



# UNION WOMAN

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JANUARY-MARCH 1987

Celebrate  
IWD March 8

Equality  
jobs  
peace

## Queen's Park, Ottawa attack child care

By KERRY McCUAIG

Proposals to extend federal government funding to commercial child care centres has been met with outrage from women's, labor and child care organizations.

The move was sparked by an announcement by Ontario Social Service Minister John Sweeney that he will seek direct grants for commercial day care operations when he meets with his federal and provincial counterparts on January 26.

At a Queen's Park press conference last month, day care advocates accused the government of caving in to the commercial lobby. The Peterson Liberals were on record indicating their intention to phase out commercial child care in favour of a non-profit system.

Making a profit on child care requires cutting corners on staffing, food and equipment. Staff in commercial centres are paid 50 cents less than those working in publicly operated programs.

"This is an extraordinarily serious setback," says Sue Colley of the Ontario Coalition for Better Day Care. Ontario is a key player in federal-provincial discussions and could influence Ottawa to open up public funding for profit child care.

Forty per cent of spaces in Ontario are in the commercial sector. Alberta is the only province which presently provides direct public funding to commercial operators. Seventy per cent of its centres are run for profit. "Alberta is known for its shockingly poor quality of child care," says Colley.

Day care was dealt a second

blow Jan. 14 when Health and Welfare Minister Jake Epp told the press that his government views child care as a provincial responsibility, dashing hopes that the federal government would take the initiative in unveiling a new national child care strategy at the meeting of social service ministers.

Epp indicated just how out of touch he is with the issue when he suggested that parents were relying on day care workers to raise their children.

National Action on the Status of Women spokesperson, Dr. Barbara Cameron, said Epp's remarks insulted parents. "By falsely counterposing child care workers and parents, he implies that parents who place their children in day care services are not involved in raising their children.

"With only one day care space available in a licenced home or centre for every 10 youngsters who need care, the minister's statements show a serious lack of appreciation for the crisis which exists."

Several task forces have stressed the need for a strong federal role in funding child care, says the NAC representative. "Publicly funded child care services are a support for families, not a substitute."

Readers are urged to contact Premier Peterson at 416-965-0499 or contact your local MPP and let them know you want public funding to go to non-profit child care.

*Kerry McCuaig is a member of the Southern Ontario Newspaper Guild and is on the OWW Toronto chapter executive.*



## Trade unions vs the NCC

By SANDRA LAYCOCK

The media has assigned Merv Lavigne the role of David fighting the Goliath of Canadian trade unions. But what's behind the headlines?

The "Lavigne case" grew out of a three and a half week strike of Ontario community college teachers in the fall of 1984. The teachers are represented by the Ontario Public Employees Union (OPSEU). Although a teacher, Lavigne had never been a union member. He scabbed during the strike.

What made Lavigne angry was a provision in the Colleges Collective Bargaining Act that denied him pay for scabbing. No record exists of Lavigne refusing all the wage increases negotiated for teachers by the union. His principles didn't extend to his pocket

book. Lavigne filed suit — the Ontario Divisional Court and the National Citizen's Coalition saw their chance.

What is the NCC? For almost 20 years the organization has sponsored expensive ads in newspapers proclaiming its devotion to individual freedom. Who could be against freedom? But the NCC's definition of liberty is self-serving. It is not freedom from exploitation, unemployment, poverty or injury and death in the workplace.

The NCC's brand of freedom is limited to the corporate sector. The chief executive officers and board members of such companies as MacMillan Bloedel, the Bank of Nova Scotia, Brascan and American Airlines, to name a few, foot the bill for the expensive advertising.

While for "freedom", the NCC

is against medicare, indexed pensions and an end to the nuclear arms race. It is logical for this corporate mouthpiece to be against social programs and peace. There are no profits to be made.

Lavigne specifically objected to OPSEU's social unionism. The union's support for such "unprofitable" causes as the British mineworkers' strike, Nicaragua, disarmament groups and pro-choice get Merv's back up.

Judge White's decision was handed down on July 7. He said Lavigne's freedom of association, through compulsory dues payment, was a violation of the Charter of Rights and Freedoms. The legal system said that if dues are compulsory and used for other than collective bargaining purposes a solution has to be fashioned to separate out what the union spends for collective bargaining and what it spends on social and political activities. OPSEU owes Lavigne about \$3 a year. Judge White's ruling is now being appealed.

What is the significance of the Lavigne case? The NCC has succeeded in putting the labour movement on the defensive. It has forced it to spend a great deal of time and money in trial preparations and legal costs. But the NCC cannot make the Canadian union movement disappear with a court ruling.

The labour movement was born out of the struggle against injustice. As long as exploitation of working people remains, organized labour will exist and flourish.

*Sandra Laycock is president of the OWW Toronto Chapter and on staff of the Ontario Public Employees Service Union.*

## Women focus of Nicaraguan aid

Tools For Peace has launched its 1986-87 campaign to aid Nicaragua in one of the largest people-to-people aid projects in the world. Last year Canadian citizens sent over \$1.5 million in material goods to Nicaragua, including educational materials, electrical equipment and other vital items. This year, in consultation with Nicaraguan organizations representing farm workers, teachers, nurses, women, native rights and other groups, Tools For Peace has designated six National Popular Projects: agriculture — boots, shovels, axes, files; labour — hammers and saws; women — sanitary napkins; education — pencils and notebooks; displaced

people — blankets; health — 3" gauze rolls, iodine-based antiseptic (betadine), 1" adhesive or "Micropore" tape.

The participation of Nicaraguan women in the struggle of their people for self-determination dates back to the time of the Spanish conquest. Their role in the revolution against the Somoza dictatorship, ending in triumph July 19, 1979, was vital. By incorporating themselves into the anti-imperialist, anti-interventionist struggles, Nicaraguan women have begun the long process of liberating themselves from the psychological and cultural norms which forced them, like us, into a secondary role. For this reason Nicaraguan women de-

pend the Sandinista Popular Revolution as the political guarantee of their emancipation.

The national women's organization in Nicaragua is called the Association of Nicaraguan Women Luisa Amanda Espinoza (AMNLAE), named after the first woman combatant to be killed by Somoza's forces. Their slogan at this time is "Survival with Dignity".

As women take up their places in Nicaraguan society, as producers, leaders, mothers, farmers and teachers they feel the effects of the war every day. The loss of life and senseless destruction is abhorrent to all. The poverty and frustration brought about by the embargo imposed by the U.S.

hurts every individual but for women there is a special anger.

It is difficult to imagine not having the convenience of sanitary supplies as we do. For Nicaraguan women it is a pressing concern, using and reusing strips of cloth washed in cold water, rarely with soap, experiencing discomfort and risking infection. That is why the urgent request has been made to Tools For Peace to help provide these basic supplies.

If you can help Tools For Peace with a donation of time, money or material to help with the success of the six popular projects, contact Laurel Whitney at (416) 922-0852, or Tools for Peace, 347 College St., Suite 301, Toronto, Ont. M5T 2V8.

# State harassment against abortion

By PAULINE ROY

While charges were pending in the Supreme Court against Dr. Henry Morgentaler and two of his colleagues accused of performing

"illegal" abortions, Toronto police raided the homes of doctors working at two abortion clinics, arresting Drs. Morgentaler, Nikki Colodny and Robert Scott.

The judge however postponed the new charges until the Supreme Court brings down its final decision expected soon.

Police investigation for the most recent arrests began in May 1986, when a second abortion clinic was opened in Toronto. According to Toronto's Police Chief Marks, charges were delayed until sufficient evidence was collected. Most observers felt however that the Attorney General avoided acting while Ontario doctors withdrew their services during a dispute over legislation banning extra-billing. ApPOINTMENTS at the clinics skyrocketed during the "strike".

Anti-choicers were pleased by the police action, but protested Attorney General Ian Scott's decision to ask for a "stay of proceedings". This allows the doctors to return to work until the Supreme Court decision is made.

Dr. Morgentaler, who was forewarned of the raid, says that it is "inconceivable to him" that charges would be laid only weeks before the Supreme Court hearings.

While pro-choice supporters hope that the judicial system will come to a logical conclusion and strike down what is clearly an unjust and unworkable law, trade unionists know from experience that the courts have never been friends of social issues. Particularly during this crucial period, the pro-choice majority must make its voice heard.

Pauline Roy is a member of CUPE 1281 and an executive member of the OWW Ottawa chapter.



"Forty years ago I had a back-alley abortion. I almost died from it."

If you wonder whether legal abortion is a good idea, ask any woman who survived an illegal one.

She'll tell you how painful, dirty, humiliating, and horribly dangerous a back-alley abortion can be.

But despite the incredible risks, hundreds of thousands of Canadian women had abortions before 1969 when they became legal under certain circumstances. Up to that time an untold number were maimed or lost their lives through infection or from bleeding to death.

Today the threat to women's lives and health no longer comes from abortion. It comes from those who want to outlaw it entirely. And it comes from our law itself. A law which deprives women of access to abortion in many parts of Canada.

There are people who argue that all abortions should be banned—even if the result will be as horrifying as it was in the

past. Segments of this increasingly vocal minority engage in harassment and intimidation of women seeking abortions by picketing hospitals, clinics, and even the homes of medical staff.

And they're pressuring our lawmakers to make abortion illegal again—for every woman. Regardless of circumstances. Even if her life or health is endangered. Even if she's a victim of rape or incest. Even if she's too young to be a mother.

Please speak out now. Write your MP. Use the coupon. If we let them, those people who are opposed to freedom of choice just might succeed in turning back the clock to when women had no choice. But the back alley.

Abortion has no place in the Criminal Code. Abortion must be a personal decision.

"The decision is yours"

I've written my Member of Parliament to say that I support government programs that (a) reduce the need for abortion by preventing unwanted pregnancy, and (b) will make safe and legal abortion a choice for all women.

Here's my contribution in support of Canadian Abortion Rights Action League activities on behalf of freedom of choice.

\$25 \$50 \$75

\$100 \$500 or \$

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_

Province \_\_\_\_\_

Country \_\_\_\_\_

Phone \_\_\_\_\_

Signature \_\_\_\_\_

Canadian Abortion Rights Action League (CARAL)

440 Bloor St. W. 2nd Fl. Toronto Ont. M5S 1W9

(Original copyright Planned Parenthood Federation of America, Inc. 1985)

# Peace Alliance marks first year

By PAM FITZGERALD

"Mobilizing for Peace — Taking Canada out of the Arms Race" was the theme of the second annual Canadian Peace Alliance (CPA) Conference held in Winnipeg at the beginning of November.

Only in its second year the alliance is a growing force in Canadian political life. It unites at least two thousand groups including national and regional peace organizations and coalitions, labor, churches, women and many community peace groups.

Much of the convention was spent on the CPA's structure and future direction. This past year,

the Alliance has put most of its effort into developing a peace network but is expected to place more emphasis now on facilitating campaigns. The priority for the coming year will be given to a countrywide project for a comprehensive test ban treaty and against "Star Wars" development.

Labour delegates met on two occasions during the three day convention and made a number of recommendations including that September 1 be declared "Labour's International Day of Peace", and that more seminars be held on the question of conversion, jobs and disarmament. Trade unionists also felt that more

of their members should be involved in the question of peace and that peace activists should become more aware of trade union concerns.

Women delegates also met briefly to discuss among other issues, how women could play a more prominent role at CPA conventions. It was noted that although women make up 70 per cent of the peace movement, only 40 per cent of delegates to the convention were women.

Pam Fitzgerald is a member of CUPE 1281 and an executive member of the OWW Ottawa chapter.



Pam Fitzgerald of Organized Working Women's Ottawa chapter takes the mike at the Canadian Peace Alliance Convention in Winnipeg. The Alliance will campaign

around a comprehensive test ban treaty and opposition to Star Wars in the coming year. The meeting also recommended naming Sept. 1 "Labour's International Day of Peace".

# LIBERALS SET 'EQUAL' PAY TRAP

By PATRICIA MCDERMOTT

Bill 105, the legislation designed to achieve pay equity in the "narrow" public sector, was introduced into the Ontario legislature by the Minister of Labour, Bill Wrye, in February 1986. Nine months later Attorney General, Ian Scott, introduced Bill 154, intended to achieve pay equity in the private and the "broader" public sector. Since neither of these bills have been passed, we are now discussing draft legislation which could change as a result of amendments suggested in committee hearings.

Tabled during the Ontario Federation of Labour convention, labour greeted Bill 154 with strong reservations. The legislation contains many problematic aspects which could seriously challenge traditional union practices and may even prove to be a divisive force between those within the union movement as well as between the organized and unorganized.

Bill 154 is not strong legislation. The number of people covered is limited and there are many potential ways for employers to avoid its provisions.

Despite perceived problems with the Bill, proponents of equal value legislation have on the whole been slow to criticize it. Initial reactions have called it a "good first step" towards eliminating unequal sex-based pay practices. One of the main reasons for supporting this weak legislative initiative is the ever present fear that since the legislation is a product of the NDP-Liberal Accord, it will disappear with a Liberal majority if it is not passed before the next election.

## A LOOK AT BILL 154

We are now going to look at some of the language of the clauses as well as some structural pitfalls of the legislation. The discussion is technical but it is worth the time and effort for working women to familiarize themselves with legislation which will have a dramatic impact on their workplaces and unions in the coming years.

We will start at the beginning and try to deal with issues in the order they appear in the legislation, however there will be some unavoidable hopping back and forth.

It would be useful (but not necessary) to have a copy of the act beside you while reading this article.

S. refers to the Section of the act, s.s. refers to the subsection.

## JOB CLASS

S. 1 "job class" means those positions in an establishment that have similar duties and responsibilities and require similar qualifications, are filled by similar recruiting procedures and have the same compensation schedule;

Some of the major concerns with this definition is how the words "similar", "position" and "compensation schedule" will be interpreted. If a job ("position") has a series of levels, for example a clerk-typist one through four, it is conceivable that all of the levels could be lumped together to form a single job class because, it could be argued, they have "similar" duties, responsibilities, qualifications and recruiting procedures. Furthermore, it could also be argued that the pay structure for all levels, including any pay steps or increments along each level could be considered in total, to be "the same compensation schedule".

## MORE ON PAY EQUITY

Looking for more information on pay equity? Organized Working Women has position papers on equal pay for work of equal value and a critique of Bill 105, the draft legislation covering Ontario government employees. Contact our Toronto office for details.

One reason why employers tend to prefer job evaluation systems which use broad job class structures is to prevent the evaluation revealing inequity within a job series.

Clearly the more detailed the evaluation scheme is, the more accurate the results will be. If a broad "job class" is proposed, it prevents groups of employees, with potentially higher value ratings, from having their work evaluated and consequently from finding a more valuable comparable. It appears that bargaining agents do get a chance to "negotiate" (S. 13 ss. 2b and S. 12 ss. 1b) how the job classes are to be designated; however, if negotiations break down, the final decision about this matter lies with the Pay Equity Commission (S. 15 ss. 3 and 4; and S. 16 ss. 1).

## JOB RATE S. 1; PAY EQUITY

"job rate" means the highest rate of compensation for a job class;

5.—(1) For the purposes of this Act, pay equity is achieved when the job rate for the female job class that is the subject of the comparison is at least equal to the job rate for a male job class in the same establishment where the work performed in the two job classes is of equal or comparable value.

When these sections are read together it appears there is no guarantee that those not earning the highest rate (the "job rate") will receive any pay increase. Equity would require the compensation schedule to be adjusted accordingly to ensure that wages in the pay steps below the "job rate" receive a pro-rated adjustment.

Even when there is a relatively automatic progression along pay steps, perhaps by the length of service, in some workplaces it can take many years to get to the top pay rate (the "job rate"). Thus pay equity should be guaranteed as an employee moves along these pay increment ladders. In workplaces where movement through pay steps is not an automatic process, but is based on a criteria such as merit (an exemption S. 7 ss. 1c) it may be that many (most?) employees never get to earn the "job rate". For them the guarantee of a pro-rated benefit is critical.

## INCOMPATIBLE JOB EVALUATION SCHEMES

S. 13 ss. 1, ss. 2(a) and (b); S. 5 ss. 3(a) and ss. 4 and 5

Section 13 requires a plan for each bargaining unit within an establishment and one plan for the non-unionized employees within the establishment. Section 5(4) requires that comparisons remain within each plan, while Section 5(5) allows comparisons to go outside a plan to find an appropriate comparable "throughout the establishment" if none exists within the plan.

One major practical problem with this scheme is that the "gender-neutral comparison system" for each plan are more than likely going to be different. What happens when a comparison is sought outside the bargaining unit? Since job evaluation ratings calculated under one system using a particular methodology are simply not comparable with evaluations from other systems, how do you make the comparison?

This problem can be quite complicated in multi bargaining unit establishments where there could be literally a dozen different plans.

If a "female job class" is looking for a "male job class" to compare with, one of the classes will have to re-evaluate using the same system or no comparison is possible. Furthermore, it may be the employer who insists that all possible comparisons be made since S. 5(3) (a) defines pay equity as the lowest job rate when more than one comparison is possible.

## THE ESTABLISHMENT

S. 13 ss. 3A; S. 14 ss. 2a; S. 1

Section 1 defines "establishment" as the employees in a "geographic division" Section 13(3) (a) allows the bargaining agent and the employer to agree that the establishment includes two or more geographic divisions for the purpose of the bargaining unit plan. Section 14(2) (a) similarly permits an employer to decide to expand the coverage of non-bargaining unit plans to include two or more geographic divisions. Again what happens if the "establishment" is different for the non-bargaining unit plan and for those of the various bargaining units. What establishment does a female job class use to search for an appropriate comparison "throughout the establishment"? (S. 5 ss. 5)

## HOW MUCH MONEY IS AVAILABLE FOR BARGAINING UNIT PLANS?

Section 12(3) essentially appears to direct the initial



The Ontario government ignored labour and women's movement demands for legislation which would bring real equal pay for work of equal value. Bill 154 is a dangerous substitute. Not only will it leave the prov-

pay adjustments toward the lowest paid job classes and requires that these classes receive "greater" increases, although the section does not say how much greater. This seems quite equitable but since the Bill does not guarantee that bargaining unit plans will be allocated a certain portion of the 1% of total, annual, province-wide payroll (S. 12 ss. 4a and 7) and since wages are likely to be lower for unorganized women workers, the union plans could conceivably have to wait longer for their pay adjustments.

## COLLECTIVE BARGAINING AND PAY EQUITY

S. 12 ss. 9 and S. 7 ss. 2

12(9) A pay equity plan that is approved under this Part prevails over all relevant collective agreements and the adjustments to rates of compensation required by the plan shall be deemed to be incorporated into and form part of the relevant collective agreements.

7(2) After pay equity has been achieved in an establishment, this Act does not apply so as to prevent differences in compensation between a female job class and a male job class if the employer is able to show that the difference is the result of differences in bargaining strength.

What does "prevail over" in S. 12 ss. 9 mean? What relationship do "adjustments" required by the plan, have to collectively bargained increases? When we look at Section 7 ss. 2 it states that after pay equity has been achieved in an establishment the employer can argue that pay differences are attributable to "differences in bargaining strength" (?). Does this mean that pay equity must be achieved in the entire establishment before regular "bargaining strength" can create pay differences? If a female job class has their wages pegged to their male comparable job class until pay equity is achieved for the whole establishment, then does the female job class also receive the same normally bargained wage increase as their male job class comparable? This would mean that the female job class would not have to engage in normal wage bargaining during this period.

While we are on the topic of collective bargaining, there are a few more comments that should be made:

a) There will undoubtedly be pressure on unions to negotiate a plan since lengthy delays could mean that non-bargaining unit plans will proceed. This is especially of concern since, as mentioned, no money is earmarked for bargaining unit plans.

b) It is unclear what "good faith" means in S. 13. If negotiations about pay equity take place with normal bargaining, does one take "good faith" bargaining complaints about pay equity to the Pay Equity Commission and unfair bargaining charges to the Ontario Labour Relations Board? Clearly it would be logical for the Bill to require separate bargaining on pay equity. Indeed if unions already have long term (2-3 year) collective agreements in place they will have to bargain about pay equity separately.

c) Who pays for the often costly pay equity plans? Section 24(2) (a) gives the Commission power to require the employer and/or the union to pay for the preparation of a plan for violating Part II, but who pays for the plan normally? Are the costs divided between union and

ince's wage gap largely untouched, it has been designed to sow divisions in the workplace and between the various forces who have been lobbying for effective laws.

management? If so this could be a major problem for unions that do not have the resources to devote to a pay equity plan.

## VOLUNTARY COMPLIANCE

The fact that employers with 99 or fewer employees are not required to take any serious steps to end gender based pay discrimination during a "transition period" of 5 years for employers with 50-99 employees or 6 years for employers with 10-49 employees represents a major weakness from a union's perspective.

Even after Section 20(2) repeals Part III, the voluntary compliance or "transition" period, it is unclear what these employers must do to comply with the legislation. Section 6(1) does state that:

6.—(1) Every employer shall establish and maintain compensation practices that provide for pay equity in every establishment of the employer.

This suggests that these employers must "provide for pay equity" and pay equity is defined in S. 5(1) as being achieved when male and female comparable job rates become equal; however, there is no explicit "posting" dates set out for these employers. Unions or unorganized employees must file a complaint (under S. 21) that there has been a "contravention of this Act" (S. 6 ss. 1).

## Conclusion

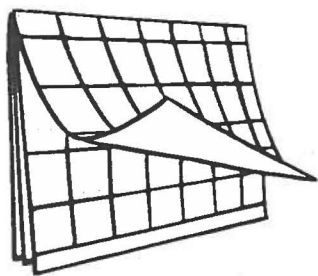
We have discussed several of the problems that unions could encounter in the practice of "pay equity" if Bill 154 is passed in its present form. There are many more serious concerns that we do not have room to discuss, in necessary detail, for example, the Bill's requirement that inequitable pay practices be eliminated with the tool of job evaluation.

Many unions have long been critical of job evaluation systems, claiming that they favoured management. Indeed job evaluation has for decades been done by management consultants that, it could be argued, created and justified what have now come to be seen as unfair wage practices. Many advocates of equal value legislation are sceptical about whether these same consulting firms will now be able to produce "gender neutral" systems. Indeed "gender neutrality" will be the major area of debate if this legislation is ever passed.

Another critical area that must be examined if pay equity legislation is to really work, is the wage gap. At present, important issues of how the wage gap can be defined and how it could be measured are being totally ignored. Unless we come to grips with exactly what problems we are trying to solve, pay equity could close three or four percent of a thirty to forty percent wage gap and we would be left searching for new solutions.

On the whole I am not personally convinced this legislation is "a good first step". Unless some critical amendments are made, it is unclear that the men and women in female job ghettos will receive any significant benefit from this attempt at remedial legislation.

Patricia McDermott is a lawyer, and a sociology professor at York University, where she is a member of the York University Faculty Association. Sister McDermott is a member of the Equal Pay Coalition and an executive member of the OWW Toronto chapter.



## CLEAR YOUR CALENDAR

### TORONTO

Feb. 7  
12:30 - 3 p.m.

**Support the Grape Boycott  
Solidarity Picket & Rally**  
Bloor & Spadina, 441-3710

Feb. 17  
7:30 p.m.

**General Membership Meeting  
Pay Equity — The Pitfalls**  
OPSEU, 9th floor, 1901 Yonge St.

March 1  
11 a.m. - 2 p.m.

**Labour's IWD Breakfast**  
25 Cecil Street, Entertainment  
Tickets \$5. Contact MTLG 441-3663

March 7

**IWD Rally & March**  
For details 978-8201

April 8

**Women and Labour History**  
Centre for Labour Studies Course  
Information 445-5900

### OTTAWA

Jan. 29

**Women's Writing Workshop Course**  
Information: days Pam 235-4976  
evenings Ruth 521-6092

Feb. 7  
2 - 5 p.m.

**Annual Membership Meeting**  
233 Gilmour St. Rm. C

Feb. 27-28

**Skills Building Workshops**  
Sexual harassment, child care,  
parental & lesbian rights  
Info: 236-7238/233-3876

# Dr. Bertell: Peace Scientist

By ALICE KOLISYNK

The peace movement has not had a more committed activist than Dr. Rosalie Bertell. Her years of dedicated research on behalf of the victims of militarism has recently been recognized by the Right Livelihood Foundation award, commonly known as the "Alternate Nobel Prize". The award brings with it \$25,000 which was formally presented to her by the Swedish Parliament on Dec. 8. Dr. Bertell hopes to use the award to further her research at the International Institute for Concern for Public Health in Toronto.

What makes Dr. Bertell unique among peace activists is the fact that she takes her scientific expertise directly to the victims affected by military and civil pollution. As an international expert in low level radiation she has studied the birth defects of the Navajo Indians exposed to nuclear testing in Nevada; assessed the cancer risk and probable genetic damage to offspring of Japanese nuclear workers; revealed the death rate of infants with low birth weight down wind from normally operating nuclear plants in Wisconsin.

She testified on behalf of the

Citizens Advisory Committee following the accident at Three Mile Island. She has begun a program of medical assistance to the people of the Marshall Islands in the South Pacific who have been exposed to the testing of 66 atomic and hydrogen bombs.

Dr. Bertell has identified these people, and all who have suffered from arms race pollution, as the early victims of World War III. She has mathematically computed that, to date, there are 16 million such victims throughout the world.

Since the early 1970s, Dr. Bertell has been persistent in documenting and challenging the validity of scientific pronouncements of governments, regulatory boards, and especially the U.S. military. These activities have cost her a comfortable place in the scientific establishment, and forced her to rely on contributions from individuals, groups and unions to fund her work.

Since coming to Toronto in 1980, Dr. Bertell has taken up local environment issues, and assisted unions with health and safety issues in the workplace. It was Dr. Bertell who first alerted the Ontario Public Service Employees

Union to the hazards of VDTs in 1981. She was instrumental in proving that the presence of radioactive soil in Scarborough's McLure Crescent was affecting the health of residents, especially the children.

The Canadian Union of Public Employees Local 1000, which represents Ontario Hydro workers has found Dr. Bertell an extremely valuable ally in analyzing and minimizing the risks and exposures of their nuclear workers.

Dr. Bertell's research and analysis of pollutants, radioactive and otherwise, in the Missisagi and Spanish River and more recently in the Serpent River Native Indian reserves, have resulted in improved health services and monitoring of the pollutants from Elliot Lake mining.

In addition, Dr. Bertell has published over 90 scientific papers. Her recent book **No Immediate Danger: Prognosis for a Radioactive Earth**, documents the growing destruction of the human gene pool through radioactive pollution in our food, land and water. She contends that future generations will be genetically less able to deal with the pollutants that industry continues to emit into the environment. Survival of the human species can no longer be taken for granted; in fact the process of destruction has already begun.

Of all the issues we are faced with today, none is more fundamental than the nuclear threat; whether it be the arms race or the expansion of the nuclear industry. Neither denial by defenders of the nuclear industry nor the scare tactics of proponents of the arms race, can change the reality of the present crisis of choice that each of us must face.

Dr. Bertell has dedicated her life to global consciousness-raising and offers practical alternatives to the present self-destructive path of the arms race.

Alice Kolisnyk is an executive member of the OWW Toronto Chapter and a member of the Ontario Public Service Employees Union. She is also a board member of the International Institute for Public Health. With the assistance of Dr. Bertell and OWW, Alice was successful in overturning a hospital ruling which required annual chest x-rays for nursing teachers.

## Ottawa chapter grows

Welcome back Union Woman. Ottawa women and unionists are pleased to see the OWW newsletter once again around our display tables and at our locals.

Since the summer, the chapter has been active in a number of areas identified as priorities at its February Annual meeting.

### Membership

Efforts to attract new members include a self-defence workshop social, a radio interview, notice in the International Women's Week monthly calendar and information tables at the PSAC Regional Women's Conference and the Ottawa and District Labour Council/CLC Education Institute.

### Strike Support

While no specific strikes involving women or women's issues took place in Ottawa, the chapter sent a letter to the Civic Hospital supporting an Ontario Nurses Association members' protest of the employer's attempts to undermine an arbitral award concerning hours of work and overtime compensation. Chapter officers joined protest pickets.

Chapter officers, members and friends also supported picket lines at Steenbakkers, the Children's Aid Society and the Roberts-Smart Centre and joined activities to support the Gainers strikers and boycott. We are working on a banner to provide us with a more visible presence.

### Education

The chapter co-sponsored a community meeting on Equal Pay for Work of Equal Value in preparation for the Ontario Federation of Labour/Ottawa & District Labour Council lobby of local MPPs.

A newsletter workshop is being planned and a chapter event for International Women's Week which will include workshops on union women's perspectives on women in non-traditional work, sexual harassment, gay/lesbian rights, reproductive choice and parental rights.

Our annual membership meeting is scheduled for Saturday, February 7 from 2-5 p.m., 233 Gilmour St. Ottawa chapter members — please plan to attend and please consider running for office.

## Busy times for Toronto

It's been a busy spring and fall for OWW Toronto. April saw Toronto members at the March for Jobs and in May we participated in the Equal Pay Coalition Rally at Queen's Park. OWW has presented two briefs to the committee studying the pay equity legislation and we are preparing a critique of the private sector bill. We've also demonstrated for pro choice and against extra billing. We held a very successful general membership meeting in August with a guest speaker who had been on the trade unionists' tour of Nicaragua and El Salvador. In September we were out for the Labor Day Parade and held a very successful yard sale that netted the Toronto chapter over \$600.

In addition we've been active in the Coalition Against Free Trade, the Ontario Coalition for Abortion Clinics, the Ontario Coalition for Better Daycare and the National Action Committee on the Status of Women. We are also pleased to report that one of our chapter executive members, Barbara Cameron, was elected to the NAC executive. Sister Cameron heads up NAC's Social Services Committee — that's in addition to the many hours she spends working for OWW! OWW is also taking part in preparations for the United Nations World Congress of Women which is taking place in Moscow in June 1987. And of course we are now taking part in preparations for the celebrations surrounding International Women's Day.

One of the highlights in the summer of 1986 was the move to our new office at 555 Bloor Street West. We now have elbow room to hold meetings, work on mailings and store the OWW archives.

On November 13 the chapter held its annual Theatre Benefit. Erika Ritter's *Murder at McQueen's* played to a good house.

The priority set by the chapter for the year is a substantial increase in membership. With the help of a grant from the Ontario Women's Directorate we are beginning a series of workshops we will be making available to trade unions on Women and Free Trade, Equal Pay and Child Care. Jill Jones, a long time OWW supporter, has been hired to co-ordinate our work here.

If the number of phone calls to our office is any indication, we're enjoying a welcome resurgence of interest in women in the trade union movement.

We warmly welcome back to the Toronto chapter executive Ev Armstrong, the founding president of OWW. We knew her retirement wouldn't last long.

The next general membership meeting is Feb. 17 at OPSEU, 1901 Yonge Street (Davisville Subway). Come out and bring a friend.

## 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 \$20.00 per year.

To join OWW, send in this application form with proof of union membership to the OWW office, address below.

Name .....

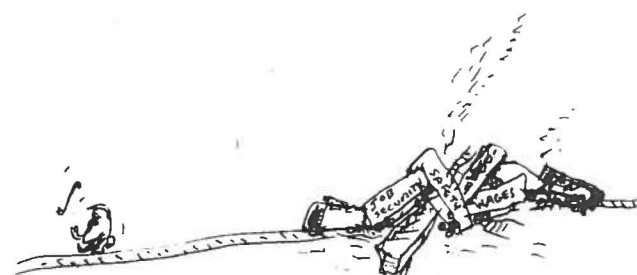
Address .....

Telephone .....

Union ..... Local .....

Organized Working Women  
555 Bloor Street West  
Toronto, Ontario M5G 1Y6  
Telephone 534-7504

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



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