

O.W.W. CELEBRATES ITS 10TH ANNIVERSARY

INTRODUCTION

Organized Working Women sprang from a conference called WOMEN IN THE WORK FORCE: IT'S ABOUT TIME! That conference in May 1975, co-sponsored by the Labour Council of Metropolitan Toronto and Humber College, attracted several hundred participants, who were unanimous in their support for an ongoing organization to deal specifically with women's issues in the organized labour movement.

Further meetings, to lay the groundwork for such an organization, attracted more than 100 active women unionists, committed to the coalition's purposes: To attack specific problems of working women and seek solutions to them; to help establish and co-ordinate women's committees to work within their unions; to educate women for union leadership; to act as a resource group for women seeking to organize at their workplaces; to develop positions on issues affecting organized working women and lobby for their interests; with government, legislators and within the labour movement.

STEERING COMMITTEE - O.W.W.

Evelyn Armstrong - Chairperson
Lois Bedard
April Coulton
Margaret Daly
Charnie Guettel
Virginia Hunter
Dorothy MacKinnon
Joan Morris
Elizabeth Smith

In this 10th year of Organized Working Women, we salute "ORGANIZED WORKING WOMEN" We salute our brothers and sisters who have worked with us to bring women unionists into skilled union activity. Our continuing active participation with women, in solidarity with one another, on issues of economic and social significance is exemplary in the union movement. Since our founding in 1976, Organized Working Women has developed strategies to initiate policies and actions that unite unionists. O.W.W. joins in this struggle of unionists to win improvements for women through contract negotiations and through legislation. We look forward, in the next ten years of the International Second Decade of Women, to continued principled participation in the struggle for "bread and roses".

In March 1976, we incorporated our intent to establish Organized Working Women in Toronto, as a first step toward the establishment of an Ontario, and eventually, a Canada-wide organization of organized working women. From 1976 to 1986, we have established in Ontario Organized Working Women and will continue to do so.

Organized Working Women has gained valuable experience during the past ten years in working with and for women by organizing support rallies, fighting for issues at union locals and at conventions, initiating and joining in solidarity actions, preparing briefs and publishing our newspaper, UNION WOMAN.

Today, women workers are being hit hard by rising prices, inflation and threatened loss of jobs. Not only is the wage gap growing wider between male and female workers, but women work in disproportionate numbers in part-time work at or below an inadequate minimum wage. Women in Canada work predominately in the public and private service sector (office work, banking, insurance, distribution, retailing). The clerical sector is the very one that has been hit earliest and hardest in the computerization. The downgrading, de-skilling and under-employment and unemployment threatens both organized

2. ORGANIZED WORKING WOMEN

and unorganized women workers. Women worker participation and co-determination on the introduction of computerization with provisions for retraining and re-deployment of staff has been one of our concerns during the past few years.

At this 10th Annual Meeting of Organized Working Women, let us evaluate our experiences and set our strategies so we can help women rise forward. We know that the goals and policies we set for the coming year will have a significant influence on the lives of union members and especially on the women in the union movement.

- - - - -

ORGANIZED WORKING WOMEN

HIGHLIGHTS OF THE FIRST TEN YEARS

FOUNDING CONVENTION - MARCH 27th and 28th, 1976 YEAR ONE - 1976 - 1977

Over two hundred union women, delegated by their local unions, attended the Founding Convention. The Convention received and approved as policy the following papers:

| | |
|--|---------------------|
| Women in Unions - Strategies for Action | - Yvonne Trower |
| Why Organized Women? | - Charnie Guettel |
| Organizing the Unorganized | - Pauline Anidjar |
| Government Benefits & Laws Relating to Women | - Marg Daly |
| Fringe Benefits - The Ideal Contract | - Marg. Droll |
| Occupational Health Hazards | - Jackie Greatback |
| Child Care | - Virginia Thompson |
| Equal Opportunities | - Lynn McDonald |
| Part Time Workers | - Iona Samis |

On Sunday, March 28th, 1976 it was decided that: Organized Working Women an association whose membership is open to women members of bona fide collective bargaining organizations.

The following members were elected to the first O.W.W. Executive Council:

| | |
|----------------|---------------------------------|
| President | Evelyn Armstrong |
| Vice President | April Coulton |
| Secretary | Marg-Daly/ Joan Morris * |
| Treasurer | Elizabeth Smith |
| | Shelley Acheson |
| | Lois Bedard |
| | Kathy Beeman |
| | Barbara Cameron |
| | Jean-Morris/Holly Kirkconnell * |
| | Edna Richardson |
| | Fiona-Sim/Joyce Rosenthal * |
| | Cathy Skinner |

(* elected at Founding Conference, resigned and replaced)

The Labour Council of Metro Toronto donated \$1,000.00 to act as seed money for O.W.W. growth.

C.L.C. CONTACT - March 1976 - O.W.W. President Evelyn Armstrong led the struggle in the C.L.C. Women's Committee on the "Equality of Treatment of Women Workers" for a second Conference to be held in Ottawa two years later.

O.W.W. NEWSLETTER October 14, 1976 At the "Day of Protest", O.W.W. distributed 2,000 copies of our first newsletter stating our opposition to the repressive Wage Controls Bill 73 A1, and members participated with their unions in the mass demonstration.

3.1 YEAR ONE Cont'd.

O.F.L. CONVENTION - November 1976

O.W.W. members, as elected delegates by their unions, organized effective floor strategy around a resolution calling on the O.F.L. to hold a Conference on the problems of women workers.

YEAR TWO - 1977 - 1978

At the May ANNUAL MEETING, it was announced that O.W.W. had negotiated a \$19,000.00 budget from the Secretary of State to hire a full time person and set up an office for one year.

EXECUTIVE COUNCIL - Elected were:

President - Evelyn Armstrong
Vice President - Shelley Acheson
Secretary - ~~Jean-Merris~~/Joyce Rosenthal *
Treasurer - Holly Kirkconnell

Lois Bedard
Joanne Esson
Deirdre Gallagher
Marg McPhail
Vicky Newell
~~Joyce-Rosenthal~~/April Coulton *
Marilyn Spink
Kathy Thompson

CONSTITUTION

The first Constitution of ORGANIZED WORKING WOMEN (Toronto Area) was adopted at the First Annual Meeting, May 14th, 1977. It reads: The name "ORGANIZED WORKING WOMEN" is reserved for the body described in this Constitution and may be used only by those organizations of women who comply with the principles and purposes of this Constitution. Until such time as a provincial organization is established, the founding chapter (OWWTA) shall be considered the parent body.

EXECUTIVE SECRETARY AND OFFICE

In the fall with the Secretary of State grant in hand, O.W.W. moved its office to 15 Gervais Drive and hired Deirdre Callagher as Executive Secretary of Organized Working Women.

O.W.W. SPEAKS OUT

O.W.W. spoke at a rally and demonstration on Women's Right to Abortion. The President spoke at a meeting for the British American Bank Note workers who were on strike for equal pay, in Ottawa.

EQUAL PAY - August 1977

O.W.W. assisted the Public Health Nurses (C.U.P.E. Local 79) in their struggle for salaries on a par with the male Health Inspectors. This struggle for equal pay was eventually won. O.W.W. has had a Executive member attend the Equal Pay Coalition since it was founded in 1975.

UNION WOMAN

O.W.W. launched its first issue of UNION WOMAN in November 1977. There were two issues published during the year. The newspaper reported to unions on issues of importance to women and men.

O.F.L. CONVENTION - WOMEN'S CAUCUS

At the November 1977 O.F.L. Convention, O.W.W. organized the first "Women's Caucus" in the history of the O.F.L. In our hospitality room, and in the Caucus around floor strategy, we ensured that all delegates saw the provision of daycare as a right to

for delegates attending the O.F.L. conventions.

In the Executive Secretary's Report at the ANNUAL MEETING, it reads: "Perhaps our most significant and successful activity for establishing O.W.W. in the labour movement was our intervention at the O.F.L. Convention. It was here, before hundreds of delegates that we established ourselves as a political force worthy of respect ... We are an organization that has arisen from the feelings and needs of rank and file women. Our sense of what is needed, of how to fight for our rights, is a direct reflection of the attitude of many union women. In this sense we are on the right course. There is tremendous potential for our organization because of the potential in union women themselves."

MINISTRY OF LABOUR - EQUAL PAY CONFERENCE

In January 1978, O.W.W. was invited to participate in the Conference on Equal Pay and Equal Opportunity, run by the Women's Programme Division of the Ministry of Labour.

THE FIRST I.W.D. ORGANIZED BY O.W.W.

O.W.W. organized a coalition of groups interested in celebrating International Women's Day. On March 1978, there were 2,000 men and women in the parade that followed the rally in Convocation Hall. Following this successful event, The Coalition for International Women's Day was established on a permanent basis. O.W.W. was a founding member.

YEAR THREE - 1978 - 1979

WOMEN'S SOLIDARITY - O.W.W. AND FLECK INDUSTRIES WORKERS

The women workers at Fleck were striking for their first contract with the U.A.W. O.W.W. initiated and co-ordinated the Women's Solidarity Demonstration on the picket line - "women's day on the line". Four busloads of supporters left Toronto to show their support for the women's right to have a contract. It was a vicious strike with police harassment but the women in Fleck won. O.W.W. raised over \$400. at a Fleck Support Meeting and an additional \$200. at the ANNUAL MEETING.

The May 6, 1978 ANNUAL MEETING had a panel discussion on "Women in Unions". The panelists were Edith Welch, UAW; Rachel Barreault, Women's Committee USWA Local 6500; Heather McFarlane, Women's Caucus, OPSEU and Catherine Skinner, Women's Committee, CUPE Local 79.

EXECUTIVE COUNCIL - Elected were:

- President - Shelley Acheson
- Vice President - Marilyn Spink
- Secretary - Barbara Cameron
- Treasurer - Joyce Rosenthal
- Heene-Grawford/Bonnie Alter *
- Wendy Cuthbertson
- Terry-Jaekman/H. Kirkconnell *
- Heather McFarlane
- Marg. McPhail
- Francis Scovil
- Mary-Shane/Pat Tait *
- Lois Bedard

O.F.L. CONVENTION FORCES FORMATION OF THE O.F.L. WOMEN'S COMMITTEE

At the 1978 O.F.L. Convention, O.W.W. decided to fight for an O.F.L. Women's Committee. A resolution was prepared and printed in the resolution book. In spite of the support from the floor for this resolution, "we did not win the issue at the Convention itself because the Resolutions Committee refused to put it on the floor. It was, however, adopted at an Executive meeting of the O.F.L. following the Convention". The creation of the O.F.L. Women's Committee was the outcome of the pressure led by O.W.W. and delegates at that Convention.

O.W.W.'S FIRST CONFERENCE - WOMEN'S WORK, WOMEN'S HEALTH

In December 1978, a Conference on occupational health for working women was co-sponsored by O.W.W. and the Centre for Labour Studies entitled, "Women's Work, Women's Health". Sister Jennifer Penney played a major role as the Conference Co-ordinator. Jean Stellman, author of WOMEN'S WORK, WOMEN'S HEALTH and WORK IS DANGEROUS TO YOUR HEALTH, was the guest speaker.

O.W.W. SUPPORTS STRIKERS WIVES AND USWA, 6500, SUDBURY

O.W.W. organized and co-sponsored with the ONDP Women's Committee; the O.F.L. Women's Committee; and I.W.D.C., in December 1978, a very successful I.N.C.O. Benefit at which \$14,000. was collected as pledges in support of the strikers and wives of the strikers in Sudbury.

GRANT FROM SECRETARY OF STATE

In 1978 O.W.W. was successful to negotiate a second grant from the Secretary of State of \$25,000. for the funding of the newspaper, conference, and administration.

O.F.L. PLEDGES \$5,000. TO O.W.W.

The O.W.W. Executive Council decided in March 1979, to request a donation of \$5,000. from the O.F.L. so that O.W.W. could maintain its office and Executive Secretary. The request was granted and O.W.W. was given a letter commending the organization and calling for the O.F.L. affiliates to contribute to the O.W.W. financial campaign. The donation was never received by O.W.W. and the letter never sent to the O.F.L. affiliates.

O.W.W. EXECUTIVE SECRETARY - PART TIME

The O.W.W. Executive Secretary, Dierdre Gallagher, resigned due to the unstable financial situation of O.W.W. in April 1979. From April to July, Margot Trevelyan worked part-time for O.W.W.

YEAR FOUR - 1979 - 1980

The Third ANNUAL MEETING of O.W.W. in May 1979, a panel discussion was presented on "Organizing the Unorganized". The panel members were Susan Edgar, C.W.C.; Robin Alexander, C.L.C. Bankworkers Organizing Committee and Gay Lamb of U.S.W.A.

EXECUTIVE COUNCIL The following members were elected:

| | |
|----------------|---------------------|
| President | - Wendy Cuthbertson |
| Vice President | - Laura Sky |
| Secretary | - Barbara Cameron |
| Treasurer | - Joyce Rosenthal |

Shelley Acheson
Bonnie Alter
Flo Burton
Deirdre Gallagher
Holly Kirkconnell
Irene Kuusela
Marg McPhail
Maureen Reilly

O.W.W. DISCUSSES DAYCARE AND UNEMPLOYMENT - SEPT. 9, 1979

A one-day workshop was organized to work out specific demands around a campaign for daycare and unemployment. It was held at the Labour Lyceum. At the workshop, Pat Schultz spoke on Daycare and Margie Malone on Unemployment. The groups then discussed background papers prepared by Wendy Cuthbertson and Barb Cameron. The plenary session unanimously agreed to: a) hold a Conference on child care, early in 1980; b) refine the O.W.W. Employment Strategy for Women to be sent to union locals. In the absence of Wendy Cuthbertson, Joyce Rosenthal chaired the Conference.

O.W.W. HAS A SETBACK BUT STRIDES ON

On the September 9th weekend of the one-day workshop mentioned above, resignations were sent to the O.W.W. Office from the following Executive Council members: President Wendy Cuthbertson; Vice President Laura Sky; Shelley Acheson; Bonnie Alter; Deirdre Gallagher and Marg McPhail. The Executive Council and membership of O.W.W. asked these members to reconsider their decisions. The response was negative. Sister Joyce Rosenthal carried out the duties of President of O.W.W.

O.W.W. HIRES PART-TIME EXECUTIVE SECRETARY

In July 1979, the Executive Council hired Ruth Harrington as the part-time Executive Secretary for O.W.W.

EXECUTIVE COUNCIL REBUILT - OCTOBER 1979

April Coulton was approached and generously agreed to take the position of Acting President in October 1979. Evelyn Armstrong, Lois Bedard, Cathi Carr and Dorothy Mac Kinnon also took Executive Council posts.

| | |
|------------------|---------------------|
| Acting President | April Coulton |
| Vice President | - Dorothy MacKinnon |
| Secretary | - Barbara Cameron |
| Treasurer | - Joyce Rosenthal |

Evelyn Armstrong
Lois Bedard
Flo Burton
Cathi Carr
Holly Kirkconnell
Irene Kuusela
Barbara Linds
Maureen Reilly

The O.W.W. program proceeded according to the plans developed at the May 1979 ANNUAL MEETING and the membership rallied around the organization.

O.W.W. PARTICIPATES IN DEMONSTRATIONS AND STRIKE SUPPORT

The O.W.W. banner was taken to the labour demonstration "Ontario Can Work" and the "Cutbacks Hurt Ontario Children demonstration. O.W.W. participated in the York University Support Staff strike; Blue Cross strike; Purtext strike and Radio Shack strike in Barrie. Strike support was also given to C.U.P.W.; O.P.S.E.U: and the C.A.A.T. support staff.

O.W.W. SKILLS WORKSHOP, "WHY PARLIAMENTARY PROCEDURE"

In October 1979 the second O.W.W. Skills Building Workshop was held in Toronto. Parliamentary Procedure was illustrated by using a film and a graphic presentation by Ev Armstrong. The workshop members were divided into five model union locals to discuss resolutions for the mock convention that followed. Parliamentary skills and floor strategy for conventions and locals were both discussed and practiced.

O.W.W. INVITED TO W.I.T. AT WINNIPEG

Barbara Cameron represented O.W.W. at the "Women in Trades" conference in October 1979 held in Winnipeg.

O.W.W. BRIEF ON "EQUAL PAY FOR WORK OF EQUAL VALUE"

In January 1980, Lois Bedard presented a brief on "Equal Pay for Work of Equal Value" to the Ontario Legislative Committee Hearings into Bill 3 - an Act to Amend the Ontario Employment Standards Act.

O.W.W. RECEIVES GRANT

In 1979 - 1980 O.W.W. received a grant from the Secretary of State of \$8,500.

O.W.W. PRESENTS BRIEF ON "THE SCHOOL BOARDS' AND TEACHERS' COLLECTIVE BARGAINING

In March 1980, O.W.W. presented a brief to the Mathews Commission regarding Bill 100, "The School Boards' and Teachers' Collective Negotiation Act of 1975", outlining the teachers' right to strike in Ontario.

O.W.W. AND SOLIDARITY PICKET LINE SUPPORT TO "CRACK THE BELL"

O.W.W. actively participated in the Solidarity Picket Line in the C.W.C. Bell workers strike for a first contract.

O.W.W. CONFERENCE ON: "DAYCARE AND THE UNION MOVEMENT"

In November 1979 the Executive Council of O.W.W. announced at the O.F.L. Convention its membership's plan to hold a Conference in the spring entitled, "Daycare and the Union Movement" by distributing a special flyer and by distributing a special issue of "UNION WOMAN".

O.W.W. co-sponsored with the Centre for Labour Studies, its second major Conference. The Conference Committee was chaired by Irene Kuusela. The keynote speech was given by Ruth Antoniades, Assistant Director of the Social Services, A.C.T.W.U., New York City. A.C.T.W.U. is the first union to provide daycare for the workers in its union. Ruth Antoniades' speech was entitled, "A Union's Experience with Daycare in Baltimore and Chicago". Mary Eady, National Representative, Women's Bureau, C.L.C., spoke on "Union Strategies for Improving and Expanding Daycare". The themes of the Conference were: 1. Union Strategies for Improving and Expanding Daycare; 2. Quality Daycare; 3. Funding Daycare - Whose Responsibility?

O.W.W. POLICY ON UNIONS AND THE FIGHT FOR DAYCARE

Barbara Cameron presented a paper, "Unions and the Fight for Daycare" in May 1980, which was adopted at the ANNUAL MEETING as O.W.W. policy

YEAR FIVE - 1980 - 1981

EXECUTIVE COUNCIL The following members were elected to the Executive Council:

President - April Coulton
Vice President - Dorothy MacKinnon
Secretary - Cathi Carr
Treasurer - Joyce Rosenthal
Evelyn Armstrong
Nancy Bayly
Lois Bedard
Holly Kirkconnell
Irene Kuusela
Barbara Neyedly

At the May 31st, 1980 ANNUAL MEETING, a panel discussion was heard on first contracts. The panelists were Susan Edgar, C.W.C.; Ruth Goldthorpe, U.S.W.A. striker; and Joanne Miko, O.P.S.E.U. Sister Edgar talked about the problems of organizing a union; Sister Goldthorpe about the problems of getting certification and Sister Michael about building and maintaining a collective bargaining unit.

O.W.W. HOLDS SKILLS BUILDING WORKSHOP

In October 1980, a Skills Building Workshop was held in Toronto on "Public Speaking"

O.W.W. IS ENDORSED BY THE O.F.L. CONVENTION

At the November 1980 O.F.L. Convention, there was an O.W.W. resolution calling for endorsement of O.W.W. by the O.F.L. The Resolutions Committee called for its "non-concurrence" on the first morning of the Convention. With the support of the

8. YEAR FIVE Cont'd.

delegates, the O.W.W. member-delegates worked to have the resolution referred back, with direction, to reword the resolution. The revised resolution returned calling for "concurrence" and it was accepted wholeheartedly by the delegates. The resolution reads:

WHEREAS women in increasing numbers are joining the trade union movement, and

WHEREAS ORGANIZED WORKING WOMEN is a rank and file membership organization which since its foundation has encouraged women to more fully participate in their respective unions, personifying the slogan, "A Woman's Place is in Her Union", and

WHEREAS more women unionists are coming to ORGANIZED WORKING WOMEN to seek solutions to common problems so that they may learn how to effectively defend their rights,

THEREFORE BE IT RESOLVED that the Ontario Federation of Labour endorse the aims and objectives of Organized Working Women providing their policies and goals are consistent with the Federation's objectives and policies.

O.W.W. CONFERENCE -- "WOMEN AND EMPLOYMENT" (Grant from Sec. of State \$5,000.)

A two and a half day Conference on Feb. 20.- 22, 1981 was held in Toronto by O.W.W. It was co-sponsored with the Centre for Labour Studies. The Conference was entitled "Women and Employment". The Conference Keynote Speakers were Dr. Dorothy Smith, Professor, O.I.S.E., and Grace Hartman, National President of C.U.P.E. The workshops were on: Equal Pay; Unemployment & Government Assistance Programs; Women & Retirement; Technology in the Workplace; Women and Non-Traditional Work; Reentry & Retraining; Toward Full Employment; Women as Workers and Mothers; Affirmative Action and Health & Safety in the Workplace. The 141 registrants were able to choose three topics to be involved in for a half day each. The Conference Chairperson was Lois Bedard.

O.W.W. WORKSHOP ON "HEALTH HAZARDS OF OFFICE WORK"

In March 1981 a special one-day O.W.W. Workshop was held on "Health Hazards of Office Work and Bill 70" courtesy of the Centre for Labour Studies, Humber College. Peggy Nash was the resource person.

O.W.W. LAUNCHES UNION FINANCIAL CAMPAIGN

In the spring of 1981 O.W.W. launched its first union financial campaign to be directed to the affiliates of the labour movement. Wally Majesky, President of the Labour Council of Metropolitan Toronto was the Chairperson of the Campaign with 28 union activists allowing O.W.W. to list their names on the special appeal letterhead. With the assistance of the membership, who made sure the appeal was placed before their union locals, O.W.W. raised \$1,834. The Campaign was organized by Chairprson of the Financial Committee, Joyce Rosenthal.

YEAR SIX - 1981 - 1982

At the ANNUAL MEETING held on May 2, 1981 the following members were elected to the Executive Council:

President - Joyce Rosenthal
Vice President - Barbara Linds
Secretary - Holly Kirkconnell
Treasurer - Lois Bedard

Nancy Bayly
Barbara-Gameron/Sue Craig *
Cathi Carr
Carol Kowk

Irene Kuusela
Dorothy MacKinnon
Janice McClelland
Phyllis Woolley

9. YEAR SIX Cont'd.

O.W.W. MEMBERSHIP MEETINGS AND ACTIVITIES

- Sept. 16, 1981 - Pot Luck Supper. Committee work, O.F.L. resolutions.
- Nov. 18, 1981 - Up date on O.F.L. Daycare Campaign. Speaker, Frances Lankin, O.F.L. Women's Committee
- Jan. 14, 1982 - Regular business. Educational on "Immigrant Women"
- March 11, 1982 - Pot Luck Supper, O.W.W. committee work
- April 15, 1982 - Regular business. Film: "Not A Love Story"

O.W.W. "UNION WOMAN" NEWSPAPER

The newspaper Committee reported to the May 1981 ANNUAL MEETING that UNION WOMAN "has been published on a bi-monthly basis (five times a year) since the fall of 1977. It is the only union women's newspaper in Canada". Holly Kirkconnell was Chairperson of the Newspaper Committee.

O.W.W. SUBMISSION TO "SHARING THE CARING"

On April 11, 1981 a Submission was presented, authored by Barbara Cameron, to the Toronto Forum on daycare sponsored by the O.F.L.

O.W.W. AFFILIATIONS WITH OTHER ORGANIZATIONS

O.W.W. continues to send a representative to the Equal Pay Coalition and to renew its affiliation/membership with the National Action Committee on the Status of Women. Two Executive Council members have attended the Annual Meetings of N.A.C. representing O.W.W. O.W.W. also reaffirmed its full cooperation in working with the O.F.L. Women's Committee.

O.W.W. STRIKE SUPPORT

As in the past O.W.W. supported striking sisters and brothers in the following union struggles during the past year: C.A.L.F.A. Wardair strike; Local 1005 Hamilton Steelworkers; Stelco strike; Irwin Tops U.S.W.A. strike; Block Drugs, U.S.W.A. strike; Automotive Hardware; Brinks office workers strike and the C.U.P.E. Teachers' Aids strike.

O.W.W. PARTICIPATION IN OTHER EVENTS

- O.W.W. members carried the banner and distributed UNION WOMAN at the following events:
- Annual Labour Day Parade in Toronto - in Hamilton
 - O.F.L. Annual Convention
 - C.L.C. Protest of High Interest Rates, Nov. 21 in Ottawa and again on April 6th in Toronto
 - Ontario Nurses' Association Annual Meeting (1981)
 - O.P.S.E.U. 1981 Convention
 - International Women's Day Activities in Toronto and also in Guelph
 - O.F.L. Affirmative Action Conference
 - C.U.P.E. Support Demonstrations at Vanier Centre for Grace Hartman and Lucie Nicholson
 - C.U.P.E. Hospital Workers' Benefit Dance
 - C.U.P.E. Hospital Workers 8 day strike at Toronto Hospitals
 - N.A.C. Annual Meeting

O.W.W. 1981 ANNUAL MEETING RESOLUTIONS

- a) It was directed that an update of O.W.W. memberships union affiliation be made. This was done.

10. YEAR SIX Cont'd.

- b) It was directed that O.W.W. support the right of women to have legal access to medically sound abortions and endorse the constitutional right to privacy when the woman and her doctor determine that an abortion is an appropriate choice for the intervention and the termination of a state of pregnancy. An O.W.W. composed resolution on this issue was sent through the members' local/s to the O.F.L. Convention and duly passed by the Convention.
- c) It was directed that O.W.W. send a telegram to the Secretary of State, Mark McGuigan, protesting the situation which occurred in Chile on May Day 1981, where many workers were shot while celebrating May Day. This telegram was sent.

O.W.W. CONSTITUTION CHANGE

At the 1981 ANNUAL MEETING, the O.W.W. Constitution was changed to state:

The name of the organization shall be: ORGANIZED WORKING WOMEN (OWW). The name "ORGANIZED WORKING WOMEN" is reserved for the body described in this Constitution and may be used only by those organizations of women who comply with the principles and purposes of this constitution. O.S.W. shall be considered the provincial and parent body of the organization.

O.W.W. CONFERENCE: "TECHNOLOGY AND WORKING WOMEN"

O.I.S.E. - Feb. 19, 20, 21, 1982. The Conference sponsored by O.W.W. and the Dept. of Sociology, O.I.S.E. to examine the impact of micro-technology on the woman worker and her workplace. O.W.W. chairperson responsible for the Conference was Lois Bedard.

Friday night, Pat McDermott, lecturer in Sociology at York University gave the introductory speech. Her overview of women as workers in each of the previous three revolutions of agricultural, industrial and service, served as a background for her analysis of the current application of micro-processing and its massive impact in the work areas employing mainly women.

Saturday morning, Fred Pomeroy, President of the C.W.C. and co-chairperson of the C.L.C. Committee on Micro-Technology, gave a keynote address on "Demystifying The Issues and Impact on Micro-Technology"

Saturday afternoon, Jan Stinson, C.U.P.E., Research Unit, Ottawa, spoke on "Union Women's Goals in a Technological Age". The delegates were asked to concentrate their attention on the practices they wish to implement so that the micro processor will result in more humane life at work, in the home and in the community.

The registrants participated in workshops following each speaker. The conference was closed with a Plenary Session.

O.W.W.'s SECOND UNION FINANCIAL CAMPAIGN

Sean O'Flynn, President of O.P.S.E.U., agreed to be Chairperson of O.W.W.'s 1982 Union Appeal and the organization raised \$1,016.84. One local union (C.W.C. Local 50) made a donation of 1¢ per member per month for a year.

O.W.W. HOLDS A YARD SALE!

Liz Stimpson generously provided her backyard (and her home) in the annex of the city for a yard sale. It was successful: great bargains; great response from the citizens and O.W.W. raised \$549.60.

YEAR SEVEN - 1982 - 1983

The seventh ANNUAL MEETING was held on May 15, 1983. The following members were elected to the Executive Council:

| | | |
|----------------|---|---------------------------|
| President | - | Barbara Linds |
| Vice President | - | Holly Kirkconnel |
| Secretary | - | Irene Kuusela |
| Treasurer | - | Gareł-Kowk/J. Rosenthal * |

11. YEAR SEVEN Cont'd.

Executive Board Members: Cathi Carr
Sue Craig
~~Joyce Rosenthal~~
Carole Crewson
Dorothy MacKinnon
Janice McClelland
Anne Newman
Jill Jones

O.W.W. MEMBERSHIP MEETINGS

O.W.W. held three membership meetings with the education component as follows:

Sept. 9, 1982 Pot Luck Dinner and Resolution Preparation for O.F.L. Convention.
Dec. 7, 1982 Pot Luck Dinner and Festivities followed by film: "Rosie the Riveter"
April 4, 1983 Guest Speaker: Sheila Neysmith, Faculty of Social Work, U of T
"Women and Pensions"

O.W.W. COMMITTEES

- a) Newspaper O.W.W. continued to publish our very successful newspaper UNION WOMAN This past year four issues were published.
- b) Daycare O.W.W. representative attended the Metro Toronto Daycare Coalition meetings. Representative: Sue Craig
- c) Strike Support O.W.W. participated in demonstrations in support of strikes at:
O.P.S.E.U. Mini-School, Mississauga; O.N.A.S.U. strike and the U.A.W. strike at C.C.M.

O.W.W. PRESENTS BRIEFS

Oct. 7, 1982 Submission to the Ontario New Democratic Party Caucus Task Force entitled: "HEALTH AND SAFETY IN THE WORKPLACE" presented by Lois Bedard
Oct. 27, 1982 Submission to the Justice Committee of the Ontario Legislature on Bill 179 - THE INFLATION RESTRAINT ACT presented by Barbara Linds
Dec. 4, 1982 Submission to the TASK FORCE ON OLDER WOMEN held in Hamilton presented by Lois Bedard. New Democratic Party Task Force

THE PUBLIC PRESENCE OF O.W.W.

International Women's Day Celebrations
Demonstrations for Peace and against the Cruise Missile tests
International Day for the Elimination of Racism
Annual Labour Day Parade in Toronto - Hamilton
May Day Celebration
O.F.L. Annual Convention
O.P.S.E.U. Women's Conference
O.F.L. - Affirmative Action Campaign
N.A.C. Annual Meeting
Peterborough Sexual Harassment Conference - Oct. 1 & 2, 1982
Centre for Labour Studies Class on Women in Labour History

O.W.W. provided literature, UNION WOMAN, speakers, and participated with the O.W.W. new double sided, two colour, nylon banner.

O.W.W. SKILLS WORKSHOP

Jan. 15, 1983, Toronto. The topic was the development of collective bargaining expertise. It was extremely well attended and very enthusiastically received. Much enthusiasm flowed from the excellent presentation made by the resource person: BILL WALSH.

12. YEAR SEVEN Cont'd

O.W.W. HOLDS ITS THIRD UNION FINANCIAL CAMPAIGN

With Dave Patterson, Director, District 6 of U.S.W.A. as Chairperson O.W.W. had a most successful financial appeal to the union movement. O.W.W. raised \$2,605.00. The activists in the union movement were so many we had to print the letterhead on foolscap paper - 35 plus Local 50 Executive Board (C.W.C.).

O.W.W. GRANT

Again, O.W.W. was successful in negotiating with the Secretary of State for a grant of \$15,000.00.

O.W.W. JUNE YARD SALE

Again using Liz Stimpson's home for the yard sale O.W.W. raised \$213.17. It was felt the drop in sales was effected because the citizens had moved from the neighborhood and gone home (university students) and that the 2nd week in September was a better time.

O.W.W. ANNUAL CONFERENCE - "EQUAL PAY FOR WORK OF EQUAL VALUE"

O.W.W.'s Fourth Annual Conference was held in Toronto on the weekend of Feb. 25 - 27, 1983. The Friday evening keynote speaker was Lynn McDonald, Member of Parliament, N.D.P., Saturday morning, Jean-Claude Parrot, National President of C.U.P.W. presented an excellent speech. Saturday afternoon Rita Cadieux, Deputy Chief Commissioner of the Canadian Human Rights Commission spoke and in the afternoon Mary Cornish, Chairperson of the Equal Pay Coalition, Toronto presented a paper. The workshops, with the very capable chairpersons and excellent resource persons, generated a great deal of discussion regarding this most important women's issue. . There were over nearly 200 women and men in attendance.

YEAR EIGHT - 1983 - 1984

Secretary of State Grant = \$16,500.

The ANNUAL MEETING was held on May 14, 1983. The Executive Council comprised of the following members:

President - Holly Kirkconnell
Vice President - Sue Craig
Secretary - Irene Kuusela
Treasurer - Joyce Rosenthal

Lois Bedard
Cathi Carr
Maureen O'Halloran
Valerie Hunnius
Jill Jones
Barbara Linds
Helen Middlebrooks
Sheila McNeill

O.W.W. COMMITTEE REPORTS - ANNUAL MEETING

1. Daycare Sue Craig presented the report on the Day Care Committee. O.W.W. continued its participation in the Metro Toronto Daycare Coalition) She represented the coalition at meetings of the Toronto Work-Related Daycare Task Force. The Task Force will probably recommend to the Toronto Council (City) that this economical and worthwhile project be continued in more or less the same for at least another year. The Coalition is pressing for the short-term goal of 10,000 new subsidized daycare spaces province-wide (4,000 in Metro).
2. Education Ann Newman, Co-Chairperson presented the report. O.W.W. held two successful workshops. One in Toronto: "AFFIRMATIVE ACTION" and one in Peterborough on "PARLIAMENTARY PROCEDURE AND PUBLIC SPEAKING"
3. O.W.W. Activities in Peterborough Jill Jones reported on the Oct. 1 and 2, 1982 SEXUAL HARASSMENT/PUBLIC AWARENESS CONFERENCE held in Peterborough. Joyce Rosenthal represented O.W.W. on a panel and other Executive Council members attended.

13. YEAR EIGHT Cont'd.

Also, in Nov. 1982 O.W.W. held a skills building workshop co-sponsored by the Peterborough Labour Council. The topics discussed were: sexual harassment, affirmative action, equal pay and occupational health and safety. There was a short course on resolution writing, parliamentary procedure and public speaking, skills to enable them to become more active in their unions.

The Trent University Student Union and Women Against Sexual Assault co-sponsored a debate on FREE STANDING ABORTION CLINICS. Jill was present to speak on the position of organized labour.

4. UNION WOMAN - Newspaper Committee Chairperson Cathi Carr reported four issues of UNION WOMAN were published during the year. It is sent out to O.W.W. members & friends; union financial appeal donors; and is sold in bundles to unions which request them. UNION WOMAN provides an in-depth overview of pertinent issues and relevant happenings of concern to trade unionists in as current a manner as possible. It is an unique women's newspaper.
5. Strike Support Joyce Rosenthal presented a reported the difficulties on the picket line at the O.P.S.E.U. Mini School strike. At the time the strike was over seven months old. Management was trying to break the union and the Union files unfair labour practice charges. There will be a "MARCH FOR JOBS" on May 28th and all O.W.W. members were urged to go out and march. The march was endorsed by the Labour Council and the O.F.L.
6. Policy Development Barbara Linds reported a brief on AFFIRMATIVE ACTION was presented at the Toronto O.F.L. Forum on October 29, 1983.
7. Skills Building Workshop - Guelph Sheila McNeill reported that 23 union women attended the one day Workshop on Nov. 26, 1983. A film was shown "Meetings Bloody Meetings", parliamentary procedure and skills for participating in a union meeting and conference were provided in workshops. Video equipment was available for the registrants to see how they performed when speaking before an audience. Lois Bedard, Cathi Carr, Joyce Rosenthal and Sheila McNeill were leaders.

O.W.W. LABOUR COUNCIL PARTICIPATION

The Labour Council of Metro Toronto has since the founding of O.W.W. be supportive of O.W.W. It provided the original "seed money" of \$1,000. in 1976. It has co-sponsored O.W.W. conferences (Humber College Labour Studies is a arm of the L.C.M.T. With the success in have the Peterborough Labour Council's support of the Workshop and the Ottawa Labour Council's support of our Ottawa members, our President had discussions with Wally Majesky, President of L.C.M.T. revitalization of the ad hoc Women's Committee of the L.C.M.T. The ad hoc Women's Committee became unactive after the founding of O.W.W.

Members of the O.W.W. Executive Council met with members of the O.F.L. Women's Committee in May 1982 to exchange information and to discuss ways of working together on programs.

O.W.W. CONFERENCE - "WOMEN AND ECONOMIC SURVIVAL"

Over 200 unionists attended the O.W.W. Feb. 24th to 26th, 1984 Conference, "WOMEN AND ECONOMIC SURVIVAL" held in Toronto at OISE.

Friday evening, Margaret Mitchell, M.P., Vancouver, B.C. gave a keynote speech, "WOMEN AND ECONOMIC SURVIVAL: POLEVAULTING THE OBSTACLES".

Saturday morning there was a Panel Presentation on "WOMEN AS SURVIVORS" with Laurel Richie as the Moderator. The panellists were: Sue Craig, O.W.W. on "WOMEN IN WHITE COLLAR WORK AND UNIONS"; Madeleine Parent, on "WOMEN IN THE TEXTILE UNIONS"; Joan Kuyek, Sudbury, on "NETWORKING IN THE COMMUNITY" and Beth Symes, "LITIGATING WOMEN'S RIGHTS UNDER THE CHARTER". The Summation was by Laurel Ritchie. Then broke for Workshops.

Saturday afternoon, the Keynote Speaker was Bob Sass, "HEALTH & FREEDOM FROM STRESS IN RELATION TO THE NEW TECHNOLOGY". This was followed by Workshops
There were two 30 minute open sessions: "PLANNING AND INVESTMENTS" and "WHAT TO DO WITH FUNDS" (RRSP and Savings Plans) There was a Social Hour

15. YEAR NINE Cont'd.

O.W.W. SUPPORTS FIVE WOMEN VICE PRESIDENT AT THE OFL

A major step was taken by the trade union movement to acknowledge the importance of women in the labour movement through the election of five women Vice Presidents at the 1983 O.F.L. Convention. A Toronto O.W.W. member delegate suggested that expanding the Executive to 21 by adding 5 new Vice Presidents was admirable but only a start to equality. The C.L.C. Convention also expanded its Executive Board by electing women Vice Presidents

O.W.W. OTTAWA MEMBERS HOLD A SKILLS BUILDING WORKSHOP

On March 3rd and 4th, 1984, in Ottawa, 60 union women attended a highly successful Skills Building Workshop sponsored by the Ottawa District Labour Council, the Area Council of the Public Service Alliance and O.W.W. In mock meetings and a conference, the delegates became familiar with speaking at the mic and presenting well thoughtout arguements and became familiar with parliamentary procedure which will help them become more effective at their union meetings.

O.W.W. CONFERENCE - EQUAL PAY FOR WORK OF EQUAL VALUE & AFFIRMATIVE ACTION

O.W.W. decided to hold a residential workshop on the two most important issues for working women; Equal Pay for Work of Equal Value and Affirmative Action. On January 4 to 6th, 1985 the Conference was held at the Guild Inn, Scarborough. It had ideal facilities and picturesque setting - conducive to refining strategies and to allow participants to interact with one another during the evenings and other free time. The fee was \$160. for O.W.W. members and \$175. for non members unionists (\$15 of which was a membership with O.W.W.). The registrants attending theconference (2 nights, shared accommodation, plus six meals). There were 54 members; plus 21 new members, plus 1 unionist two attended part time. The Conference was endorsed by the O.F.L. Women's Committee and all the major unions in Ontario.

Friday evening Samuel Bowles, Economist, University of Massachusetts spoke on "Economic Myths & Democratic Alternatives". The following morning, Saturday, Kathleen O'Neill, Labour Lawyer presented a paper on "New Strategies for Economic Equality". The registrants attended ongoing participative workshops Saturday following the speeches. The workshops leaders and subjects were: Pat McDermott, Canadian Union of Labour Representatives, "The Impact of Technology"; Harry Glasbeek, Osgoode Law School, "Demystifying Labour Law"; Joan Wallace of B.C., "Part-time Work"; Laurel Richie, "Equal Pay for Work of Equal Value". There was a social hour Friday evening; free time (films video and slide tapes available) after the workshops Sat. afternoon and following dinner on Sat. Kathleen O'Neill spoke on "New Strategies for Economic Equality". Arlene Mantle, feminist song writer and singer entertained the group. On Sunday morning there was an Assembly with workshop reports and closing with a Summary.

Besides the productive discussions in the workshops several Eaton strikers were attending the Conference and told the participants the problems with Eatons in getting a first contract. The audience were fully supportive and a "women's support mass demonstration. The Ont. Women's Directorate gave O.W.W. a grant of \$4,500. for the Conference.

O.W.W. CLOSED DOWN EATONS!

Following the Residential Workshop an O.W.W. Strike Committee was struck and they organized a mass women's strike support demonstration on Feb. 2nd, 1985 at the Yonge Eglinton Center. It was bitter cold but a thousand supporters marched, danced, sang and chanted in the bitterly cold weather. Towards the end of the rally, hundreds of protesters spontaneously entered the mall and gathered outside the Eaton's store, at which point police advised management to close the store. "WE CLOSED EATON'S!" was the jubilant chant.

O.W.W. PRESENTS A BRIEF

A brief was presented to the N.D.P. Action Group on "WOMEN AND JOBS" on March 5, 1985 in Toronto by Lois Bedard, representing O.W.W.

16. YEAR NINE Cont'd.

O.W.W. AND THE "MAY EXTRAVAGANZA"

The O.W.W. Strike Committee organized the top professional entertainers in the province to perform in the MAY EXTRAVAGANZA - EATON'S BOYCOTT. It was held at Massey Hall to a "sold out" audience on May 6th. Tickets were only \$9.99. Over \$1,500. was raised by the benefit. The entertainment was first rate and the audience enthusiastic and swinging. Barb Linds was Strike Committee chairperson.

O.W.W. DECADE CELEBRATION

On May 11, 1985, O.W.W. celebrated the 10th Decade of Women with a one-day conference entitled, "UNION WOMEN 1975 - 1985 - A DECADE OF STRUGGLE, A DECADE OF CHANGE". The Conference opened at 12:30 p.m. with Keynote Speaker, Evelyn Armstrong, founding President of O.W.W. talking about the origin of O.W.W. This followed with a keynote speech by Grace Hartman, former National President of C.U.P.E. on the subject "A DECADE OF CHANGE". A panel of activists evaluated the gains and lessons for working women during the past decade. The chairperson was Sue Craig, President of O.W.W. The panelists were Nancy Bayly, Member of U.B.C.J. and activist in Women and the Trades spoke on "EQUAL ACCESS TO WORK"; Sue Craig, O.W.W. and Secretary of Southern Ontario Newspaper Guild on "REPRODUCTIVE AND PARENTAL RIGHTS"; Frances Lankin, Research/Education Officer, O.P.S.E.U. on "EQUALITY IN UNIONS" and Jane Stinson, Research Officer, C.U.P.E. and founding member of the Ottawa Chapter of O.W.W., on "ECONOMIC EQUALITY"/ The conference broke for workshops on "THE NEXT DECADE" and regrouped for social refreshments.

YEAR TEN - 1985 - 1986

The ANNUAL MEETING WAS HELD IN TORONTO ON MAY 25th, 1985. The following members were elected to the Executive Board of the provincial body:

| | | | | |
|----------------|---|--------------------|---|-----|
| President | - | Maureen O'Halloran | T | |
| Vice President | - | Linda McLaren | O | |
| Secretary | - | Colette Forest | T | |
| Treasurer | - | Irene Kuusela | T | |
| Ottawa Rep: | - | Nancy Porter | O | 2 O |
| Toronto Rep: | - | Mary Hodder | T | 4 T |

As a provincial body with two active Chapters (Ottawa and Toronto), their Constitutions were approved at the ANNUAL MEETING on May 25th, 1985.

O.W.W. OTTAWA CHAPTER

The Ottawa Chapter elected the following members to the Executive Council of the Chapter for 1985-6:

| | | |
|----------------|---|------------------------|
| President | - | Nancy Porter |
| Vice President | - | Deborah Bourque |
| Secretary | - | Jacqueline Desrochers |
| Treasurer | - | Linda McLaren |
| | | Paige Cousineau |
| | | Catherine Craig-Bullen |
| | | Pamela Fitzgerald |
| | | Claire Guilbeault |
| | | Sandy Howell |
| | | Caudine Pyke |
| | | Ruth Scher |
| | | Jane Stinson |

O.W.W. TORONTO CHAPTER

Toronto Chapter elected the following members to the Executive Council of the Chapter 85-6:

| | | |
|----------------|---|----------------|
| President | - | Mary Hodder |
| Vice President | - | Sheila McNeill |

17. YEAR TEN - 1985 - 1986

IT IS ASSUMED THAT EACH BODY (PROVINCIAL, OTTAWA CHAPTER, TORONTO CHAPTER) WILL PREPARE AND PRESENT ITS OWN ANNUAL HISTORY AT THE JUNE 8TH ANNUAL MEETING OF O.W.W. AND EACH OF THE FOLLOWING ANNUAL MEETING OF THE PROVINCIAL BODY.

opeiu,343 jr