



UNION WOMAN

PUBLISHED BY ORGANIZED WORKING WOMEN

Volume 10, Number 2

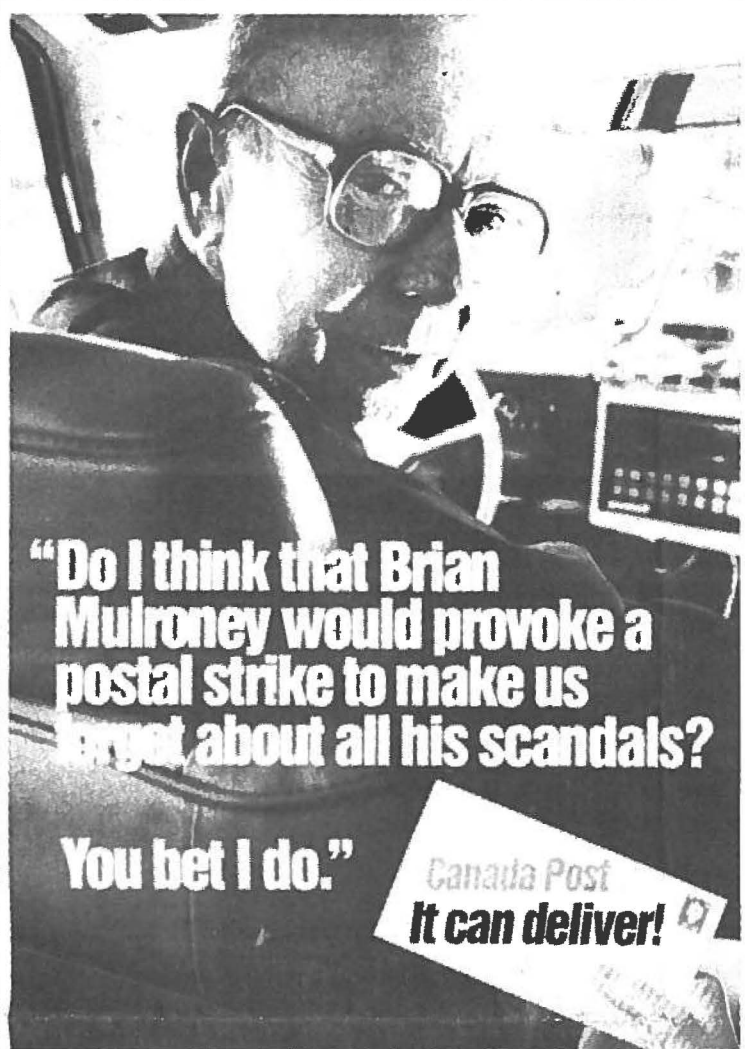
28

Spring/Summer 1987

Vote for
peace

Sign the CPA
peace petition
pledge form

Contact your local
peace group



No scab mail here

Your issue of Union Woman is arriving later than usual because like all good trade unionists, Organized Working Women, will not be using the Post Office until management begins dealing fairly with its workers. Yes, we would like to see a more reliable postal service, but we are not naive enough to think it's going to come by chopping the corporation's workforce by 20 per cent, by lengthening working time and increasing work loads. In the labour movement we call that speed up and it's got nothing to do with efficiency and everything to do with squeezing the workers. Nor do we think hiring "replacement workers" while the Letter Carriers are on strike is the Post Office's way of providing good service. We call them scabs and we call what Canada Post is doing union busting.

Equality on the buses?

By MARY E. ADDISON

The Toronto Transit Commission fancies itself an "equal opportunity employer". They advertise this claim on their bill boards and vehicles. But just how fair is the TTC?

This is a question many women have been asking since Nancy Bayly, was transferred from her carpentry job to lowered paid work on a bus cleaning crew.

In addition to being a good carpenter, Bayly has been useful for the Commission's public image. Her picture was used widely to publicize the TTC's commitment to provide job opportunities for women in non-traditional fields.

Carpenter Cleans Buses

It seems ironic then that Bayly would be forced out of her carpentry job due to a procedural flaw in the hiring of permanent staff. Under the Commission's collective agreement with the Amalgamated Transit Union, Bayly had been officially classified as a "temporary" employee. In order to become "permanent" she had to take the first available "permanent" job — cleaning buses. Yet under the same collective agreement male carpenters had been made permanent without ever leaving the carpentry section.

Bayly was given no choice in her new job placement. Her strong objections were met with threats of dismissal. The carpenter believes she has never been given a satisfactory explanation for her transfer — her evaluations were good and she

had no problems with co-workers.

Earlier this spring, Women in Trades Association approached the TTC Commissioners to ask why the only woman carpenter with the company would be transferred. When no satisfactory answer came, the association informed the TTC it would examine conducting an independent study of the Commission's employment equity program along with Organized Working Women and the National Action Committee on the Status of Women.

Since Bayly's transfer a change has been made to the collective agreement, to prevent the demotion of skilled workers from occurring in the future. But although

the agreement was said to be in response to Bayly's case, the TTC refused to make any retroactive provision, so Nancy Bayly, the only skilled tradeswoman with the TTC, continues to clean buses.

TTC maintains that until amendments are made to seniority regulations, nothing can be done for Bayly. Women in Trades, rejected the argument — seniority regulations are hard-won gains which must not be blamed for this situation, it told the Commission.

The TTC's continual "blaming the contract" is no more than a tactic to steer attention away from its hollow employment equity

• See page 4

What happened at Eatons?

Trade unionists watched with trepidation earlier this spring as the votes came in from the Eatons stores. That bastion of arrogance, organized only a year earlier, after a lengthy and bitter strike, was having the last word. Decertification votes were being held and store after store was voting to quit the union. It was a devastating blow, the dream of organizing the retail industry was turning into a nightmare.

Perhaps no one was watching events closer than Donna Johansen. An organizer with the Retail Wholesale and Department Store Workers Union, Donna knows her work, coming to union staff off the floors of Dominion. She shared her views about "what happened," at the May annual meeting of the Toronto Chapter of Organized Working Women. The following is excerpts of her address.

Eatons has a deserved history as an anti-union employer. The fact that unions must now collect a dollar when they sign up new members is because of this company. They had the law changed to include the payment following our 1948-49 organizing drive. This time Eatons was no different. They were determined that there would be no union at Eatons and they fought us vehemently, every step of the way.

The other side of the "customer is always right," is the service worker is always wrong. Service workers take it from customers, then they turn around and get it from management. When the union came along, it was the first time many workers even heard they had rights, and they wanted to exercise them.

But we were up against a giant. And one that wasn't generally seen as an ogre in the eyes of the public. Eatons is a household name; a "Canadian institution;" many affectionately remember it for the brown packages which used to arrive with birthday presents or new clothes. Eatons has been able to maintain this image, it exercises considerable control over the media through its adver-

tising dollars. It is also a financial giant, with assets which rival some banks.

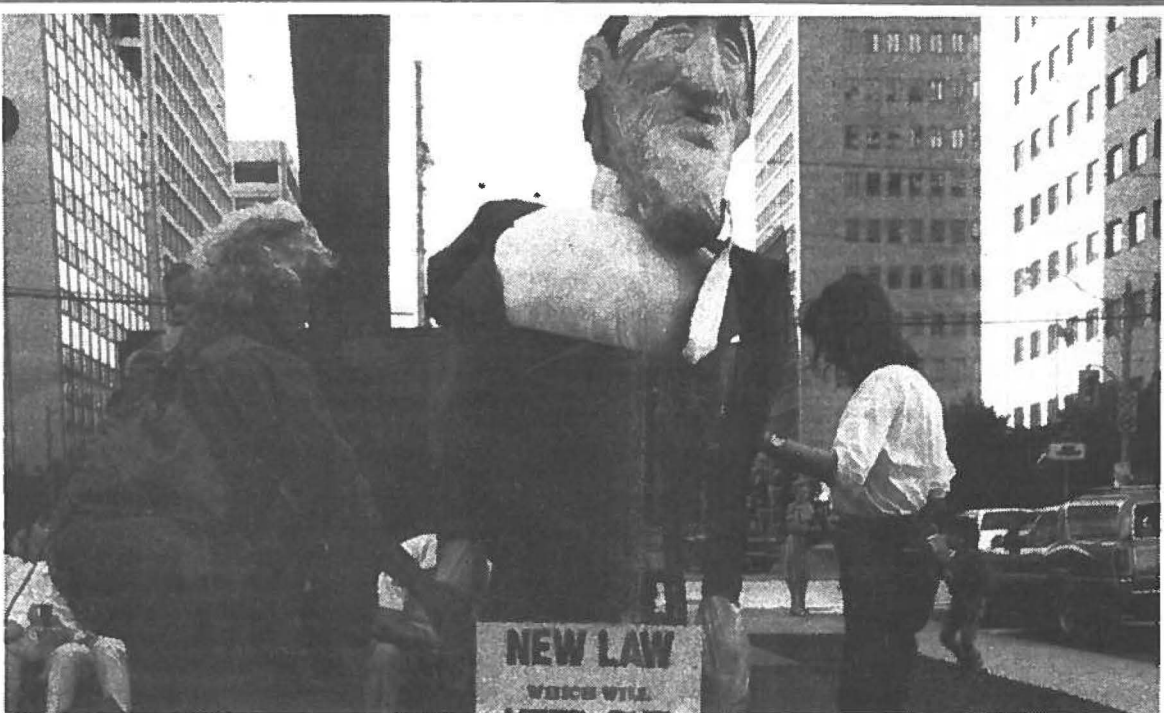
By mid-October (1984) we were in strike position. Bargaining had gone nowhere. Even with the most basic issues — we'd put them on the table and the company would wait three days before coming back and saying no.

Striking for workers who had just been introduced to the labour movement was a bit step. There was an active and vocal dissension group in most stores. Many members withdrew at the last minute. For those who showed up on the line and took a sign there were tears in their eyes.

But things polarized on the line very quickly as events forced people to choose their side. In one store the strikers asked for a picket captain to be removed. She was a veteran who was using strong language, calling those who cross the line "scabs" and such. Within a few days they phoned up and wanted her back. "She's just what we need," they told us.

The strikers were very buoyed by the strike support coming from the women's and labour move-

• See page 4



Canada turns back on refugees

Demonstrators in front of Tory headquarters in Toronto send a message to the Tories about their views of the federal government's new refugee policy which will prevent people whose lives are in danger from seeking safe haven in Canada. A coalition of national groups, which has been endorsed by OWW, accused Mulroney of repeating the same atrocity Ottawa did prior to World War II when thousands perished in Nazi concentration camps because Canada closed its doors to refugees. Salome Lucas of Women Working With Immigrant Women says Ottawa is trying to "streamline" its immigration policy, forcing refugees to stay in "third country" camps until federal officials come by and hand pick the most desirable applicants. "Who will be left behind are the women and children," Lucas says.

The Tory rampage

or visions of free trade

The drug deal

At the first "Shamrock Summit" in 1985, U.S. president Reagan personally insisted on behalf of his friends in the multinational drug trade that Ottawa give them an unfettered monopoly on new prescription drugs.

Ever ready to please his best friend and singing partner, our PM introduced C-22, a law to change the Patent Act. This change will prevent Canadian drug companies from manufacturing "no name" equivalents of brand name drugs for 10 years.

The bill is not only bad for Canadian pharmaceutical companies and their employees who will face job losses, it's bad news for consumers. With no competition, the U.S.-based drug companies will be able to charge whatever the market will bear. Brand name drugs are already up to seven times more expensive than generic drugs.

What will it mean for trade unionists? As drug prices go up, employers will pressure unions to drop their drug plans. OHIP and provincial drug plans will be hard hit by increased prices, forcing premiums up. Rising premiums will also raise employer reluctance to negotiate OHIP coverage.

Taxation policy

One of the core demands of the corporate sector under a free trade agreement is for a uniform taxation policy. To demonstrate its good will in this regard the Mulroney government is already taking steps to bring Canada's tax laws in line with those of the U.S. Finance minister Michael Wilson brought in a White Paper on the subject but the Tories hadn't waited.

For example the last federal budget will reduce corporate taxes by \$2.2-billion annually by 1990-91. As a perk the rich were already given a \$500,000 lifetime capital gains tax exemption.

The budget will increase personal income taxes by \$4.4-billion annually by 1990 — to help pay for those submarines the Defence Minister would like.

Social programs

A "level playing field" demands that neither country has a competitive edge. Translated this means that Canadians aren't supposed to give children a family allowance, if we get sick we're supposed to pay for our own medical costs, if we want good schooling for our children we're supposed to pay for it.

Ottawa agrees and is already taking steps to flatten the field and any working people found on it. For example the government's decision to partially de-index family allowances will rapidly reduce its buying power rendering it virtually useless.

A \$2-billion cut in transfer payments to the provinces by 1990 will drastically affect the quality of education and health care forcing users to purchase needed services.

The February federal budget cut 5,000 federal government jobs and called for a further 30,000 to disappear by 1990. These are primarily jobs performed by women workers. This will also seriously affect the quality and quantity of social services provided by the federal government.

Free trade

A disaster for women

By GRACE HARTMAN

Twenty years ago, women wouldn't have figured prominently in discussions around a major economic shift. But the realities of work patterns and family structures have changed dramatically over the past two decades making free trade and its consequences for women workers a central issue.

Economists who have studied the implications of a bilateral free trade agreement with the U.S., most notably Marjorie Cohen of York University, tell us we can expect major setbacks for women. These range from increased unemployment and depressed wages to the disappearance of equal opportunities programs and cuts in the social programs women both need and provide.

Free trade advocates admit that some of these things will indeed happen. But they nonchalantly brush them aside. Sure, they say, some of us will get hurt because of free trade. But others will be better off. Things will sort themselves out in the end. Trust us.

Women who have their jobs displaced because of new technology have heard this line before. We've all had enough experience to know that those who end up better off always turnout to be those who were well off to begin with. And there's no indication that things will turn out differently this time.

For example, even free trade boosters concede that the service and manufacturing industries, where women are heavily concentrated, are the most vulnerable sectors in a free trade accord with the U.S.

Where will the women who lose their jobs in manufacturing go? The lucky ones may find jobs in the service sector, where most women (80 per cent) now work. But even this sector would not be immune in a free trade agreement.

The U.S. economy, as our own, is increasingly becoming service-oriented. At the same time, the Americans are experiencing a decline in manufacturing exports because of the ease with which multinationals can exploit cheap labour markets in poor countries. Because of this, the Americans are eager to negotiate free trade in services with us so they can export services to reduce their \$148-billion trade deficit.

Jobs Exported

To give you an idea of what this means, let's take a look at the clerical sector. Technological advances have made it possible for clerical services such as data processing to be provided externally. As more and more multinational corporations process data at their head offices, jobs in Canada are eliminated. In fact, about 180,000 jobs have been lost over the past eight years because of this trend. And that's without a bilateral free trade agreement.

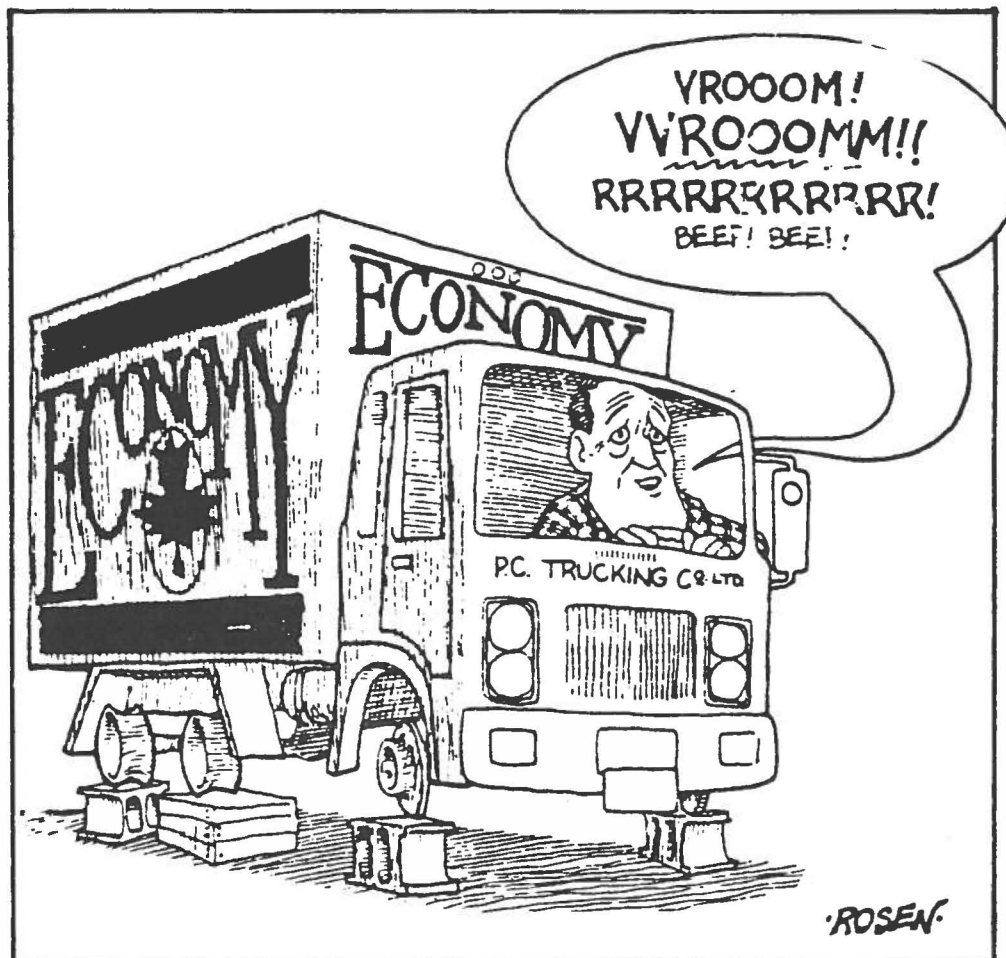
There are alternatives

There are alternatives to free trade which will meet the needs of Canada and provide jobs and economic growth.

Instead of becoming more export-oriented, we can develop a more self-reliant economy with a focus on the production of goods and services which meet the needs of Canadians.

A more self-reliant economy would reduce our vulnerability to the effects of international competition.

Instead of a market-driven private sector economy, we can develop a planned



Another sector where women are heavily concentrated is the public sector. Free trade would hit women here with a double whammy — it will affect them both as users of services and as providers.

We have no solid guarantee that social programs and public policy are not on the bargaining table. But the "level playing field" Canada talks about can mean nothing else except that regional, industrial and social policies will have to conform to those in the U.S.

With this, virtually every social program, or every law that protects our rights, could come under heavy pressure from the Americans. These are the programs we cherish, programs unions fought hard to win and that demonstrate we are a nation of people who care about each other. They are unemployment insurance, Medicare, hospital insurance, the Canada Pension Plan, subsidized secondary education and day care. Laws on occupational health and safety, minimum wages and more.

Let's take a look at day care. An erosion of government subsidies would make it harder for women to afford or find day care for their children. Many working women could well be driven back into the home, with a resulting reduced standard of living for the whole family. Women can't work if they can't find day care, or if day care costs are so high that it's more economical for them to stay home and look after the kids.

Maternity Benefits Challenged

Free trade would also pave the way for American firms to challenge any affirmative action program. It's even possible that a challenge would be initiated against maternity benefits provided through unemployment insurance, since these could be seen as an indirect subsidy to employers.

And let's not forget the lengths to which Canadian employers would go to maintain a competitive edge. They would strenuously oppose pay equity laws, or any attempt by unions to negotiate to end wage discrimination against women.

As an added pressure on the public sector, the economic reorganization brought about by free trade would in itself push governments into drastically cutting services and jobs.

While no one claims women have achieved full equality in Canada, I think we'd all agree that we've got a better chance by working towards it under our social and political climate than we would in an American environment.

There are alternatives to free trade. Canada's economy can be revitalized without turning it over to the Americans. A self-reliant Canadian economy based on the production of goods and services to meet Canadian needs is within our reach. We have the resources, the skills and the structures. What we lack is the political leadership.

But before we can develop these alternatives, our number one priority must be to avert free trade. We must all do our part to keep Canada Canadian. I urge you to get involved in your union's campaign against free trade, and to take part in any community events, demonstrations, or symposiums on free trade. And write to your member of parliament.

There is little time left. We have to keep the pressure on. We have to get the truth out about the consequences of free trade — for women, for men, for our families.

Grace Hartman is the former national president of the Canadian Union of Public Employees. This article is abridged from a paper she delivered this spring to the Canada Summit, organized by the Council of Canadians in Ottawa.

— From Document No. 19, Our Canada or Theirs?
Adopted at the 1986 convention of the Canadian Labour Congress.

Privatization

Selloff or sellout

The Mulroney government plans to privatize 50 crown corporations, along with 18 provincial crown corporations. These corporations are important to our economy and people. They provide services that private companies can't or won't and give Canada whole industries it wouldn't otherwise have.

Crown corporations employ 338,000 Canadian workers, 40 per cent are women, and control assets of \$125-billion. They make up an estimated 10 to 12.5 per cent of the Gross National Product.

Governments have been following an escalating trend of shedding services to the private sector. This "privatization" and "contracting out" has an immediate impact on unionized workers because the firms picking up the work or buying the corporations often try to break the

unions representing the workers, either through mass layoffs or by employing non union workers.

In addition to providing secure, often unionized work, crown corporation play a key role in maintaining our country's economic independence. They're keeping Canadian dollars in Canada. Selling off these companies, often to foreign corporations, brings with it the loss of jobs, control of national resources and possibly removal of capital to other nations.

There have been many layoffs and instances of contracting out due to privatization in provinces like British Columbia. The Socreds have attempted to reduce its civil service by 25 per cent. Over 20,000 workers have been laid off as a result. B.C.'s unemployment level is the second highest in Canada. The government has also moved to contract out and

privatize many health and educational services.

The selling off of crown corporation means the demise of public ownership and the private, often foreign, control over our economy. The sale of de Havilland aircraft to Boeing in Seattle is a good example.

Stripped of all its disguises, priva-

Stripped of all its disguises, privatization is the Mulroney government asking Canadians to finance the economic takeover of their own country by foreign, often U.S., interests.

tization is the Mulroney government asking Canadians to pay for the economic takeover of their own country by foreign, often U.S., interests.

These foreign multinationals, never known for their interest in workers or the public good, profit from buying crown

corporations cheaply. Boeing got de Havilland for \$150-million, one-third of what its assets were worth.

One of the criticism of crown corporations is they eat up taxpayers' money. This is true. In fact, the government spends \$8-billion annually subsidizing them. What's forgotten is that most of these companies are money losing when purchased. But they're sold just when they start making a profit.

For instance, Canadair has needed \$750-million to keep it afloat since being bought by the government a few years ago. De Havilland needed \$700-million. But now Canadair is making a hefty profit and de Havilland was sold as it was on the verge of doing so.

The crown corporation scenario looks like this — they're failing companies when bought, taxpayers' funds are pumped into them for renovations, once they begin making money, they're sold to private interests at bargain prices.

The result of wholesale privatization can be seen in Great Britain. The Thatcher government has sold over a dozen large crown corporations with the loss of 33,000 jobs. That country's official unemployment rate now stands at 15 per cent.

Deregulation

Playing by the rules

Airlines, rail, freight, trucking, shipping, energy, communications and financial services industries are all lined up to be deregulated.

Deregulation means getting rid of the rules which demand that corporations act as responsible citizens. They regulate the excesses of industry in areas of corporate concentration, safety, health, pollution and prices.

These regulations have ensured that remote areas have been serviced by transportation; they've kept bad food off our shelves and quack drugs out of our pharmacies.

But now the Tories and their business buddies say these regulations have to go, that they "stifle competition and hurt the consumer." Mulroney also notes that since the Americans don't have these rules, why should Canadians. According to our prime minister if we want to trade with the Americans, we have to be just like them.

But the history of deregulation tells us that it isn't you and I that business has in mind when it doesn't want to play by the rules; its real intentions are designed to slash labor costs.

A cursory look south of the border in the U.S. graphically illustrates the deregulation story. Since deregulation was introduced in the U.S. airline industry in

1978, eight airlines have gone bankrupt and 40,000 workers have lost their jobs.

In Canada, where deregulation was partially introduced in 1982 has seen Air Canada's employees fall by 10 per cent. Following the company's 1983 announcement that it was embarking on a five year program to bring down labor costs, Air Canada has witnessed two bitter strikes by airline unions — CALEA and CALFAA — because of the management's demands for wage and working conditions concessions.

Unions have also warned that the removal of regulations will increase the likelihood of accidents. In fact 1985 was the worst year in the history of air transportation for fatalities when over 2,000 died.

Dirty Thirties revisited

The Free Trade Bible, the MacDonald Commission Report, sees a "flexible and adaptive labour market" developing out of free trade. Translated this means he sees a return to the Dirty Thirties when people rode the rails looking for work.



The excuse government uses to remove airline regulations is that consumers will benefit because of increased competition. In fact the opposition has occurred. In the U.S. the five largest American airlines accounted for 94 per cent of industry profits.

Complaints about shoddy service, long line ups and missed flights have become so acute in the U.S. that Washington has threatened the airlines with reintroducing regulation.

The U.S. trucking industry hasn't fared any better. Since deregulation workers have been forced to take concessions which have reduced their contracts by 30 per cent. Even so 100,000 unionized truckers have lost their jobs.

Since deregulation is going to hit industries which are service or consumer oriented, and employ mainly unorganized women in large numbers, concession will only worsen already poor conditions for these workers.

UNION WOMAN

Editor: Kerry McCuaig
Newspaper Committee: Collette Forest, Donna Johansen, Christina Saier, Karen Imrie

Union Woman is published quarterly by Organized Working Women. Articles of interest to trade union women are welcome. Signed articles represent the views of the authors and not necessarily those of OWW.

Address correspondence to:
Union Woman
Organized Working Women
555 Bloor Street West
Toronto M5S 1Y6
Phone (416) 534-7504

Building an economy for equality

"Building An Economy for Equality" is a project undertaken by the Toronto chapter of Organized Working Women to help educate women in unions about the links between demands for women's equality and economic policy. Our goal is to make it possible for women trade unionists to fully participate in the debates taking place in the union movement around economic policy and to ensure that the concerns of women are recognized as a priority in the economic alternatives labour is advancing.

A solid working group has been established with volunteers from OWW, the Labour Council Women's Committee, the Centre for Labour Studies and others. It has already sponsored a workshop on popular education

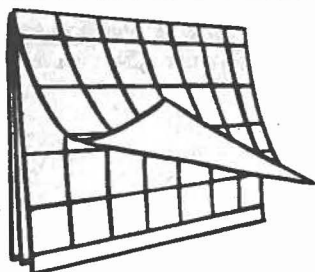
techniques and hosted an evening with Ontario Federation of Labour vice-president Julie Griffin and feminist sociologist/economist Pat Armstrong who debated labour's economic alternatives to the crisis and their impact on women.

The committee has hired Barbara Cameron, a political scientist and OWW member, to produce two information kits, one on "The Neo-conservative Agenda and Women," which will include fact sheets on issues such as free trade, deregulation and privatization. The second kit is entitled "Towards an Economic Agenda for Women," which will summarize the economic alternative strategies being proposed by the labour movement and develop an "economic agenda for

women."

In addition to the information kits additional educational workshops and meetings are planned. There is also a "how to" component of the project which will include written material on how to organize a conference, a workshop, a women's committee, theatre benefit and how to produce a newsletter. Skills building workshops may also be held on these kinds of topics. It is important that women be able to communicate their positions on economic policy at local union meetings, conventions etc.

It's an exciting project and one which we'd like to encourage OWW members and other women trade unionists to take part in. If you're interested phone our office 534-7504.



CLEAR YOUR CALENDAR

Saturday, June 27
11 a.m. to 5 p.m.

OWW Garage Sale
126 Albany Ave., north of Bloor, one east of Bathurst
Great buys, great time, join us.

Sunday, June 28
noon-5 p.m.

Free Trade's No Picnic
Queen's Park North
Games, merry protesting
Join OWW contingent

August 14-16

Women and Unions
A relaxing, educational weekend at lovely
Grindstone Island Resort. Child care,
limited registration. Phone OWW for info
now: 534-7504

September 11-12

Equal Pay, Can We Make It Work?
OISE, Friday evening, Saturday
Can we make the legislation work for women?
Child care, registration phone OWW at
534-7504

The lessons from Eatons

From Page One

ment. They knew the boycott was having an effect. They felt part of the something very strong and powerful.

But then the decisions started coming down from the labour board — the bargaining in bad faith charges were lost — morale dropped. It seemed as if the cards were stacked against us. The strikers began to lose faith in the system. It wasn't fair.

It is ironic that first contract legislation was enacted as a result of the Eatons strike. We knew from the moment we went back inside what faced us, but we had no choice. For the 350 people left on the line, their jobs would be lost if they didn't go back in. Despite circumstances our members were determined to make a go of it. They were going to try to win over those that had been lost, to build the union from within. But with only a one-year contract it was going to be hard to get established.

It was difficult, the anti-union group were given free reign, while our members were monitored very closely. Rumors flew everywhere and we couldn't quell them all. The anti-union group

seemed very professional and well organized.

It was also hard for the union to keep in touch with the members. There is a high turnover in retail and it was a full time job to keep lists up to date. We tried to leaflet but because most stores are in malls, they are like armed camps, we couldn't gain access to our members. Financially it was draining for the union, we were constantly before the Labour Board.

We knew decertification was coming. The company had ideological and financial control and they exercised it. When bargaining resumed we tabled 27 proposals and they came back with 27 "nos."

There was the constant bad press, particularly from Garth Turner at the Toronto Sun. Our members were tired, worn out. They had wanted the union to do something for them and it wasn't happening. They didn't understand the heavy restrictions unions operate under.

When the decertification came the votes were close 3-4 in most stores. There was no doubt that Eatons was determined to keep the union out.

In Sherbrooke, Quebec they

delayed the process around Bill 101 for over a year and a half because the union cards weren't in French only. In Brnadon, Manitoba they shut half their store down and laid off the union activists. They are prepared to lose millions of dollars in lost revenue; to pay out millions in legal and "consultant" payments to remain "union free."

"We" may have lost at Eatons but there were gains. None of those strikers think they've suffered a personal loss. Many have told me "I'll never be the same again. I'll never take what I used to take before."

And there are gains for labor. It was shown to care about women workers, about those at the bottom of the economic ladder. Links were made between women and the labour movement through the "Women's Strike Support Committee;" between artists and the labour movement at the benefit in support of the strikers. And there were legislative changes. First contract legislation is in place.

There are still lessons to be learned from the Battle at Eatons and questions to be answered. Until then we have to keep struggling.

TTC no easy ride

From Page One

program. Management has had ample opportunity to resolve this case. It alone has the absolute and exclusive right to decide when and where job openings occur.

A week after a critical article concerning the TTC's treatment of Bayly appeared in the Toronto Star, the Commission cut back its carpentry department and transferred five carpenters to other jobs. Our preliminary investigation reveals that at least some of the work has been contracted out, virtually ensuring that Bayly will be cleaning buses for a long time.

'Non Traditional' Jobs?

The TTC has 7,845 workers in hourly rated jobs, only 3.6 per cent are women. Of these 286 women, 217 are operators, 21 are in maintenance, and 48 are in "other occupations". The vast majority of women hired by the TTC to do blue collar (i.e. maintenance) work are concentrated into three categories: janitors, bus and subway cleaners and labourers.

Two out of three of these so-called "non-traditional" jobs involve mopping floors, cleaning toilets, washing windows and dusting. All these jobs also happen to be at the very bottom of the TTC's maintenance department wage scale. The jobs at the other end, the skilled and licenced category, are virtually devoid of women.

As a publicly funded, highly visible body, the TTC has a responsibility to provide strong leadership in progressive employment practices. If employment equity is to be more than just a slogan, a passive program of "equal opportunity" hiring is simply not acceptable. TTC management must be willing to

exercise their right to ensure that women have access to all areas of employment and are not simply concentrated into the worst paid, least skilled work.

This means that management decisions must include consideration of the effects of those decisions on women workers. It also means that — where choices exist — management must use its power to discriminate in favour of ensuring that women are solidly represented in all areas from which they have been previously excluded.

At its meeting with the Commission, Women in Trades handed over petitions signed by over 1,600 TTC riders who were concerned about the treatment of the company's only woman carpenter. To date there has been no response from the Commissioners.

This injustice will only be answered through public pressure. Trade unionists are urged to let the TTC know how they view the company's action.

The next step is evaluating how employment equity programs are working. Women in Trades is anxious to talk to women at the TTC about their experiences. Any information will be treated with strictest confidence.

The results of this inquiry will be used to inform the public of conditions faced by women who work for the TTC. Indications are it is not an environment attractive to women seeking to market their skills with dignity.

Mary Addison is a member of Local 721 of the Iron Workers Union. She is currently co-ordinating the activities of Women in Trades Association, Toronto. It can be reached c/o Times Change, 22 Davisville Avenue, Toronto, M4S 1E8, or by phone (416) 487-1776.

e t

Life is a little different for 27 postal workers at Toronto's South Central plant these days. They're back at work under a union contract with the Canadian Union of Postal Workers.

After a five-month bitter strike for a first contract, the workers boosted their \$4.65 an hour wages to \$6.25 and \$7.25 an hour. The striking cleaners became a symbol for labour in the fight against contracting out. Five years ago, Canada Post fired its cleaning staff who were earning \$8.50 an hour under a CUPW agreement, replacing them with Zigomises Cleaners, a name now notoriously associated with slave working conditions.

CUPW president Jean Claude Parrot said the union would continue to fight Canada Post and the federal government in its attempts to contract out public sector jobs.

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.



PHOTO — P. OGRESKO

Ringling Queen's Park for day care

Over 800 parents, kids and child care activists formed a human chain around Queen's Park, May 30, to underline their demands for public funding to go to non-profit child care only.

Child care was also a topic on Parliament Hill, June 30, which the National Action Committee on the Status of Women, the Canadian Labour Congress and the CDCAA presented 120,000 petitions to Tory minister Flora McDonald demanding a national child care program which would support non-profit child care. CLC vice president Nancy Riche called on the government to provide child care along the same basis as public education and medicare is now provided.