregating them from men in their job categories.

Sue Craig, secretary of the local, and President of OWW, said the union had analysed the jobs of solicitor, a classification in which there are no men, and advertising salesperson, which is 75-per-cent male and has historically been all male.

"As far as we can tell, the jobs are of equal value according to the skill, effort, responsibility and working conditions involved in them," she told a news conference Aug. 14.

Solicitor Laura Freve said workers in both classifications are active salespersons (as opposed

to the ad-takers who respond to calls from the public), with their own territories and contacts.

The methods of sales are different, with the solicitors selling by phone while the salespeople meet their clients in person, Freve said.

The salespeople have to be able to drive and supply their own cars (receiving compensation for mileage), Freve said. But they do not have to enter their ads on the Star's computer, whereas the solicitors enter not only their own ads but also those of the outside sales force.

Not only that, but the solicitors sell a greater dollar value of advertising than the salespersons, Lynne Westlake, another solicitor, told the news conference.

"We're not leaning too heavily on that point," Craig said. "If the value of the job rested on the amount of revenue it brought in directly, we reporters would have to pay for our jobs."

"But it's an interesting footnote to the case."

Naomi Duguid, of the law firm Sack, Charney, Goldblatt and Mitchell, who is handling the case on behalf of the solicitors and the union, said that as far as she knows this is the first time a human rights code has been used in Canada to claim equal pay for work of equal value.

There are favorable precedents in the United States, she said. In Canada, equal pay for work of equal value is guaranteed by the federal and Quebec employment standards laws, but not by other provincial employment laws.

Craig said the gross pay gap between the two categories, coupled with the fact the lower-paid group is all female, is evidence of discrimination in employment on account of sex, a prohibited act under the code.

If the commission agrees, the remedy will be up to it, she said.

It's time to show your support for OWW

By JEFF ROSE
National President, CUPE

and Chairperson, OWW 1984 Financial Campaign

Have you ever moved a motion at your local union meeting to contribute to Organized Working Women's annual fundraising campaign? Or made a personal donation? These are questions we should be asking ourselves this fall, as Organized Working Women launches its fourth annual financial campaign.

It was with great pride that I agreed to chair this year's fundraising campaign. I have been an avid supporter of OWW for many years now. And I firmly believe that we have a moral and financial responsibility to support this unique organization that brings together trade union women from more than twenty-five different unions. OWW provides an important opportunity for union women from the public and private sectors to meet in a friendly and supportive atmosphere to discuss common problems, hammer out strategies, and provide support to press on.



JEFF ROSE

Since its founding in 1976, Organized Working Women has sponsored many membership activities to meet its twin goals of bringing more women unionists into trade union activity and achieving more women's demands through collective bargaining. In addition to publishing a quarterly newspaper called *Union Woman* and organizing an annual educational conference each spring, OWW is also involved in a variety of other activities. It contributes to the development of female

unionists through skills building workshops on such topics as parliamentary procedure, public speaking, stewards training collective bargaining, and how to produce a newsletter. It has organized solidarity actions for dozens of strikes over the years. As well, OWW has made its presence felt in many union and community activities ranging from demonstrations on unemployment, cutbacks, and interest rates on parades on International Women's Day and Labour Day.

Organized Working Women was founded in Toronto. Over time, however, union women from across the province have been attracted to specific activities and have joined the organization. In recent years, OWW has been invited to organize events in Ottawa, Guelph and Peterborough. Our financial support will help OWW to expand its membership and eventually establish chapters in other Ontario cities.

While we in the trade union movement have reason to be proud of making strides toward women's equality, we certainly cannot sit back and consider the job complete. We still have a long way to go. How many of us can claim full female involvement in local union affairs? How many of us have even proportional representation of women in union leadership positions? How many of us have negotiated fully paid maternity leave, equal rights for part-timers, protections against sexual harassment, equal pay for work of equal value, or affirmative action, to name just a few of the more obvious contract demands for female equality.

We will continue to need a group like Organized Working Women until we do achieve full equality for women within the trade union movement. And OWW will continue to need our financial support for as long as it takes to achieve this goal. Government grants and membership dues are not sufficient to cover the costs of OWW's ambitious activities.

I hope you can dig deep to contribute to this year's financial campaign. As well, I urge you to raise a motion of financial support at your next local meeting. (Copies of *Union Woman* can be made available if you would like to show your membership examples of OWW's ongoing work.)

Let's demonstrate our strong support for equal rights for trade union women with a large financial contribution to OWW. After all, it is the only membership organization in Ontario exclusively devoted to this goal.

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.

Morgentaler goes to trial

On July 20, 1984 Associate Chief Justice William Parker of the Ontario Supreme Court dismissed a motion by Dr. Henry Morgentaler's lawyer that the abortion charges violate the Charter of Rights and Freedoms. The ruling means that Drs. Morgentaler Scott and Smoling will go on trial September 17 to face charges of procuring an abortion.