



UNION WOMAN

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**NO DEAL,
Brian!**

**Women say
NO to
Free Trade**

EDITORIAL

Free trade turns back 'equality clock'

By RUTH SCHER

As we head into the winter season, OWW members may remember 1987 ambivalently as a year dominated by pay equity gains, postal strikes and police violence on the picket-lines.

Spearheading the neo-conservative agenda was the Mulroney government, although several provincial premiers did their share of damage by introducing draconian labour laws and slashing the public sector.

And then there was Mulroney's last ditch effort to impose a litany of unpopular measures, such as privatization, deregulation, tax reform and free trade each having devastating effects on the working people of this country and each deserving of contempt.

In the coming months, the labour movement will be launching a pivotal campaign against free trade. Without resorting to nationalist fervor, there are many reasons to reject such a deal with the U.S.

Representing women trade unionists, OWW opposes free trade because it threatens to turn back the "equality clock", and endanger the gains women have made in the last decade.

This was highlighted in a recent provincial report which predicted 100,000 Ontario women would lose their jobs, particularly those in manufacturing. Even our service sector won't be safe from the ravages of American "competition". Many economists are forecasting greater U.S. domination in that sector a troublesome prospect, considering that's where most Canadian women are employed.

Under free trade, women will struggle to survive in an ever diminishing work force. Unemployment rates will skyrocket, while decent paying jobs in the public sector will disappear.

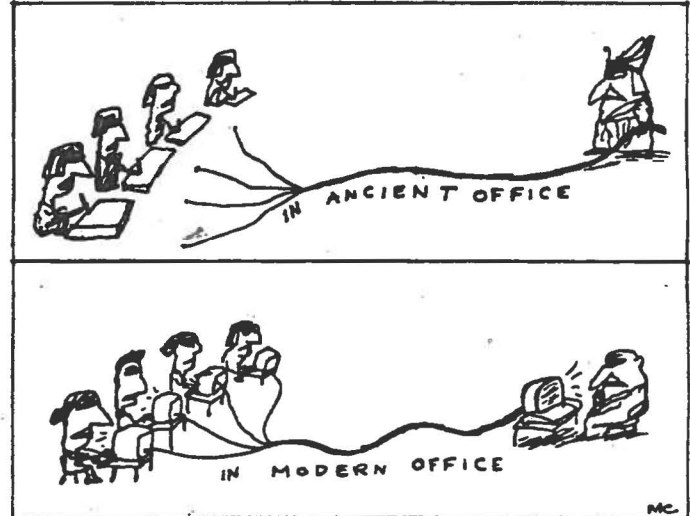
U.S. firms will be allowed to force Canadian governments to open up a wide range of public services to competitive tendering. As a result, existing social programs will be under attack as will those we have yet to achieve, such as universal child care and equal pay of work of equal value.

There are tough times ahead, but much tougher if we don't defeat free trade. OWW has joined the fight for a hopeful future by protesting the accord, calling for an early federal election and fighting for an alternative economic vision where women's concerns are central. It is this message which we must spread to a broad constituency of women who must participate in this campaign if we are to win.

As women, we have little to gain with free trade, and very much to lose. We hope you will join us in this important struggle.

Ruth Scher is acting president of OWW-Ontario.

A SHORT HISTORY OF INTIMIDATION



Postal strike test case for corporate agenda

By CAROLE COPLEA

The Toronto Star called it an "iron fist". In a show of raw power, the government introduced strikebreaking legislation after only seven days of rotating strike by the Canadian Union of Postal Workers.

The law, Bill C-86, contains warning to others: in the fight to privatize the public sector, the Mulroney government will go to extreme lengths to impose its will.

CUPW president Jean Claude Parrot said the bill is "extraordinary and frightening in its implications for democracy." The union has filed a challenge to Bill C-86 under the Charter of Rights and Freedoms. CUPW members await a decision of Judge Lauren Cossette, the government-appointed mediator/arbitrator, on terms of their next contract.

While the law succeeded in ending the strike, the issues remain. The threat of privatization hovers over the heads of postal workers like the proverbial guillotine. Technological changes loom ahead ready to gobble up sorting jobs. Rapid changes in the communications industry threatens to bypass the post office altogether.

In view of all this, the union has based its future on stopping privatization, improving and extending traditional postal services and creating jobs by introducing new services at post office counters.

Even though plans for franchising, contracting out, closing post offices, and reducing postal services are not popular, the government and its management team at Canada Post are steaming ahead. They want to ensure success for their plans to transfer business to the private sector and to mortally wound the union in the process.

Two coalitions have emerged around postal issues Rural Dignity, fighting to stop rural post offices from being closed, and Citizens United for Equitable Postal Service, whose focus is mainly in suburbs over the lack of door-to-door delivery. Postal unions have been working for over 18 months with groups in communities large and small to stop the Tories' plans for Canada Post. The chances are good that this will be a major issue come the next election. In fact, the postal unions have vowed to take on Conservative members of Parliament on this issue.

Public pressure on backbench Conservative members last November over Canada Post's five year business plan caused a revolt in the caucus and forced Canada Post to slow down on some of its programs. However, the corporation has not

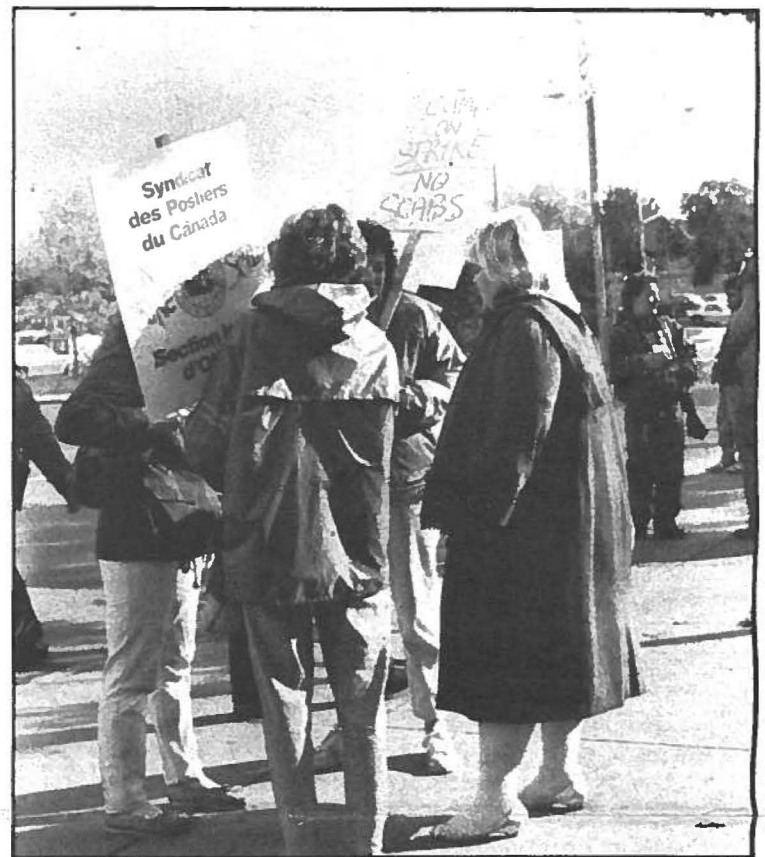


PHOTO - P. EGRESKO

stopped. The government and Canada Post are determined to press on.

Why? The answer, as unions have correctly identified, lies in the pro-business agenda of the governments of Brian Mulroney and Ronald Reagan. That agenda is, very simply, "profit over people".

Corporations have set the agenda for both sides of the border. They want less "government interference" in their industries (i.e. deregulation), less "government involvement" in the economy (i.e. privatization) and "fair competition" for business (i.e. free trade). All this adds up to a "free market economy" so that business can pursue "free enterprise". Mulroney and Reagan are carrying out this agenda.

To implement free trade, the American want a "level playing field" in economic and social policies so that their business can compete "fairly" in a free trade environment. By that they mean they want Canada to lower itself in the level of the Americans on social and economic policy.

Under the free trade agreement, companies from States can get involved in providing postal services in Canada. Their quest for profits will put downward pressure on Canadian wages and benefits. The government's vicious assault on the CUPW collective agreement this fall is in recognition of the greater role private business is to play in providing postal services. Franchising is the new reality for this role, according to the testimony of senior managers at Canada Post.

Labour costs are cut in half, and union jobs are converted to non-union jobs. Franchised postal clerks also lack union negotiated benefits like shift premiums, pre-retirement leave, dental plans, paid maternity leave, and so on. Franchising also exploits women, as most store clerks are female.

Franchising brings postal workers down to the "level playing field" of other workers in the service industry. In other sectors, such as airlines, railways and shipping, to reach this lower level, employers are demanding concessions and governments help them through "deregulation".

With all this talk about level playing fields and the need to be competitive, little is made of the fact that under privatization, deregulation and free trade, women will be the hardest hit, and young workers may never have a permanent, full time job in their future. Social services and security will deteriorate. The gap between rich and poor will increase. So will the homeless and the destitute.

Canadian unions have opposed this corporate-inspired agenda. The latest government show-down with CUPW could be a warning to other unions that the government will meet any challenge to its political goals with an iron fist.

The postal workers are now regrouping, planning a long term strategy to defeat the Mulroney government. The entire labour movement would be wise to do the same.

Carole Coplea is a member of the Ottawa Newspaper Guild.

Bill 154 -- making it work.

BY ALICE KOLISNYK

With the Ontario Pay Equity legislation due for proclamation in Jan. 1988, women are eager to understand Bill 154 and its application. Recognizing this need, OWW and the Women's Committee of the Metro Labour Council sponsored a conference a rather ambitious undertaking given the complexity of the bill.

It was appropriate that Lynn Spink, labour consultant and active member of the Equal Pay Coalition, led the panel of speakers with an historical perspective on the struggle for equal pay for work of equal value.

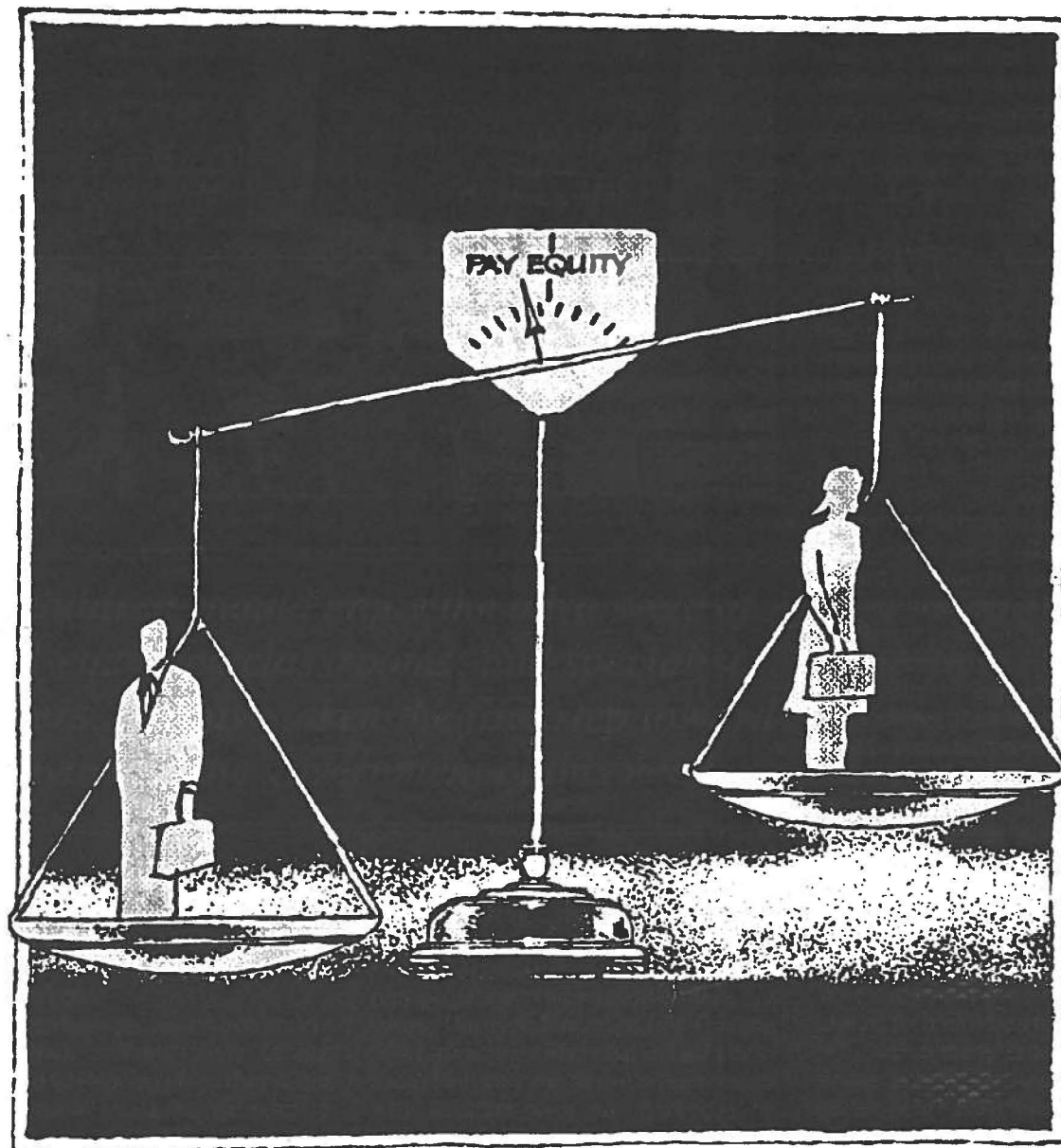
Lynn pointed to the first two editions of "Union Woman" (published in 1976) and singled out an editorial by OWW's first president, Evelyn Armstrong, who pledged that, "the purpose of OWW would be to ensure that equal pay for work of equal value would become a recognized demand in the labour movement."

Women activists began to raise the issue of pay equity with their union brothers and identified it as "blatant sexism and racism which produced a pool of cheap labour for business."

Lynn mentally pictured this "pool" as thousands of women swimming in a sea and trying desperately to keep their heads above water.

Prodding for Equality

The trade union movement had to be prodded somewhat but they finally came on side because women did their homework spoke at meetings and conventions, prepared position papers,



CUPE FACTS

attended conferences, until equal pay for work of equal value was accepted as a legitimate trade union demand and was put on labour's agenda.

Lynn identified the 1986 Ontario hearings on Pay Equity as a good example of union solidar-

ity. She praised the poise and stamina of labour's representative, Janice Sara at those hearings. Her very presence provided moral courage to the unions and activists presenting submissions, Lynn said.

With labour under attack, and the concept of pay equity labeled as subversive by the business community, Lynn wondered aloud, "How did we manage to get Bill 154?"

Coalition building was the strategy that turned the tide, she maintained. It was the Equal Pay Coalition, founded in 1976, that was pivotal in forcing the provincial government to recognize the issue and move from good intentions, and rhetoric to legislation.

Given the tremendous hurdles which had to be overcome, the legislation "was no small achievement," Lynn said. "It means that women will be getting more money in their pay cheques and that is a good first step."

Mary Cornish, lawyer and founding member of the coalition, compared the pro-active requirements in the legislation, with the complain system which operates at the federal level.

According to Mary, the pro-active aspect requires employers to negotiate pay equity with unions, where in the complaint sys-

tem individuals must file. The latter puts the onus on the individual and allow employers to create backlogs of complaints.

"With Bill 154, it is not enough to demonstrate that your work is undervalued because of gender bias", Mary said urging women to start analyzing their workplace and sort out the areas according the requirements of the legislation.

It demands that classifications that are 60 per cent female, compare their work with classification that are 70 per cent male.

Vigilance Needed

Mary warned women to be vigilant in working with this Act because employers are studying it and looking for ways to circumvent or subvert it. The fact that the pro-active aspect provides for a "one shot" attempt to address pay equity, means that workers using this legislation must have all the facts and be clear about the proposal before agreeing to the plan.

She explained that this is a real concern because of the weak disclosure requirements and bargaining exemptions in the Act.

Unorganized workers are in the most vulnerable position in accessing the law. They will need a great deal of assistance in dealing with employers who will

have experts hired to put plans in place and wait for passive approval from their workers.

Mary urged unionized women, with the skill and experience in dealing with the legislation, to support their unorganized sisters.

Words of caution were also directed to unionized women in bargaining for pay equity, because when a union and employer agree to plan then the deed is done. "The agreement is deemed to be approved." Women must therefore ensure they have representation and input within their union when pay equity bargaining takes place.

Morna Ballantyne, a research officer with CUPE, began her remarks by stating that Bill 154 was the most important piece of legislation since the Labour Relations Act. The fact that this Bill overrides collective agreements, makes it even more significant. She expressed serious reservations about the ability of this legislation to achieve pay equity.

Compromise Legislation

She urged women not to substitute their agenda for equality with the government's agenda, through what she called "compromise legislation."

Even with organized workers, Morna expressed concern that management consultants will flock to employers and use the legislation to put in place job evaluation systems of comparison. She warned against getting "sucked into" a system that is management controlled through formal evaluation systems.

She urged that, "we use the legislation to produce systems of comparison that allows flexibility to make it do what we want it to do."

The Pay Equity legislation, as Spink stated: "It is no small achievement". Now that we have "it", we need to learn more about "it". We need to share our information and skill so that all working women will be on an equal footing with their brothers in the workplace.

Alice Kolisnyk is the Toronto chapter president of OWW.

Employers 'scared'

A tough set of negotiations followed by a three week strike, convinced Celia Harte that employers are both "confused and scared" of the proposed pay equity legislation.

Harte, president of the York University staff Association, led her 1,000 members out in October for a improved working conditions and an equal pay plan.

Although gains were made on other bargaining issues, there was no movement on equal pay for work of equal value. "They wanted us to accept Bill 154", Harte explains. "Well, you don't bargain for legislation."

But as the talks progressed the administration tried to pressure the union into accepting even less than the act might provide. "They were looking for loopholes to back us into taking the lesser option", she notes.

YUSA was looking for a joint union-management job evaluation system with a mutually agreed upon arbitrator to settle disputes. "For some reason they considered this giving the union veto power," Harte recalls.

The local does not have the right to grieve the current job evaluation scheme and it appears the legislation would give them input into the process, "something they'd find very disturbing", Harte adds.

The union leader admits that "a lot more education" has to be done on the issue with her membership. But that doesn't stop Harte from being stunned by the university's intransigence. "For an institution which talks a lot about equality, it is sure scared of equal pay."

K.M.

WAGE CUTS ARE IN
THE WIND



SUPPORT YOUR BARGAINERS

UNION WOMAN

Editor: Kerry McCuaig

Committee: Carole Coplea, Deborah Bourque, Alice Kolisnyk. 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.

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In defence of quality education

By RUTH WEIR

Toronto teachers are now back in their classrooms, and perhaps it's time to reflect on the reasons why they took strike action, and to consider what, if any lessons can be learned for the future.

To understand the strike, it is necessary to look back on the many events that preceded the 80 per cent strike vote last June, events which occurred over a period of years.

These include cuts in government grants, the competition for students initiated by the Catholic school funding, the use of monies for high profile, special programs at the expense of other programs and the regular classroom.

Special programs such as French Immersion and so-called "gifted programs" received large sums of money while regular classrooms found it increasingly difficult to procure basic supplies and equipment.

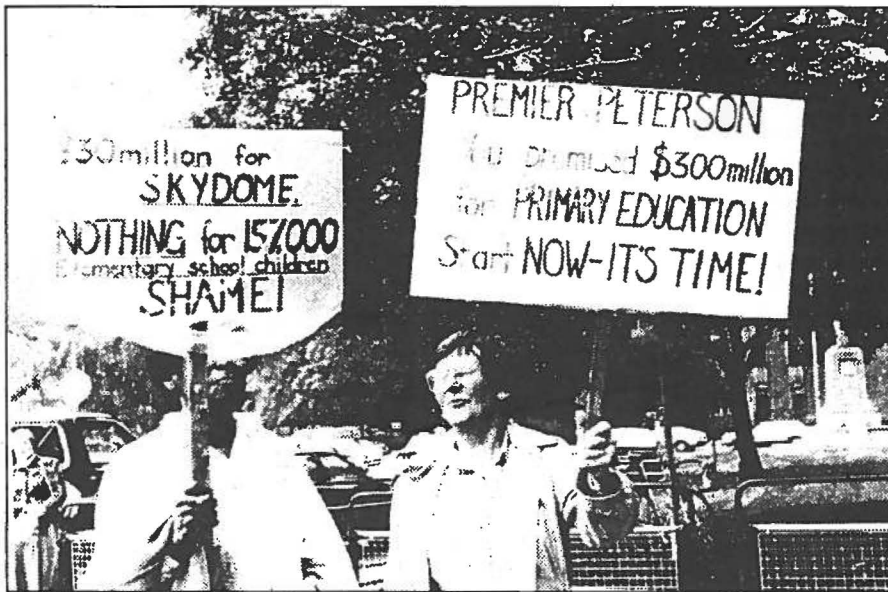
Budgets Shrunk

While teachers found their classroom budgets were shrinking, support programs such as English as a Second Language, which provided extra English for new arrivals, were being phased out, and Learning Centre Teachers who dealt with individual students who experienced specific problems were being pressured to go into the classroom and teach teachers how to program for such children.

Bill 82, which was supposed to guarantee every child the right to a program to suit his/her own needs, has been interpreted in such a way that many "exceptional" children have been placed in regular classrooms, and teachers, in addition to programming for regular students, are supposed to program for students with multiple disabilities.

Paperwork Piles Up

Further, teachers are now required to recommend students for the so-called



All children should enjoy the advantage of well-equipped classrooms, and specialist teachers. We have taken the first step toward convincing the government of this need.

gifted programs. These students are often the "bright lights" of a class who not only contribute to lively discussion but who also assist less competent students to succeed.

None of these processes got underway without administration calling meetings to tell teachers how they could manage, and to insist that the piles of paperwork be completed.

At the same time as these changes were being implemented, the boards have been pushing for the elimination of specialist teachers and regular teachers are often expected to provide individual programming for students in such areas as physical education, music, drama, and art.

Add to this the integrated Heritage Language programs which require an extended day (and often the use of regular teachers classrooms) and the concurrent programs which involve those not taking Heritage Language (the funding of which is most likely halved off classroom budgets) and perhaps the reasons why teachers went on strike can be understood.

Quality Education

Metro teachers went on strike in defence of the quality of education. And, while they did not achieve their goal, they took a step toward achieving it.

The "prep" time they won will translate into extra teachers, specialist in such areas as music, art, physical education and science. Not only will teachers working conditions improve, but the children's learning environment will be enriched. The contract language is very clear, and, by the end of this contract each teacher will be guaranteed 120 minutes a week to prepare.

In the sense that the principle of prep time has been recognized, the strike was successful. In the sense of improving the quality of education, the battle has just begun. For, in spite of soothing words from the Ministry, the real indications of support are missing.

Commitment to quality education requires that the Ministry take steps to ensure that all children enjoy the advantage of well equipped classrooms, and specialist teachers in key areas.

Teachers have taken the first step toward convincing the Ministry to provide the direction and funding needed to implement positive change. If this hard-won beginning is to gain momentum and the quality of education improve, the issue cannot remain with teachers, but must become the property of parents and find expression at both a local and a provincial level.

The Metro teachers' strike touched, as it were, only the tip of the iceberg. Many other questions remain. For example: Are our children receiving the kind of education that will prepare them to face a revolutionized technology? Why do so many parents feel it necessary to send their children to private schools? Why are so many functionally illiterate young people leaving schools? Such questions are pertinent to the welfare of all children and should not be the property only of professed educational "experts". They must become issues for the entire community.

Dr. Ruth Weir is a member of the Teachers Federation. She taught in Toronto schools until 1986.

Negotiating pay equity

By KERRY McCUAIG

The struggle for pay equity doesn't begin or end with the, as yet, unproclaimed legislation. In fact 650 workers at Carlton University found there is nothing like collective bargaining in closing up the pay gap.

Clerical, library and technical support staff at Carlton, members of CUPE Local 2424, recently ratified a two-year agreement which equalized base rates

for a clerk 3 have moved ahead of the groundskeepers 2 to \$11.40 compared to \$10.40

The 10 incremental steps in reaching a job rate have been reduced to four, making it possible for clerks to reach the top of their classification in four years instead of the current seven (although groundskeepers still reach theirs in six months).

A revised classification is now in force bringing with it new

900), for a comparison.

Local 2424 also was an unusual case because its lowest paid workers are actually men, who work as parking attendants and mail room clerks, and are victimized by being part of a largely female unit.

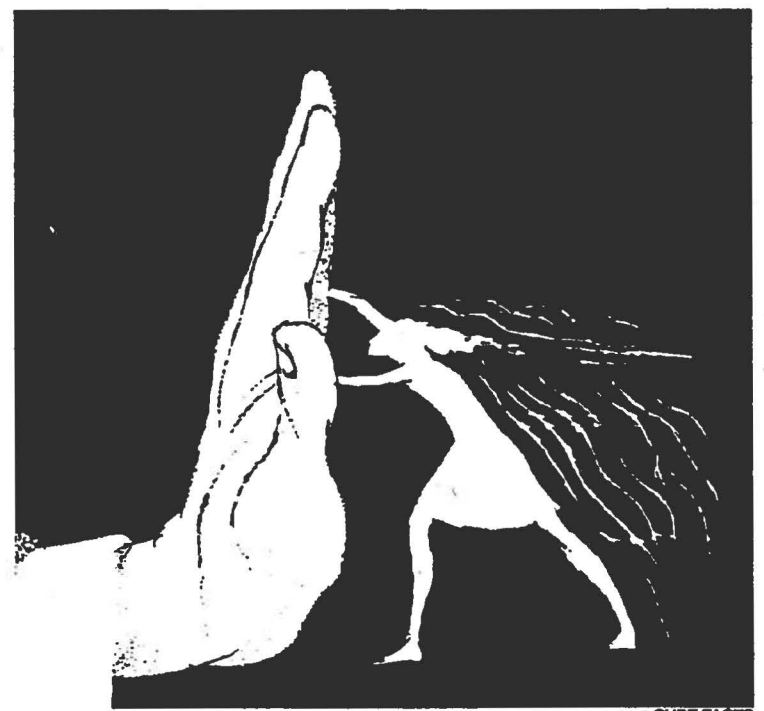
Morna Ballantyne, a former business agent for the local, says the victory was the result of a campaign launched by the union, long before negotiations began.

"This was the culmination of about four years work", she explains. "We made the wage gap at Carlton a public issue and the administration was forced to respond."

Ballantyne cites the intense educational campaign among the membership, major articles in newspapers and timing as being vital factors in assuring the victory. Carlton was ready to launch a \$50-million fund raising campaign and it didn't want to risk bad labour-management relations during this critical period.

Ironically it was the then minister for women's issues who provided the best publicity. Ian Scott used his free time TV political broadcast to champion his pay equity legislation, and during it, spoke of the pay discrimination at Carlton.

"We were in a position to use



CUPE FACTS

Not only would pay equity legislation not have been helpful, Ballantyne wonders if it might have been an impediment...

and eliminated increment steps reducing the wage gap between the highest (men) and lowest (women) paid workers by \$5,390.

"The example that we've always used of a Level 3 clerk or secretary being paid substantially less than a groundskeeper at Carlton is an example we won't ever have to use again," said local president Sylvia Gruda. "The rates for these positions have been equalized."

Clerk 3s won a \$1.54 an hour increase in their starting rate to \$10.26 which brings them almost equal to the groundskeeper 2s start rate of \$10.37. The job rate

starting rates. The lowest start rate jumped 12.45 per cent to \$8.68 an hour, significantly reducing the wage gap between clerical and maintenance workers.

Members of Local 2424 are quick to point out the restrictions in the proposed pay equity legislation which would have hampered their success.

The legislation insists that comparisons be made within bargaining units before going outside. This would have prevented the largely clerical local from looking at the predominantly male unit, the groundskeepers (CUPE Local

our collective bargaining strength to get a settlement", says Ballantyne. "It was a straight forward issue the membership understood and we used the collective bargaining structures of meetings to formulate proposals and ratification meetings as both educational forums and to mobilize the membership in support of their demands".

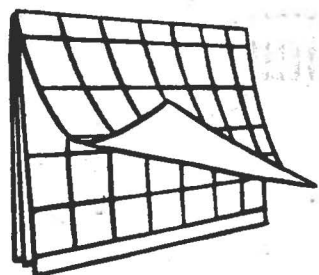
Not only would the pay equity legislation not have been helpful in the Carlton case, Ballantyne wonders if it might have been an impediment.

"If we had been later, we may have faced the kind of reac-

tion that other locals are now experiencing. That is employers are saying they don't want to discuss equal pay or to start tampering with classifications or other related issues until the legislation is proclaimed.

"Collective bargaining got us pay equity, which we have always seen as putting more money into the pockets of the lowest paid workers", she says and that after all is what counts.

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



CLEAR YOUR CALENDAR

Wednesday,
November 25
8 p.m.

STOP THE DEAL
A night in defiance of free trade
Massey Hall. Tickets 593-4828

Sunday,
December 6
7 p.m.

WOMEN AGAINST FREE TRADE
Campaign kick-off with Marjorie Cohen,
Julie Davis, Akua Benjamin
Trinity St. Paul Centre, 427 Bloor W.

The Meech Lake Accord: a women's issue

The Meech Lake Accord is a constitutional amendment, an agreement to change the fundamental law of our country. Most laws can be changed if more than 50 per cent of the legislature agrees. Amendments to constitutional laws are much more difficult.

Once past, any change in the Meech Lake Accord, will require the unanimous consensus of the prime minister and provincial premiers. For this reason alone, it is important to understand what the Accord says, and how it is likely to be interpreted by the Supreme Court of Canada.

While the three parties in parliament have endorsed Meech Lake because it brings "Quebec into the constitution", it is important to note that there has been wide opposition to it -- from the women's movement, Native groups, the north, even the Quebec labour centrals have rejected the Accord, saying it gives only token recognition to the national rights of French Canada.

"The lack of legal protection and clarity in the accord is absolutely unacceptable," says Beth Brehaut, Prince Edward Island representative to the National Action Committee on the Status of Women.

"The Accord may well be interpreted to weaken the Charter of Rights and Freedoms. That is what concerns women. Our equality is not guaranteed," writes Brehaut in the latest edition of NAC's newsletter.

The prime minister and provincial premiers have tried to persuade women that their concerns will be protected, without formal inclusion in the Accord. They claim that if women are especially named in the document, so will other "special interest groups".

"Women are not another special interest group", says Brehaut. "We are half of the population of the country!"

Women's groups have also raised concern about governments' efforts to stifle debate on

the accord. Hearings were hastily called in the middle of summer, leaving volunteer groups scrambling to hold meetings and reach a consensus on approach.

In their submission to the hearings the Canadian Day Care Advisory Association, questioned the ability of the federal government to implement a national child care program, under the provisions of the agreement.

"It is not clear who will establish national objectives" for social policy, the CDCAA writes in its brief. "The opting-out provision with financial compensation has the potential to make it impossible for new cost-shared national programs in areas of provincial jurisdiction to be set up. As a country, we would in effect lose our ability to respond to emerging social needs."

Native peoples have also been rebuked by the Accord. The Yukon and North West Territories have been permanently reduced to second class status. Their governments represent the largest per-capita native population in the country, and they will not be entitled to participate under the proposed amending formula.

Joanne Whyte, NAC's rep from the NWT, puts it succinctly: "The original people of the NWT sympathize with the francophone population of Quebec. In the Western Arctic the Dene now constitute only 49 per cent of the population. Their education has long been controlled by both English and french-speaking churches."

"They, to suffer from loss of culture, language, beliefs and way of life. However, their plight has been set aside by an Accord which place the need for Senate reform above the need for land claims and self-government."

It should come as no surprise to women and oppressed Canadians that the main elements of the Accord, including the language used in it are drawn directly from the Macdonald Commission.

That document, which gave us free trade, wanted to ensure that the agenda of big business was safeguarded in law. This is what the Accord really is -- far from recognizing the legitimate rights of Quebec -- it is the constitutional counterpart to main economic planks in the program of big business: free trade, deregulation and privatization.



Out for dignity and justice at McGregor Socks.

Don't pull up your socks!

McGregor Hosiery, Canada's number one sock company, could also come in first as the biggest sweatshop on Spadina Avenue. The majority of its 235 workers are women, almost all of them recent immigrants.

The company takes full advantage of its vulnerable workforce. A skilled knitter, running 30 machines, earns only \$606 an hour, or \$12,600 a year. The production is turned out at top speed on three different shifts.

The workers, members of the Canadian Textile and Chemical Union, walked out Oct. 26 demanding a 60 cent an hour increase, a dental plan and vacation and holiday improvements.

They are asking for our support. They need help leafleting Bay, Simpsons, Eatons and Marks and Spencer stores which sell McGregor socks under the names Happy Foot, Super Star, Baycrest, Foot Prints, Club Monaco, Christian Dior, Alfred Sung, Club Monaco, Birkdale, Gripper, Hunt Club, Soft Step, Weekender, and St. Michaels.

Child care worker back on job

Bridget Kemp, a community case worker with Victoria Day Care Services, is back at work after management agreed to rehire her following a grievance hearing.

Kemp was fired last month for contacting the provincial ministry of social services to discuss problems with a special project which had been instituted in the preschool program. The day care workers at Victoria found the project prevented them from properly caring for the children, to the point where they were actually forced to violate the legal minimum standards imposed by the ministry. Kemp contacted the ministry in her capacity as chief steward for her CUPE local.

This case raises two important points of concern for trade unionists. First, shouldn't union contracts be looking for protection for social service workers (mainly women) who are forced to complain to government officials in order to protect their clients?

Second, Kemp's job exists because of United Way funding. Shouldn't unions, which are major contributors to the United Way, insist that the agencies which receive the funding be fair employers?

Ottawa report

By DEBORAH BOURQUE

OWW-Ottawa's major project over the past few months has been the organization of a workshop on "Taking Control: Tech Change and Women's Work". This conference was co-sponsored by OWW and Women's Skills Development of B.C. and went on for two evening sessions and a full Saturday session over a two week period in October.

The workshop was designed to assist participants in developing strategies in their unions for gaining control over tech change in their work places and to provide them with educational resources to use after the workshop in their work places. The issues addressed in the workshop were the difference between real and token participation, the importance of training, the recognition of stress as a significant health and safety problem and the relationship between changing skill requirements in the office and pay equity. The sessions were well attended by women from a variety of unions.

OWW women and friends provided strike support in the recent strike of the Canadian Union of Postal Workers both on the picket lines and at demonstrations.

The chapter hosted an evening social for a Nicaraguan trade union sister as well as a meeting with some African women trade unionists.

Some members and friends are involved in our Ethiopian sisters project. The project twins women from OWW with women from the Ethiopian community in Ottawa and provides a cultural exchanges as well as a support network for sisters new to Canada.

Our latest endeavor is a newsletter, The Grapevine. We hope to produce The Grapevine monthly and circulate it widely throughout the labour movement. It will contain short news stories of interest to working women in Ottawa.

Presently, the chapter is gearing up for the new year and particularly for next International Women's Week. We are also, as always, trying to find new ways to involve more union women in OWW and trying to find new ways to meet the needs of these women.

Deborah Bourque, is president of the Ottawa chapter of OWW.

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. 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, M5G 1Y6
Telephone (416) 534-7504