

National Conference
of
Women In Trades, Winnipeg

NATIONAL CONFERENCE OF WOMEN IN TRADES

Winnipeg, Manitoba. September 26, 27 & 28, 1980

INTRODUCTION

These "PROCEEDINGS" report on the first national Conference of Women in Trades which was held in Winnipeg, September 26, 27 and 28th, 1980, are intended for the use and reference of all those who attended the Conference, those who would have liked to participate, and those individuals who were involved in the organization of this unique event. It is hoped that this will be the first volume of a future national newsletter.

In summary, the Conference was a result of the work of Women in Trades Associations, the energies and support of some very dedicated and concerned people across Canada and the financial support of federal and provincial departments. The degree of co-operation was most remarkable. The Conference was not intended to be "an end in itself", but as a beginning for a national network of support and as a cornerstone in developing contacts with employers, unions, and federal and provincial agencies. Although the spin-offs of this Conference won't be entirely measurable for years to come, some notable outcomes have resulted. Each province and territory had delegates in attendance; these delegates returned home with a commitment to work towards establishing women in trades support groups locally. In addition, delegates adopted a resolution to build a national association of women in trades, proposed title to be the Women in Trades of Canada (WITCAN) with each province/territory having a contact or representative. Strategies were developed and specific needs were identified. Information was shared and a sense of solidarity was achieved. Furthermore, publicity in a variety of ways has resulted in more people becoming more familiar with the issue, more women are aware of career options, and the tradeswomen who attended have been encouraged to continue on in their pursuit of a career in the non-traditional occupations.

In spite of problems (such as the inconvenience of re-scheduling travel arrangements, last minute changes in agenda, and logistic problems), the Conference was considered to be a great success. All the people who had part of this effort (including those women who first entered the trades many years ago and those who in the more recent past have lobbied so hard and well for increasing the employment opportunities for women) should be proud of the fact that their co-operation and energies have been so effective.

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WITH THANKS TO ALICE AND THE B.C. WIT
FOR CONSTRUCTIVE WIT TICISMS

NATIONAL CONFERENCE OF WOMEN IN TRADES

AGENDA

FRIDAY SEPTEMBER 26

- REGISTRATION: 8:00- 9:00 am;
4:00 - 10:00 pm, Rm. 402
Also available Saturday
for reimbursements
- 6:30 Opening Remarks
7:00 Ministers of Labour
Ken MacMaster
Gerald Regan
Questions
8:00 Rosie the Riveter
Alvena Boldt
Jonnie Rankin
8:30 Why the Conference?
Bev Suek
9:00 Getting Acquainted
informal get-together
Cash Bar to 1 am
films & av's shown
Caucusing by trades
(see Office for info)

SATURDAY SEPTEMBER 27

- 8:00 - 9:00 Breakfast in the
Tavern
- 9:00 Opening Remarks
9:40 Don Pollock on the Critical
Shortage of Skilled Workers
10:15 WORKSHOP SESSION I
1. pre-trades & training
2. support services
3. unions & how they work
4. government/employer/
union programs
5. future economic trends
& skill shortages
- 11:45 Lunch (in the tavern) and
WIT "fashion " show
- 1:15 WORKSHOP SESSION II
1. pre-trades & training
2. support services
3. unions & how they work
4. government/employer/
union programs
5. occupational health &
safety
- 2:30 Coffee
3:00 Plenary and Presentation of
Resolutions. (to be
completed by 4:30)
- 4:30 (Regional Caucusing and
appointment of reps)
- 6:30 Cash bar
7:00 Dinner with speakers
Lloyd Axworthy, Leah Cohen
9:30 Concert: Heather Bishop & Karen
Howe
9:00- 1:00 Cash Bar, closed during performance

SUNDAY SEPTEMBER 28

- 8:00 Breakfast in the Dining Room
9:00 Announcements
9:30 WORKSHOP SESSION III
How to Organize
(break into three groups)
- 11:00 Coffee
11:15 Final Plenary
1:00 Closing Remarks
* * *
- 1:30 ANNUAL MEETING OF THE
MANITOBA WOMEN IN
TRADES ASSOC.
1. reports
2. election of officers
3. year's plan of action

I. PROCEEDINGS

A. CHANGES TO THE AGENDA

After months of planning and revising, what was anticipated to be a final agenda required additional last minute changes such as:

1. Friday night caucusing and viewing of audiovisuals did not take place as planned due to problem with the equipment and room allocations. Showings of AV materials was re-scheduled for Saturday.

2. Saturday afternoon plenary was delayed by half an hour. The Honourable Lloyd Axworthy, Minister, Canada Employment and Immigration, agreed to speak prior to the discussion of workshop recommendations. Due to the overwhelming audience response, the recommendations were tabled to Sunday morning, permitting a longer exchange between delegates and the Minister.

3. Sunday breakfast was changed to a working meeting in the main hall to present recommendations.

4. The Manitoba Women in Trades Association annual meeting was postponed due to exhaustion. The meeting was rescheduled for October 10th.

B. REPORTS AND SUMMARIES

1. SEMINAR FOR PRE-TRADES AND "IN.IQ." INSTRUCTORS.

(Although not officially part of the Conference, a grant from Canada Employment and Immigration provided necessary funds for a pre-conference meeting of the instructors of "Pre-Trades Training for Women" offered in the Yukon, Manitoba and Saskatchewan- "Introduction to Non-traditional Occupations" - offered in Ontario- and similar courses offered in Canada. The meeting, chaired by Joycelyne Quigley, Pre-trades Co-ordinator for Red River Community College, member of WIT and an auto-mechanic by trade, was held prior to the Conference.)

REPORT FROM THE PRE-CONFERENCE SEMINAR ON INTRODUCTORY COURSES FOR TRADES TRAINING

Chairperson: J. Quigley

The seminar, held September 26th, 9 am to 5 pm, attracted approximately 50 participants - primarily course instructors and co-ordinators for existing courses such as pre-trades and Introduction to Non-traditional Occupations, Women's Exploratory Apprenticeship Training, etc.) but

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also included representatives of Canada Employment and Immigration, Human Rights, Apprenticeship Divisions and the Status of Women as well as individuals from training institutions who had expressed interest in developing such courses. All provinces and the Yukon were represented.

The purpose of the seminar was to share information on course design, structure and content. The specific agenda included:

- i. introductions
- ii. information sharing
- iii. group discussion of specific issues

To summarize the provincial/territorial situation (with apologies to the North West Territories for not including information):

Saskatchewan - Pre-Trades Training for Women, first offered in 1978, are taught in Regina and Saskatoon. The course runs 12 weeks, and includes 4 weeks job experience. Both Community Colleges utilize tradeswomen as course instructors.

The Regina program, offered in the spring, has a 3 hour pre-course orientation, and has an emphasis on physical education. The College has published a course outline which is available for more detailed information on the course.

Saskatoon's course has been around the longest. It exposes trainees to 10 trades, and like Regina, devotes considerable time to hands-on experience in the shops. Class size is limited to 16. A unique feature of the Saskatoon program is that graduates receive a "Helti Certificate", i.e. graduates have been trained in the operation of the Helti construction tools.

The concern was expressed that additional supports were needed beyond the course, particularly to assist women that were doubly disadvantaged.

Quebec - Formation Preparation à l'emploi assists re-entry into the workforce. However, no pre-trades course is offered. During 1979/80, 3 spaces per technical college course were reserved for women. Of the 465 spaces available, 283 were utilized.

British Columbia- The provincial Ministry of Labour sponsors "Women's Exploratory Apprenticeship Training" in Vancouver since 1976. The course, limited to 16/class, with a pre-requisite of grade 10 minimum, lasts 12 weeks and places emphasis upon actual skill development, exposing trainees to a number of trades. To graduate, trainees cannot miss more than three days and must achieve a 70% passing grade. Although one session of this unique course, by special permission, permitted those trainees eligible for Unemployment Insurance to collect benefits, trainees generally receive a \$60/month training allowance from the provincial ministry of labour. An excellent slide presentation is available on this program.

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Yukon - The 8 week course, offered once per year, incorporates a format similar to the Regina course, with 2 weeks job exposure. The course is limited to 16 trainees per course. Trainees receive \$80/week territorial allowance. The course is also eligible for CEIC sponsorship.

Alberta- Although Alberta trains 25% of all the apprentices in Canada, with 1.5% of these being women, no pre-trades course is offered. An 8-12 week pre-apprenticeship course is offered at Lethbridge and the Jack Bredin Institute offers a unique renovations/ carpentry course, primarily for women, with a large proportion of trainees being single parents or natives, by means of a LEAP program. Technical colleges reserve 1 seat per course for women and last year 140 women were referred to these courses.

Manitoba- Pre-trades Training for Women, first offered as a pilot course in 1976, has changed from an 8 week course only offered in the spring/summer to a 12 week program offered four times throughout the year. In addition to the 2 week classroom instruction and the hands-n shop experience, job exposure is also included. In addition to the pre-trades course itself, Canada Employment and Immigration also sponsors two courses, COPE and pre-employment, with several intakes throughout the year, which assists women in re-entering the work-force.

Ontario - 22 different courses are taught in various areas. According to available information, only one course has continuous intake. The focus is on non-traditional jobs. Updates would suggest that 845 seats were available in 1979/80 in INTO courses in 17 communities.

New Brunswick - "Trades Orientation for Women", an 8-week course, covers 16 trades and includes hands-on and job experience. In addition, a special counsellor has been hired to assist women and other CEIC counsellors.

Nova Scotia - Although initial notes indicated that a 12 week course was in existence, there is no pre-trades course currently offered. Plans for such a course are approaching final planning

Newfoundland - "Occupational Exploratory Training", open to both men and women, is offered. 70 seats are reserved for women. In addition, 124 women were enrolled in trades courses, 1979/80.

Prince Edward Island- "Trades Orientation for Women" is an 8 -week course with four scheduled intakes for 1980/81.

It should be noted that CEIC sponsors students for these introductory courses in New Brunswick, Prince Edward Island, Newfoundland, Ontario Manitoba, Saskatchewan and the Yukon. For most courses, the Employment Centres are responsible for advertising and selection. Outreach projects provide support and referrals.

Afternoon group discussions focused on three areas:

1. Affirmative Action/Human Rights/Support Systems. Specific suggestions indicated that -
 - a. the conference should send letters to the CLC and CFL to inform them of the barriers women face in entering the trades that relate directly to their constituencies, i.e. labour, unions, employers
 - b. a Canadian wide bill of rights is needed, with particular reference to women. The Quebec model was suggested.
 - c. letters should be sent to each provincial and federal Human Rights Commission regarding Women in Trades
 - d. recommend affirmative action in employment and training
 - e. set up advisory committees - apprenticeship, labour, education, Canada Employment Centres
 - f. raise awareness - knock on employers' doors, unions etc. and get them to participate
 - g. propose industrial consultants to apprenticeship boards
2. Advertising/Course Development. "How to reach women" was a major concern. Suggestions included -
 - Women's Networks
 - get a Secretary of State Grant to publicize the programs
 - Canadian Committee on Learning Opportunities for Women
 - National Association of Women in Construction (Alberta and B.C.)
 - poster campaign -- bingo, bowling alleys, bars, low rentals, laundromats, Core shopping areas, bus depots
 - pre-employment course students
 - unions
 - members of parliament
 - television and radio talk shows, community programs
 - produce new video tapes for educationals
3. Canada Employment and Immigration
 - financing, success criteria
 - look into CEIC training programs for women to get involved, i.e. CEIC training manual
 - get to know what is the regional success criteria to ensure programs are run again, i.e. Federal Government accepts programs which 1) solve a social problem or 2) alleviates a critical trades shortage
 - look at alternatives for financial support, such as government of the province/territory, other agencies

In conclusion, the seminar offered the opportunity to share information not previously available, encouraged the development within existing

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courses or of new courses, and confirmed the need for the continuation of these introductory courses. As seminar facilitator, I found the session to be highly encouraging and energizing. From this experience, it is apparent that these courses are necessary now - and for the foreseeable future-to offset some of the barriers that have limited the participation of women in non-traditional occupations, and specifically those barriers imposed by the existing educational system and other social factors which have limited women's exposure to the trades. Courses such as those discussed assist in providing women with not only exposure to the trades, but in developing assertiveness and confidence.

In reviewing the seminar discussions, I would suggest that:

1. similar seminars/workshops should happen regularly, at least yearly, to exchange information and to focus on the skilled trades, and developments in the labour market
2. almost all courses experience difficulties in obtaining adequate follow-up
3. support services for course graduates (such as specific programs like the Women in Apprenticeship, counselling like that provided by sensitive CEIC counsellors or outreach projects, or self-support groups like the Women in Trades) are necessary. In addition "special client needs" should be considered, e.g. dealing with alcoholism, daycare, etc.
4. with respect to meeting the needs of trainees, evening courses should be considered, particularly for those women who cannot afford to quit even low-paying jobs.
5. judging from the the Manitoba and Saskatchewan experiences, community colleges overall should demonstrate more commitment to the success of such introductory courses by offering the courses more frequently and utilization of specific instructors for these programs.

I would also like to take this opportunity to express our appreciation to Canada Employment and Immigration for supporting this seminar. It is perhaps a sad commentary on the community colleges that without transportation subsidies, many of the colleges could not/would not send representatives. Those colleges that did send in delegates independently deserve recognition. Although there were some drawbacks in having the seminar in conjunction with the National Conference (with respect to time limitations, space, and diversity of issues and opinions) the benefits, such as having instructors and co-ordinators become more familiar with tradeswomen and their needs and having them attend information sessions and presentations, more than compensated. Finally, the individuals that participated in the seminar should be commended for their interest and enthusiasm.

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2. FRIDAY EVENING OPENING SESSION OF THE FIRST NATIONAL CONFERENCE OF WOMEN IN TRADES.

The Conference officially commenced at 6:30 with opening remarks by Eileen Johnson, (1979/80 President of the Manitoba Women in Trades, currently a machinist apprentice with Hudson Bay Mining and Smelting, Flin Flon). She introduced the evening's speakers, starting with the Honourable Ken MacMaster, Manitoba Minister of Labour and Manpower.

Praising the efforts of the Manitoba Women in Trades, particularly with respect to their persistence in organizing, lobbying, and sensitizing the public to the expanding employment opportunities for women, Mr. MacMaster expressed his belief in the need to encourage women to enter the non-traditional occupations. He indicated that he hoped that no longer would little girls be limited to viewing only teachers, nurses and homemakers as viable career choices, adding quickly that those career choices should not be dismissed, but that "women should have the freedom and opportunity to choose any career path". He felt that it was ironic that there were so few women currently in the skilled trades given that in the past women had so aptly demonstrated their capabilities in these areas and referred to Jonnie Rankin and Alvena Boldt that shared the head table with him. Recognizing the barriers that limit the full participation of women in the work force, he expressed the opinion that although government isn't a solution to everything (using the illustration of the effectiveness of groups such as Women in Trades in achieving the desired goals of public awareness), government had an obligation to implement programs and policies which would encourage the improvement in the opportunities for women.

As examples, Mr. MacMaster commented on:

1. the development of women-staffed career resource centre in Thompson
2. equal opportunity programs within the provincial public service
3. the number of female directors within his department
4. the establishment of the provincial advisory council on the status of women
5. the assistance his department provided to the Conference
6. the innovative addition to the New Careers Program "women in Apprenticeship". This particular program has aroused a great deal of national interest. A co-operative venture between the province and Canada Employment and Immigration, the program has the potential of more than doubling the number of women apprentices within Manitoba. The program, which provides women with classroom orientation, upgrading if necessary, and subsequent job placement (initially at no cost to the employer who provides training and experience), is primarily unique with respect to the built-in support features. These "supports" include close co-operation with the Women's Employment Counselling Service and the provincial women's bureau. Two women, hired as apprenticeship counsellors, meet regularly with the trainees and provide assistance to the trainees.

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In conclusion, he indicated that his department was sincere in its commitment to furthering the concerns of women and wished the Conference, and the Manitoba Women in Trades, all the best of luck in their continuing efforts.

Eileen then introduced the Honourable Gerald Regan, Minister, Labour Canada. The Minister made a special effort to attend the Conference, and addressed the Conference between flights. His speech addressed the need for de-segregating the labour market. Pointing out that the participation rate for women in the work-force (stressing the paid workforce) has increased from 36% (1970) to 49% (1980), women's wages have not increased. The average male earns more than \$17,000, while his female counterpart earns \$10,000 on the average. He said, "... a male-dominated society - with male dominated political system, a male-dominated business sector, a male-dominated labour unions, male-dominated education system and male-dominated churches- has lacked the sensitivity to see the ghettoizing that has taken place and the opportunities that are being missed". He criticized the stereotyping and socialization which had lead to earnings inequality on the basis of sex and emphasized the need to economically value work on the basis of skill, effort, responsibility, and conditions under which the work is performed.

Turning specifically to the need to encourage women to enter the non-traditional trades, Mr. Regan referred to the critical shortage of skilled labour in Canada which has resulted from past reluctance to train workers and the over-reliance on imported craftsmen, a population now rapidly approaching the age of retirement. Women, he suggested were a much under-utilized human resource that which should be considered. In proposing actions that should be considered, Mr. Regan suggested:

1. occupations and professions must become desegregated and he challenged employers subject to the Canadian Labour Code to announce without delay, their present and future requirements for skilled workers and the number of qualified female workers they are willing to hire

2. educational authorities must acknowledge the need to train students in the 'practicalities of life'

3. unions must maintain vigilant monitoring of employers who discriminate against women

4. government at all levels have a definite responsibility in breaking the vicious circle of occupational segregation and low-earnings for women. With respect to his own department, Labour Canada, he indicated that:

i) there would be continued involvement and support for such conferences

ii) the Women's Bureau would continue to carry-out educational and promotional work

iii) the federal labour code is being reviewed so as to introduce the right to a non-discriminatory work environment, including measures to outlaw sexual harassment in the work place;

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to allow leeway for family responsibilities; and to investigate if the labour code is in any way attributing to the low rate of unionization among women.

iv) there would be an investigation of the barriers to female employment, promotion and fair remuneration industry by industry

In conclusion, he pointed out that his Department, and through its Women's Bureau, would continue to support the efforts of women seeking employment in non-traditional areas.

Opening the floor to questions, delegates expressed concern about:

1. a Crown Corporation had fired one of the women previously involved with Pratt-Whitney and that the RCMP was involved
2. affirmative action legislation
3. human rights legislation
4. women not being allowed to work where environmental levels of lead were high

In response, the ministers expressed willingness to investigate the specifics.

After the question period, Eillen introduced Bev Suek, (who was acting director of Labour Canada, Central Region, formerly the first pre-trades instructor in Manitoba, and long-time associate member and mentor of Women in Trades), and asked her to speak on the history of the Women in Trades which has led up to the Conference and why we were involved with a national conference at this time.

Early in the 1970's, the Provincial Council of Women became interested in fact that although a great deal of government time and money was being spent on apprenticeship training, there were absolutely no women involved, either in apprenticeship programs or within the trades courses of the community colleges. Their preliminary report, released in 1974, stimulated interest in developing the pre-trades training course for women, first offered as a pilot program in 1976. The course was developed to assist women in making a career choice which might lead to a non-traditional occupation. The motivation for the women to enter a male-dominated occupation was essentially financial - a machinist or an electronic technician makes a lot more money than a waitress or retail clerk, she explained.

Bev continued that after the six week course the women were on their own. They had no support group to help them over some of the rough spots they encountered in getting jobs or in dealing with their fellow workers in an all-male industrial setting. The Women in Trades Association was formed out of this need to have continuing support and also to encourage other women to consider non-traditional career options.

Since 1976, there have been at least two pre-trades training courses every year at the community college in Winnipeg, and it also has been offered in Brandon and The Pas. Saskatchewan also has Pre-trades Training, and has developed their own provincial association of Women in Trades. She indicated that this progress, also including

the women in apprenticeship program that Mr. MacMaster introduced, has been influenced by the fact that a Women in Trades Association existed and served as an important catalyst.

In her concluding remarks, she stated that the Conference's main purpose was to share the experiences of all the provinces, to build on each other's ideas and to assist each other whenever we can. Stressing that the decision rested with the delegates themselves, she asked that we consider throughout the Conference whether the formation of a national association of women in trades would be useful as a desirable outcome of the Conference. "I believe we have made great gains since 1976; I hope that we can make more, together."

Still on the subject of history, Eileen then introduced the final two speakers of the evening- two women who were involved in the trades during the war years - to the tune of "Rosie the Riveter"*.

First to speak was Alvena Boldt, who had been employed as a welder with National Steel Car for 38 years. Now retired, Ms. Boldt entertained the audience with anecdotes of her experiences, including the "Christmas swear fund" (she collected a "fine" from each worker who swore and held a Christmas party for all the contributors). The audience adopted Alvena to their hearts as a "grandmother" and we all recognized the historic roots of our search for equal opportunities. Alvena recounted the inequality of wages, how she had started off at 25¢ an hour, and how she and the union eventually achieved her right to equal pay, and the rights of all workers to decent wages and benefit plans (such as pensions and medical plans).

Similarly, Jonnie Rankin, who had started work in 1943 in the shipyards of Vancouver, recounted her experiences. "Women were working for money- not to sell war bonds" she added. Even though the women started off equally with the men ("they knew as little as we did!"), they were still paid less. At that point she realized that there was a definite need for organized labour, but even the unions had problems accepting women at first. One union she had belonged to gave her speaking privileges without voting privileges, but her next experience was more encouraging. That union gave women full privileges to speak out and vote at meetings, and fought for equal pay for equal work. The union also fought for unemployment insurance benefits and daycare arrangements, which Jonnie added was still a problem for so many women. In conclusion, she said she was delighted to see us organizing and only wished that it had happened years ago.

As a last editorial comment, it's unfortunate that "PROCEEDINGS" cannot convey the excitement and energy that abounded in that opening session. The enthusiasm was overwhelming and even the Ministers, despite being in a minority position, seemed to enjoy the spirit of the Conference. We owe special thanks to Mr. Regan for his daring (?) to flaunt convention and removing his tie after some urging and applause and to Mr. MacMaster for joining him in the unusual precedent of federal-provincial co-operation.

*"Rosie the Riveter" was a song used in the 1940's to publicize war bonds and to encourage women to work in the factories. It is available from the National Archives, Music Section, Ottawa.

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3. SATURDAY MORNING PLENARY.

Despite the fact that more people attended than expected and that the hotel cook had quit without notice, delegates enthusiastically attended the Saturday morning breakfast in the tavern. Alice McPherson, of the B.C. Women in Trades, chaired the opening session. After announcements, Don Pollock, Chairman of the Ontario Manpower Commission and past president of Canada Wire and Cable was introduced.*

Mr. Pollock clearly identified that Canada is facing a crisis in regard to the critical shortage of skilled labour in Canada. As early as 1963, Mr. Pollock pointed out, reports first indicated that the future economic growth could be limited by the reliance on immigrant skilled labour. With tightened immigration regulations, an increased reluctance of skilled workers to immigrate, combined with a rapidly aging population of skilled workers in Canada and a lack of training programs offered by industry, the number of skilled workers in Canada declined from 106,000 (1974) to 35,000 in 1978. Given the facts of the matter, he was highly critical of companies that did not provide training, but preferred to 'pirate' individuals trained by other companies. He suggested that even when training is given, it is far from adequate. Citing one study:

- only 15% of 2.6 million employees received any training
- an average of seven training days per trainee were provided
- only 6% of those receiving training had 26 days or more
- 75% received 5 days or less

Mr. Pollock commented that he was initially surprised at the number of employers who had indicated to him that only if training were mandatory would they do so. "If Canadian employers are unable or unwilling to shoulder their training responsibility voluntarily, then they clearly invite governments to violate the sanctity of the free market system.."

He pointed out that:

- 69% of the companies that DID train considered it to be a positive return of investment while 70% of the companies that DID NOT train believe that the effect would be negative
- more than two-thirds of the training companies had attrition rates of less than 10% during training or after the program
- that all or a good portion of the net cost of a 3 year apprenticeship program, estimated to cost \$30,000, is recoverable within 2 years

~~*We would like to add that WIT first heard Don Pollack at a Canadian Manufacturers' Association seminar. Impressed by his address, we were delighted when he accepted our invitation, and we would like to thank the Ontario Manpower Commission for assuming his travel expenses. A mailing of Mr. Pollock's speech has been sent out to the more than 50 delegates who so requested. Unfortunately, Manitoba Women in Trades cannot afford a re-print, so if any of you still would like a copy, please send your request to the WIT office, 730 Alexander Avenue, Winnipeg, along with \$2 to cover mailing and postage.~~

He suggested that if the situation for men to receive training was poor, it would be even harder for women, especially given that the projected growth rates for different employment sectors. Trade and finance are anticipated to increase by 3.9% annually, while manufacturing is expected to grow at less than 1% and construction by less than 2%. He also pointed out that Ontario will be experiencing a labour surplus in the blue collar occupations, due to the numbers of people with less than a grade twelve education, whereas the major shortage of labour is indicated in skilled and highly skilled blue collar occupations which require more than 6 months of training.

To solve the problems, employers' commitment to training must be increased and a number of those positions must be offered to women. Mr. Pollock was concerned that the voluntary response may not be effective and that the United States model of federal contract compliance, incorporating "social equity objectives" into the public assistance of industry may need to be considered in order to promote equality of treatment and opportunity for women in the work force.

In conclusion, he added that not only did employers need work on their attitudes, but that women should be made aware of the employment opportunities in the non-traditional areas; that the education system should better prepare students for a career choice (particularly encouraging women to continue with mathematics and science); and that unions should provide stronger and more consistent support. "We all have a role to play in ensuring that women will be prepared to exploit these opportunities."

4. SATURDAY WORKSHOPS.

After the morning plenary, a series of workshops were offered in the morning and early afternoon. Four of the workshops were offered twice. Each workshop was set-up to provide a forum for discussion and to formulate at least one recommendation.

Critical Skills Shortage and Future Economic Trends

- Don Pollock, facilitator-

Discussion was in conjunction with Mr. Pollock's earlier remarks. Several delegates observed that although some of the tradeswomen were highly critical of employers' attitudes, a meaningful dialogue took place between employers, tradeswomen and Mr. Pollock.

Pre-Trades and Training

- Joycelyne Quigley facilitated in the morning, Bev Siller and Leona Dvorak took the afternoon session-

Although the bulk of information on pre-trades and INTO courses was discussed in the pre-conference seminar, delegates were provided with a summary of where orientation courses were available (see

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Report 1). With respect to these introductory courses, the importance of hands-on (i.e. actually using the power and hand tools) experience was stressed as a method of helping women compensate for their previous lack of exposure and experience. Of the existing introductory courses, B.C., Saskatchewan, Yukon, Manitoba, Prince Edward Island and New Brunswick seem to place emphasis on this facet. The workshop also devoted discussion to why the need for these courses now exist, and consensus indicated that the educational system was much at fault. Recommendations arising out of the workshop, focused on the need to encourage young women in high schools to pursue trades options and increase their familiarity with the trades and the tools.

Whether after completion of a pre-employment course or the introductory courses such as Pre-Trades Training or INTO, it was felt that graduates of these courses required additional support services. Preferential entry into pre-employment courses for graduates of pre-trades and INTO was discussed. A rigorous affirmative action program seemed to offer the greatest potential for increasing employment opportunities for course graduates.

An Ontario delegate commented that an industrial program offers employers 25% wage re-imbusement to provide women with on the job training and that currently targets are being set in various regions. On-the-job training was identified as a genuine need. Although some workshop participants felt that the existing programs were successful, others criticized the Canada Manpower Industrial Training Program (CMITP) for weak monitoring, particularly in cases where the trainees marketable skills were not being enhanced but instead were being utilized as a cheap source of labour. In the ensuing discussion, a tradeswoman pointed out she was discouraged to find out that after an 8-month carpentry course she was only hired because the employer was reimbursed for 75% of her wages. She felt that women should go into the trades on their own power and that perhaps opening up an independent business was one method of gaining experience and employment. Similarly, another tradeswoman emphasized the need to demonstrate to employers that you indeed have a skill, that you may need your own tools and that you should know how to use them. She stressed the need for hands-on experience and encouraged women to be self-educating (i.e. talk and learn from skilled people, work for free or barter to obtain experience, read all the information you can)

An employer offered his perspective and indicated that very often employers are not aware of what benefits exist in hiring women. Employers want individuals with good entrant skills and with solid hands-on experience. He felt that there is no incentive to provide training unless there is a proven return on the training dollar within two to five years, and with so many of the individuals today the attitudes towards work are so poor that you can't count on your employee to even show-up at work. It was his opinion that employers should be made more familiar of the government programs that create incentives to hire women and that more pressure should be placed on government by lobbyists to provide employers with information. Even so, all too often only the training plan and not the content of training is evaluated by Government.

I. B. 4. (3)

On the government side, because women are not aware of the opportunities, the demand for special programs often appears low, so it is assumed that women are not interested. Again, it was suggested that women should apply pressure to Canada Employment and Immigration.

In general, the workshop focused on:

1. pre-trades training
2. government-encouraged on the job training
 - federally, CMITP
 - in Manitoba, "women in Apprenticeship"

Unions and how they Work

- Myrna Phillips, facilitator and Dave Martin resource

The Conference was most pleased to have a number of union representatives in attendance and particularly pleased to obtain the co-operation of the Building Trades Council. Participants more familiar with union structure functioned as resource people for those who were needing more information. After basically reviewing union structure and how it worked, the discussion focused on internal and external techniques of lobbying, such as union pressure on employers and governments, and the influence of women on their unions (e.g. becoming involved in the union, incorporating specific needs as clauses within contracts, pressuring the union executive).

Support Services

- Chris Lane, Bev Suek, facilitators

The discussion in the group centred around the need for support for women who may wish to make career choices that would lead to non-traditional employment. The group was concerned about the streaming in the school system which leads young women into traditional careers (for example, sex-stereotyping in books, activities and in course selection). Women graduating from the school system often lack the mathematic and scientific background essential to the pursuit of a skilled trade and lack the physical development for heavier occupations due to the type of physical education they receive. Women then have to be re-trained in order to overcome this past deficiency, which should not have been allowed to occur in the first place. It was suggested that schools be encouraged to have a home skills course compulsory, for both males and females, in which basic survival skills (basic home repair, sewing, cooking, auto mechanics) would be taught. Only then could the students make an educated choice of specializing in either area.

Secondly, the need for support people was also identified, that is people working within the school system or technical institutions who could ensure that the curriculum was non-sexist and who would also give personalized encouragement to women in the non-traditional areas. Women training in these areas are often ridiculed or alienated

I. B. 4. (4)

from the mainstream activities of their colleagues - they have a need to obtain support from others with similar interests. This can partly be supplied by the development of local Women in Trades Associations, but also by women's co-ordinators within institutions. It was also mentioned, that within the support structure, recognition of the needs of "special groups", such as native and immigrant women, should be provided and that connections to women's groups outside those working in the trades be established.

A third point referred to the home/work balancing act. More day care, including infant care, was seen as being necessary, as well as lunch, before and after school programs. As more women are entering the non-traditional occupations and becoming subjected to shift work, there will be an increasing need for 24 hour child care.

In summary, the workshop felt that there was substantial merit forming local Women in Trades groups which would offer support and would work towards making the above improvements. It was envisioned that unions and women's networks should be utilized in applying pressure on the right people. Funding for local groups was also discussed.

Occupational Health and Safety

- facilitator, Jennifer Penney

Although it was at one point considered that the workshop focus on the use of "health and safety regulations" as a discriminatory practice (with respect to not permitting women to work in environments that are potentially harmful to a fetus), the workshop developed to meet the specific needs of its participants. Those attending the workshop were urged to become more involved and more vocal in health and safety issues. The workshop formulated a series of suggestions and recommendations:

- 1. the issue of health and safety need more publicity; more educationals
- 2. in lobbying in these areas, issues that can be prioritized should be chosen ; support can be gained around certain issues; familiarize yourself with details on hazards etc. so you can be convincing; be prepared to back-up your point.
- 3. specific actions are needed to create changes in workers' compensation; to encourage the development of industrial first aid workers; to work at controlling the hazard at its source (for example, reduce the noise level instead of just obtaining earplugs).

The Workshop drew attention to the fact that a federal organization on occupational health and safety exists in Hamilton.

I. B. 4 (5)

Innovative Government/Employer/Union Programs

- Sher Anderson, facilitator. (Women's Employment Co-ordinator, Saskatchewan Region, CEIC). Resource persons: Jerry Sopko, (Affirmative Action, CEIC, Manitoba), Ruth Shane (CMITP, Ottawa).

Discussion focussed on:

1. the need for more training opportunities
2. the need for affirmative action and legislation which would encourage the hiring of women in non-traditional occupations
3. the need to become more involved in unions
4. the need for mutual support in combatting discrimination

In original planning this workshop, it was hoped that employers who had recently developed a strong affirmative action program would be in attendance (examples such as Alcan, and Sherrit Gordon); that unions such as Local 1005, USWA would discuss the experiences at Stelco; and that recent Government programs would be discussed in detail. Since participants chose to have a more general discussion, some of the more detailed information was asked to be included in the write-up.

Employer programs: Edmonton, Winnipeg and Toronto have either done studies or adopted affirmative action programs; refer to the CEIC "Women of Alcan Film" for the Alcan experience

Union Programs: in addition to the activities of provincial federations of labour and specific activities to improve the conditions for all workers, union support has been instrumental in "Women Back Into Steel" Campaigns. Contact more of our Hamilton delegates for more information. National Steel Car is a developing campaign. Women into Rail have been working closely with the unions.

Government programs: In addition to the on-going activities of apprenticeship division, the WEAT program of B.C., the "Women in Apprenticeship" of Manitoba (see previous discussion), pre-trades and INTO courses offered at provincial/territorial levels, Canada Employment and Immigration has a variety of programs of interest. In summary, these programs include:

Creative Job Search Techniques - information sessions on improving job-hunting skills

Canada Manpower Training Program - spaces are purchased in a variety of courses and individuals can be sponsored for training

Canada Manpower Industrial Training Program - assists employers to hire and train new workers or upgrade and train existing employees. Critical Skills Training expenditures are in addition to the regular CMITP budget. Similarly, "Non-Traditional Training For Women" is a component of CMITP in which a 75% re-imbusement is available to employers who hire and train women in non-traditional occupations.

Employment Tax Credit Program -

Manpower Mobility Program (CMMP)- assists unemployed workers to travel to communities where their skills are needed

New Technology Employment Program

Summer Youth Employment Program

Canada Works

Local Employment Assistance Program (LEAP) - provides long-term funding for the employment disadvantaged. As examples, EMBLA, a women's carpentry company in Winnipeg and a metal-work/welding project in Brockville, Ontario, have utilized this program to establish businesses

Local Economic Development Assistance (LEDA) - non-profit development corporations are created in communities to assist in the development of businesses

Community Development Projects - although the deadline for application has passed, you may want to learn more about this program

Community Services Projects - funding for up to three years

Outreach - extends manpower services to those "special needs" groups identified by CEIC

Contact Canada Employment and Immigration offices in your area if you would like more detailed information.

5. SATURDAY AFTERNOON PLENARY

Due to logistic problems, the plenary was delayed to 3:30. The Honourable Lloyd Axworthy, Minister of Canada Employment and Immigration, and Minister Responsible for the Status of Women, addressed the Conference. Despite his own heavy schedule, Mr. Axworthy agreed to spend more time at the Conference, so discussion of workshop recommendations was tabled to allow him more time.

In his address*, Mr. Axworthy identified the 1980's as a new era for opportunity for Canadian women. Given that the growth of the labour force is decreasing (1970-74: 3.5% growth per year compared to 1980-84: 2.0%/yr and expected to be 1.7% for 1985-89) and that much of the existing growth will be due to the increased participation rate of adult women (which is currently 45.9%), it is anticipated that Canada's labour force will be increasingly female and increasingly mature. Mr. Axworthy revealed some interesting statistics:

- if men and women continue to be employed in industries in the same proportion as existed in 1979, there would be a shortfall of 50,000 male workers by 1986

* copies are available from the Minister's office, Canada Employment and Immigration

-the shift towards service sector employment will slow radically, e.g. between 1970-79, growth in this sector grew from 62.6% to 66.6% of total employment, but this increase will be smaller for 1979-85. Microelectronic technology is anticipated to further decrease this growth

-growth sectors will be in personal and business service, manufacturing and construction. This shift favours higher technology, higher skill and higher wage occupations

- replacement of retiring skilled tradespeople, considering the average age of people currently employed, will produce an acute problem after 1985

-50 -88% of employers surveyed indicated problems in recruiting skilled tradespeople

- the pool of immigrant skilled labour is diminishing

All these factors indicate that there is an economic necessity to train (or retrain) women for the employment opportunities in the high-skilled areas.

He pointed out that existing programs have not been as successful as necessary. For example, only 1% of all apprentices are female and although the federal government spends in excess of \$700 million per year in training, with 42% (or 30,540) female trainees in sponsored institutional trades training courses, only 862 (or 3% of all female trainees) are involved in non-traditional areas such as machine operators, computer programmers, drill operators, welders, or metal workers. Of all individuals taking these specific courses, only 2.4% are women.

He did indicate that there have been some positive developments, such as:

1. the development of pre-trades training programs for women
2. in Manitoba, 1978-9, 31 training places were reserved for women in non-traditional job areas, with 18 of these 31 places being filled
3. last year in Manitoba, 76 women in non-traditional courses were sponsored by Canada Employment and Immigration, with almost an equal number registered under provincial auspices
4. the Women's Employment Counselling Service, an outreach project in Winnipeg has demonstrated ability to encourage women to pursue non-traditional employment

He also indicated that even with these positive developments, efforts to improve the situation would continue. He indicated his intent to:

- provide a training program for job counsellors
- extend training agreements under the Adult Occupational Training Act for another year
- increase the emphasis on "on-the-job training" through the Industrial Training Program. This program offers to reimburse employers 75% of the wages for those female trainees taken on in non-traditional areas, compared to the 40-60% rates generally offered. The first year of this program is intended to provide employment for 3500 women, with the possibility of expanding funding.
- examine the concept of establishing pooled funds (created through a payroll tax or voluntary contributions) to persuade employers to hire apprentices
- ensure that hiring for the \$100 million job creation programs

I. B. 5 (3)

is consistent with affirmative action principles

- assess the types of discrimination in hiring and promotion and then implement measures to eliminate systemic discrimination
- present a paper on contract compliance to Cabinet this fall
- contribute to providing necessary childcare facilities through the Community Service Program
- oppose suggestions regarding the removal of maternity benefits from the unemployment insurance plan
- support the efforts of an inter-departmental committee established to recommend actions for dealing with the problem of sexual harassment

In discussing contract compliance (.i.e. a measure in which companies providing goods or services to the federal government must increase the proportion of women/minorities in all areas of the work force), Mr. Axworthy felt that using the purchasing power of the federal government is legitimate and necessary to eliminate discrimination. He also referred to other federal government actions beyond his own ministerial responsibilities which affect women:

- Labour Canada is reviewing sexual harassment as an issue for the labour code
- the Human Rights Commission has recommended that the Human Rights Act should specifically clarify that sexual harassment be included under sexual discrimination
- the Constitutional debate (specifically in the area of the charter of rights, and federal control of the economy).

In conclusion, he stated that women's poverty and lack of opportunity degrades Canada as a nation committed to economic equality and that the federal government was committed to rectify that situation.

6. OTHER ACTIVITIES.

Saturday lunch. The Conference was most pleased to provide an opportunity for Sybil Pulsford, representing the Ontario Ministry of Education, Colleges and Universities (under which apprenticeships are administered), to present Iris Sage, apprentice and graduate of INTO, with a bursary. The bursary was arranged by the Ministry to promote consideration of non-traditional apprenticeships among the students and staff of INTO programs.

After the presentation, the Painted Ladies Theatre Co. of Winnipeg, (which includes a number of our pre-trades graduates), in conjunction with Manitoba Women in Trades, entertained the audience with a fashion show farce. If you can believe that Popular Mechanics has a fashion editor, you might accept that hardhats, headphones and steel-toed boots are THE fashion accessories for the coming year. The spoof was intended to demonstrate the need for work clothes in women's sizes, and emphasize "safety" while providing a break from serious discussion.

To conclude the luncheon, a door-prize draw was held - and Harriet Oleksiuk was the lucky winner of the official WIT Door (a beautiful pink number with a crescent moon!), complete with a tool pouch and tools for future installation (donated by Winnipeg Paint and Glass Co.). The door is kept in trust at the WIT Office in Winnipeg, and was autographed by attending delegates.

Saturday afternoon. Caucusing of regions and trades took place after the plenary. Manitoba Women in Trades held a brief "how to organize a Women in Trades" seminar.

Audio visual materials were shown. The Apprenticeship Branch of British Columbia presented a slide/tape production on the Women's Exploratory Apprenticeship Training Program; the Mining Association of Canada presented their tape on women in the mining industry; CEIC Vancouver contributed "She's a Journeywoman" and the Saskatchewan Women in Trades had a premiere for their "Women in Trades" hour long tape, just completed this summer.

Saturday evening. Leah Cohen* recounted the stories of a number of women who had been subjected to sexual harassment and who experienced the emotional and physical repercussions. Her message was quite clear - that any woman, regardless of her age, type of employment, or appearance can be a victim; that women should not accept the burden of being blamed for their victimization; and that the best defense/action is working with other women to combat exploitation. In exploring measures to counter harassment, her studies would indicate that complaints through human rights commissions are often far from satisfactory, requiring detailed evidence of dates times and places. Alternative "group action" such as leafletting, working collectively with female co-workers and union involvement were suggested. After her speech, Leah agreed to do a small workshop with delegates.

Evening entertainment. To call the evening concert with Heather Bishop (singer/musician/artist/tradeswoman/former pre-trades instructor) and Karen Howe (singer/song-writer and former Transition House worker) "entertainment" would be unjust. The concert was spiritual/magical in bringing Conference delegates together in a celebration of women. The energy and support generated was phenomenal as delegates were treated to songs that captured our own experiences, such as the tribute Heather wrote for a machinist friend or "Jerks" (the answer to the street hassle). Heather pointed out clearly that no matter where we were from or what we did, we should accept our differences and rejoice in our unity. As a grand finale, three of Manitoba's most beloved associate members were coerced into performing a totally unrehearsed modern version of "Rosie the Riveter" - "Carla the Carpenter" (which Myrna Phillips and Ethel Kolochen rewrote for the Conference).

Miscellaneous and on-going activities. Adjoining the Conference office, an exhibit hall provided booths and information. MAGIC, Winnipeg's women's graphic collective, produced a series of trades related buttons in a variety of colours and slogans in addition to their regular stock. Women in Trades had T-shirts, posters and a selection of Judy Springer jewellery. Three bookstores had tables. The Women's Bureau of Labour Canada, the provincial Women's Bureau, Canada Employment and Immigration, and the Women's Employment Counselling Service had informational tables. Articles obtained from the National Union of Provincial Government Employees, Actions de Travails des Femmes and the B.C. Human Rights Commission were made available.

* author of The Subtle Oppression: Sexual Harassment of Working Women

Safety equipment loaned to the Conference such as Levitt's clothing, Bilson's hearing protection and Morrison Industries optical protection was displayed.

During the evenings, a cash bar operated in the hall, and delegates had the opportunity to socialize. (While on the subject of socializing, even though it's out of chronological order, another "fun" event was held. For delegates that were still in town and still had the energy, the Women's Building sponsored a Sunday night concert with Heather Bishop, Connie Kaldor and Bloody Mary, with a social following at the Building.)

7. SUNDAY MORNING PLENARY

Recommendations proposed by the Saturday workshops were read over breakfast. Due to the limited amount of time, discussion was kept at a minimum and minor wording changes were made. Refer to the recommendations section for more detail.

8. SUNDAY WORKSHOP "HOW TO ORGANIZE",

Delegates broke into three groups :

1. Manitoba, Atlantic and Quebec. Bev Suek facilitator.
2. Saskatchewan and Ontario. Myrna Phillips, facilitator
3. B.C. , Alberta, Yukon and North West Territory. Chris Lane.

In general, these sessions allowed for "brain-storming". Concerns and resources were identified. Some of the groups chose to subdivide into smaller discussion groups.

Group I. Summary of the discussion included these points:

- find out what resources are available, write for information
- try setting up a women's centre
- investigate availability and kinds of grants
- provincial Women in Trades groups should be aware of the specific local needs
- the group should work together in developing a project orientation
- keep people involved, encourage new people to become involved
- don't expect to achieve everything at once; so don't get discouraged and work step-by-step.

Group II. Major concerns included:

- identifying available resources
- maintaining contact
- how to start a local women in trades group and keep it going

In discussing the national level of organization, the following points were addressed:

I. B. 8. (2)

1. structure and membership

- steering committee should be composed of tradeswomen
- need to define "blue collar occupations". One suggested that the organization not be limited to the "trades" but broadened to all non-traditional
- need to have a basic communications network kept-up, for example, through a national newsletter and a method to communicate needs and information on issues such as child care and apprenticeship

2. activities

- there is a need for organized strategy either "action-oriented" or a "paper" lobby and/or "political" on either a small or larger scale
- need to identify what kind of work should be done around daycare (e.g. 24 hour child care, luncheon programs, before and after school programs)
- need to collect more background information; information on what companies and unions are open to women
- need to support women on-the-job
- need to develop and collect information on how women have survived (obtain stories of individuals to be shared); establish a trades registry; have a national questionnaire for women in trades

Group III. Six areas were discussed:

- 1 re: a national association. The group felt that it was necessary and should have a good representation with respect to a variety of trades and geographic locations. Information was needed on:
 - comparing human rights legislation between provinces
 - apprenticeship structures and programs
 - affirmative action structures and programs
2. Provincial/territorial and possibly regional Women in Trades groups were needed
3. apprenticeship and training
 - need to develop pre-trades courses where they are currently not offered and to expand the WEAT program in B.C.
 - women counsellors/advocates are necessary in apprenticeship divisions
 - apprenticeship boards and trades advisory councils/committees need women
 - activity can be organizational (e.g WIT could lobby ministers and directors) or individuals could write or visit members of the legislative assembly
4. funding
 - Secretary of State was suggested as a source for a start-up grant. Field officers help with the forms.
 - CEIC - the community services and community development projects, grants and contributions
 - IAN in some areas
 - Commissionaire's "pot" in the North West Territories
 - Department of Economic Development and Education (NWT)
 - Human Rights Commission (B.C.)
 - Research projects - youth summer employment (federal & provincial)

I. B. 8. (3)

5. Resources (where to find support, friends, and assistance with lobbies)
 - Action Committees on the Status of Women
 - options for Women (Yellowknife)
 - B.C. Federation of Women
 - National Association of Women in Construction
 - Women's Bureaus (federal and provincial/territorial departments of labour)
 - social resource inventory, women's groups
 - rural women
 - coalitions of women (e.g. law reform)
 - women's employment co-ordinators, CEIC
 - women's centres- universities, colleges, YWCA

6. Reaching women working in the trades or women interested in the trades
 - community colleges
 - unions and trades
 - employers
 - native groups
 - status of women's groups
 - apprenticeship branches
 - YWCA
 - articles for newspaper, women's publications, radio
 - posters in people places (laundromats, schools, women's centres)

9. FINAL PLENARY.

After coffee, delegates re-united in the main hall to:

- report on the developments within the workshop
- to vote on the main resolution of the Conference, i.e.

In as much as women working in the trades and non-traditional occupations and individuals interested in creating equality in the work place believe that a need exists for a national organization to speak on their behalf and voice their concerns at a national level, we resolve that a national organization be established to represent those interests and to maintain a continuing information network across Canada.

Each province/territory reported on proposed activities:

Atlantic provinces - decision for a small group to be established in each province. Names of representatives were given; 4 provinces will keep in touch and try to meet
 Quebec- two women were setting up an organization for low income women; there was a commitment to set-up a women in trades association

I.B. 9 (2)

Ontario - selected two representatives, one from Toronto and one from outside Toronto. Plans are underway for a one-day Women in Trades Conference.

Northwest Territory - expressed an interest in working with the National Association

Yukon - plans to develop an association with the B.C. women and hopes to run the pre-trades course again

Manitoba- indicated increased involvement with unions and will be attending the Manitoba Federation of Labour Convention. Northern WIT affiliates are being developed.

Saskatchewan - expressed interest in the national body and a commitment to strengthen and develop the provincial organization

Alberta - plans to identify women and their interests in order to develop a provincial support group

B.C. - selected a national contact person and indicated a stronger commitment to developing the provincial organization.

In the discussion concerning a national organization, two points were put forward:

1. it is important to rely on ourselves as tradeswomen, that is, we should assume initiatives on our own and not expect other agencies to do our work for us, but that we should utilize government programs that are of benefit to us

2. a national association is necessary for communications, but a priority should be on provincial or local organizations, which would then lead to a stronger national organization.

The Conference resolution, to form a national organization, was passed with an overwhelming majority. One delegate suggested that Women in Trades of Canada, (WIT Can) would be a better selection for a name, rather than "the National Association of Women in Trades", in case the name was shortened to NatWit and corrupted to read "NitWit".

Although the Conference was not prepared for adopting other resolutions, primarily due to the limitations of time, an emergency resolution was presented and passed to support the rehiring of the Pratt-Whitney women and to send a telegram to the RCMP asking for information. Another delegate proposed that each person attending the Conference put an article in their local paper about the Conference which would include a phone number or address for interested women to contact. As an example "Atlantic Insight" was suggested as a magazine which is supportive of both men and women in the trades.

Jennifer Penney offered the concluding remarks. Delegates expressed their appreciation and as a final conclusion tool pen mementos were distributed along with a celebration cake.

II. RECOMMENDATIONS

Workshops afforded the opportunity for delegates to identify specific issues and concerns which could then be considered by provincial/territorial/national women in trades organizations in the formulation of strategies. Each workshop was asked to prepare "recommendations" indicative of the workshop discussion. Given that topics overlapped between workshops, similar subjects have been grouped together, and those proposals submitted by individuals (given to the workshop minute takers as notes or included in the evaluation forms) have been included.

The recommendations are also intended to serve as a vehicle for voicing the opinions of delegates. Although no indication is available for all recommendations regarding the extent of delegate acceptance or endorsement, "workshop approved" is noted for those recommendations that had consensus.

SUPPORT SERVICES

1. Whereas young women often come out of high school lacking the math and sciences required for training in many non-traditional occupations, be it resolved that employment related upgrading courses be developed and made readily accessible to women.

APPROVED IN
SUPPORT SERVICE
WORKSHOP

Proposed change:whereas women come out of the school system lacking.....

EVALUATION

2. Whereas the current child care situation in Canada amounts to a national disgrace, be it resolved that the care of children be declared a national priority with actions in this area to include:

APPROVED IN
SUPPORT SERVICE
WORKSHOP

- increased number of child care spaces
- increased subsidies
- 24 hour quality child and infant care
- facilities and funding for before and after school and lunch time care for school age children
- childcare facilities on site at both training centres and job sites
- income tax exemption should reflect actual costs of child care

3. Whereas women tend to be isolated in non-traditional areas in post-secondary education institutions and need the support of other women, be it resolved that:

APPROVED IN
SUPPORT SERVICE
WORKSHOP

- technical institutes hire a full-time women's co-ordinator to provide support counselling to women enrolled in training courses in

II. 2.

the non-traditional area and to sensitize instructors about the needs of women

- a women's resource and meeting area be secured at the institution
- that peer groups and tutorial and support services be facilitated through this centre

4. We would like to recommend the establishment of a women's CEC community advisory committee to ensure that the needs of women requiring employment counselling are being met. We see this committee being composed of active and aware representatives chosen from various women's organizations within the community.

APPROVED IN
SUPPORT SERVICES
WORKSHOP

5. Secondly, we see as an essential component of every CEC (Canada Employment Centre), the creation of a woman's ombudsperson position. The individuals filling these positions should be able to receive complaints and be sensitive to women's employment needs, as well as have the authority to take the appropriate action required in each case.

APPROVED IN
SUPPORT SERVICES
WORKSHOP

Dissenting opinion: "I am concerned that the establishment of a counsellor responsible for women entering the non-traditional occupations in each CEC office may cause a passing of the buck situation, whereby other counsellors would not concern themselves with placing women in non-traditional jobs. Perhaps the re-training and sensitization of all counsellors be ensured and that there be established an ombudsperson in each regional office, publically available with powers to ensure that complaint procedures are set-up and action taken to correct deficiencies within the region."

EVALUATION FORM

6. Whereas sex-role stereotyping continues to be prevalent in the school system; be it resolved that action be taken to ensure that school administrators and counsellors encourage women to examine the total range of occupational options by:

APPROVED IN
SUPPORT SERVICES
WORKSHOP

- substituting a practical life and home skills course for all students in place of current home ec and shops programs

- creating a women's studies co-ordinator position in each school board to ensure that counsellors adopt a non-sexist approach to career counselling

II. 3.

6.b. Compulsory shop and home economics for both sexes to be implemented at grade and high school levels.

APPROVED IN
PRE TRADES &
TRAINING WKSHOP

Dissenting opinion: "I disagree with the resolution regarding compulsory home ec and shops training for both sexes in high school for, as I said in the workshop, pre-trades training, with a feminist focus, was what could benefit girls more in this stage in time. The focus can also mobilize them more effectively than life skills courses."

EVALUATION

Another opinion: "Compulsory shop and home ec should include life skills and home skills for both sexes in junior high school"

EVALUATION

PRE-TRADES AND TRAINING

1. Pre-trades type courses across the country to be implemented into the regular curriculum of either the community college or the technical institution

APPROVED IN
PRE-TRADES &
TRAINING WKSHOP

2. Implement a higher quality of technical courses, reflecting current/modern application of the trade, nationally standardizing training and trades women training, as the requirements for each seem to vary.

APPROVED IN
PRE-TRADES &
TRAINING WKSHOP

Plenary suggestion:"standardizing trades training, as the....."

PLENARY

Some clarification is needed to ensure that the original recommendation was not referring to PRE-TRADES OR I.N.T.O. standardization.

3. Education system to be under the federal, not provincial, jurisdiction.

PROPOSED BY AN
INDIVIDUAL IN THE
PTT WKSHOP

4. More pre-trades courses in the evening for women currently employed in another area and contemplating a change to a trades career.

EVALUATION

5. Canada Employment and Immigration should review the financial support arrangements for manpower sponsored trainees (i.e. the minimum training allowance for "independents"; for married women; and determine a more equitable system so that women working at low-paying jobs will not be penalized by their past

EVALUATION

II. 4.

employment, for example, these women receive unemployment insurance benefits which are far less than the training allowance they would have received if they had not worked.)

GOVERNMENT/EMPLOYER/UNION PROGRAMS

1. Women all over the country should support each other in cases of discrimination.

APPROVED IN
GOVT/EMPLOYER/
UNION WKSHOP

2. The First National Conference of Women in Trades demands that Crown Corporations, government departments at all levels and their agencies establish affirmative action legislation/contract compliance programs to get more women involved and to get equal hiring for women in non-traditional occupations.

APPROVED IN
GOVT/EMPLOYER/
UNION WKSHOP

2b Compulsory affirmative action as well as contract compliance to be implemented so that employers will be forced to change.

APPROVED IN
PRE-TRADES &
TRAINING WKSHOP

Comments: Three concerns were raised in the workshop:

MINUTES OF
ABOVE WKSHOP

1. who will implement affirmative action and contract compliance?
2. who/what will monitor these programs? (an agency? department? or what?)
3. what sanctions can be imposed for non-compliance (i.e. without clout and penalty, the whole thing falls flat on its face)

3. Establish contact with National Employers associations in order to remove barriers to the hiring and training and promotion of women, e.g. Mining Association of Canada, Machinists and Equipment, Canadian Manufacturers' Assoc.

PROPOSED BY
INDIVIDUAL

4. A liason should be set-up between industry and the training institutions, so students may receive the type of training that is needed.

APPROVED IN
PRE-TRADES &
TRAINING WKSHOP

II. 5.

5. CEIC to recognize and fund programs that give * priority** to developing assertiveness and self-confidence skills for women, as these are pre-requisites for entering non-traditional trades.

APPROVED IN PRE-TRADES & TRAINING WORKSHOP

Changes:

add at * "equal"

add at ** "where the need is"

MADE IN PLENARY

6. Be it resolved that in light of the critical shortage of skilled labour in Canada, that the Women in Trades Conference demand that the provincial governments set up apprenticeship programs in conjunction with the trade unions, ensuring that women and minorities be brought into these programs on a proportional basis to their percentage in the work force.

SUBMITTED BY DELEGATE

7. Whereas Canadian National Railways, a Crown Corporation, should set an example in fair employment practices, and whereas three Winnipeg women have filed complaints with the Canadian Human Rights Commission against CNR and have launched a public campaign, "Women Into Rail", and whereas CNR uses pre-employment practises whose impact excludes most women from jobs other than clerical and whereas all workers have the right to be hired on the merit of their abilities, be it resolved that the first National Conference of Women in Trades supports Women Into Rail and their demands to (1) hire, with full compensation, the three complainants as carman trainees and/or switchers, (2) end all discriminatory hiring practices, and, (3) implement a comprehensive affirmative action program at all levels of CNR operations.

SUBMITTED BY DELEGATES IN WORKSHOP

8. We give unconditional support to campaigns launched to fight sex discrimination at employment, training and promotional levels, e.g. Stelco, National Steel Car.

SUBMITTED BY DELEGATE IN WORKSHOP

UNIONS AND HOW THEY WORK

1. Whereas it is agreed that unions can and should be a vital support for all members...including women... be it resolved that the National Association initiate contact with unions at the national level to gain the co-operation in facilitating the acceptance, hiring and training of women in non-traditional occupations.

APPROVED IN UNION WKSHP

2. Further resolved that the National Association request that a liason from the Canadian Labour Congress be appointed to work with the National Association to develop a strategy with unions to ensure concrete measures are taken to reach these goals.

APPROVED IN UNION WORKSHOP

II. 6.

3. That we as union women attend our meetings with a view to participate in the leadership to change policy and attitudes towards equal employment opportunities, trades training and child care. PROPOSED BY DELEGATE IN WORKSHOP
- 3b. more training for women so that they can get involved in unions which are right now male dominated APPROVED IN GOVT/EMPLOYER UNION WKSHP
4. That the Building Trades Unions be invited to a meeting where they are informed about the outcome of this Conference. It would be nice to have one representative or two from each province attend a national meeting of this kind from the construction unions. It should be encouraged that educational committees be set-up in the individual locals to educate the rank and file on the subject of women in the trades and the important issue of affirmative action. PROPOSED BY DELEGATE
5. The Conference should make a recommendation to Pratt-Whitney to rehire the three women released because of personal surplus (where in fact due to political beliefs) and to protest to the federal government why the RCMP were called in and to allow the three women to see the information the RCMP collected on these three women. SUBMITTED BY DELEGATE IN WORKSHOP
- PERTAINING TO NATIONAL FUNCTIONS
1. Recommend that the National Women in Trades Resolution Committee give thoughtful consideration to the area of federal/provincial jurisdiction when drawing up their recommendations. SUBMITTED BY DELEGATE
2. That a committee be struck to study the human rights codes of each province with a view to the implementation of affirmative action and limitations imposed by each code. SUBMITTED BY DELEGATE
3. The National organization is most important to monitor the Constitutional Conference. The entrenchment of Human Rights in the Constitution will ensure the rights of women in the work place. SUBMITTED BY DELEGATE
- 3b. The Conference should support the entrenchment of human rights in the constitution. EVALUATION FORM
4. That a National Women in Trades Steering Committee be formed with delegates from every province/territory. The purpose of this steering committee is to facilitate communications by putting out a newsletter and to initiate the organization of the founding convention of a national organization. Delegates to the steering committee be full, regular members of the provincial Women in Trades organizations. PROPOSED BY MANITOBA CAUCUS

5. Every person who has their way paid here has an obligation to publicize this Conference, through meeting with other groups, writing reports or briefs on this Conference, sharing the information and getting others involved in local areas.

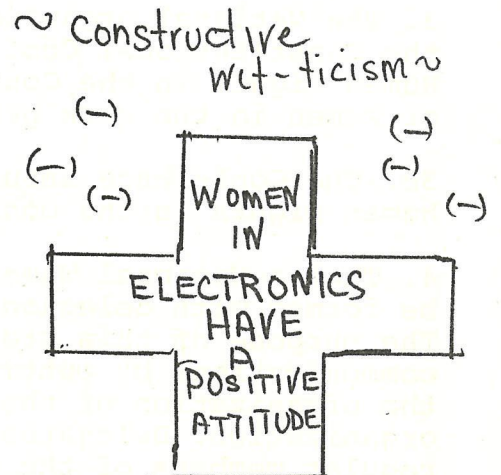
COMMENTED IN
PLENARY, SUBMIT-
TED BY INDIVIDUAL

6. BE IT RESOLVED that a National Women in Trades Award Fund be established for the purpose of presenting annual award(s) to one or more tradeswomen with the criteria and nature of such to be defined by the Association.

PLENARY APPROVED
PRESENTED BY
DELEGATE

"I will start this off with \$100 and challenge others."

- Harriet Oleksiuk



III. EVALUATIONS

Evaluations were done by delegates to assist in the correction of problems for future conferences and for inclusion in the final reports to the funding agencies. All forms were unfortunately anonymous, so there is no way we can respond to you individually, or thank-you for your suggestions. Delegates went to a lot of trouble in sending their evaluations in, employers spent hours on the phone, and the offices of the Manitoba Women in Trades and the project co-ordinator have received a number of supportive letters.

To arbitrarily select a few comments may seem unfair, but it would be less fair to not share these specific comments with those of you who attended the Conference and made it all possible:

"Until this weekend I had never met another woman in a non-traditional occupation! I am grateful for the opportunity to meet tradeswomen, make government contacts, learn of situations of other women in non-traditional work. Invaluable!"

"There is a wealth of strength when women concentrate on one issue such as 'women in trades'. It is not necessary to have the same ideas, work or live in the same ways or even agree on ONE action or statement. Our common concern is more important than our many differences. In our diversity is also our strength, if we use it.

Let's view this first Conference as the celebration it was - a respect for the past struggle (Alvena and Jonnie), the change and the support necessary for the present, and the building for the future - where we may all develop to the fullest of our human potential."

1. EVALUATION FORMS:

Of the 67 evaluation forms received:

43 of the submissions were made by tradeswomen

4 of these also indicated they were union reps

6 " " " " " were employers or self-employed

5 indicated that they were currently employed

7 indicated that they were in training

4 indicated that they were currently looking for work

The 43 tradeswomen included 7 carpenters, 3 printers,

III. (2)

1 in electronics, 2 electricians, 1 tool maker,
1 bricklayer/tilesetter, 1 trucker, 2 mechanics,
2 welders, 1 shoe repairer, 1 electrical appliance
repairer, 1 machinist.

- 7 of the evaluations were submitted by union reps (which includes the four tradeswomen mentioned above)
- 1 was submitted by an employer
- 10 were submitted by provincial/federal/territorial representatives
- 8 by INTO/Pre-trades instructors
- 2 by other, which includes a professional woman in a non-traditional occupation and a workshop facilitator

Some of the respondents also indicated that they were also attending as representatives of other groups such as the Status of Women, Actions Travails des femmes, their local WIT, and Organized Working Women.

All 67 respondents indicated that they felt that the Conference was necessary, many commenting that such a Conference was long overdue or absolutely necessary.

All 67 wanted to see future conferences develop:

- 9 indicated a preference for annual national conferences
- 3 preferred one every two years
- 1 wanted two short meetings a year

Several main themes became apparent in their comments:

1. women involved in non-traditional occupations very often experience a feeling of isolation or loneliness

E.G.

- "I had no other way of contacting other women in my province"
- "(the Conference) met a need for women in the trades to know there are others involved in the same effort to keep spirits up"
- "to meet other women in my trade, to know one is not alone in her battle"
- "after years of isolation, got to meet other women"

2. "support" and encouragement were identified as specific needs, which the Conference could help fill

E.G.

- "women in the trades need the strength and positive reinforcement that a Conference such as this can give"
- "The Conference is absolutely necessary. Important to get information out and the energy up to help women get into the jobs that pay more"
- "Women have specific problems as workers (like sexual

III. (3)

harassment, child care) and it is especially hard in non-traditional areas not to feel extremely isolated. We need support not to be victimized and to have confidence in ourselves and our work."

3. the need for communication and exchanging information was a major concern of delegates:

"(the Conference) was enlightening and full of knowledge"
 "communication in this vast country is the key"
 "brought together our common concerns and a great deal of experience"
 "once linked, we need to continue the ties that build"
 "need to maintain continuity and follow-up"

4. increasing the participation of women in the non-traditional work identified as a political/personal issue:

"nowhere near enough publicity with working women and community colleges regarding awareness of the trades"
 "the time is ripe for all women to unite, help each other, and eliminate discrimination in the workplace, in legislation, everywhere"
 "meeting on a national level provides unity in the non-traditional movement and gives it more impetus"
 "through this event, attract public attention and political awareness of the issues affecting women working in non-traditional areas"

One delegate sums it up:

"(the Conference) served as a moral booster, offered a sharing of ideas, offered interested listening open ears, empathy, group power concept, chance to develop strategies, focal group to which responsible government leaders could speak to/hear from/see in person. It gave information on resources/support systems and encouraged one to 'go on' continue asking/demanding/trying. Progress demands participation and determination."

Although all respondents unanimously agreed to the need for the first and future conferences, diversity of thought and opinion predominated in evaluating aspects of this conference and in proposals for improving future conferences.

III, (4)

In response to Question "4", "What were the most positive aspects of the Conference for you?"

"speakers" was selected 52 times
-25 were general and 27 specifically indicated preferences for (in order of frequency) Leah Cohen, Don Pollock, the Ministers, and Alvena Boldt/Jonnie Rankin

"workshops" selected 37 times, with Don Pollock (Critical Skill Shortages), Jennifer Penney (Occupational Health and Safety), Myrna Phillips/Dave Martin (Unions and How they Work) and Support Services with Bev Suek/Chris Lane being most popular

"meeting other tradeswomen" selected 56 times

"meeting employers" selected 10 times
"meeting union reps" selected 10 times

"other responses" mentioned directly under question 4 included:
Saturday evening concert (10)*
meeting course instructors (2)
informal meetings (3)
caucusing (3)
information tables (1)

Combining additional comments found in question "4" and the responses to Question "3" and Question "6" (what was missing, how could future conferences be improved), it is possible to develop a composite picture of respondents' evaluations of the Conference and what should be included for future conferences:

A. Administrative Structure/Framework

1. publicity/materials . Some delegates (1) indicated a need for more preparation of/informing delegates prior to the Conference. This was a particular problem in regions where no Women in Trades Association exists; that applications should have been out sooner(1); and that more publicity was needed before after and during the Conference (1). It was also mentioned that lists of resource materials should have been included in delegates' kits (2); that more specific detailed descriptions of workshops be included in the kits (3); that delegates should have brought more specific information/resources for inclusion in proceedings (2); and that facilities for this be provided at the Conference (1). It should be noted that requests were made informally to a number of individuals to bring specific information, but these "reports" did not materialize at the "Conference Office". Unfortunately, the minutes taken at the workshops would indicate that discussions were focused on generalizations rather than specifics

* Bracketed numbers (3) indicate the number of responses. e.g. three times

2. organization/structure. Although two individuals specifically remarked on the "good organization", six others indicated a definite need for more organization (one of these specifically commented on the need to control the distribution of material/surveys and one identified the need for a better conference co-ordinator).

One of the major concerns related to "Conference Procedures" - 4 identifying the need for more structure, 2 suggesting that the recommendation format was inappropriate, and 1 individual was highly critical in that the recording of the recommendations was not accurate enough. Two referred to the need for "more democratic" procedures. It is interesting to note that a great deal of pre-conference discussion took place regarding what rules of order should be adopted, who would have voting privileges, etc. The final decision favoured the minimum of formality so as to not intimidate or overwhelm Conference delegates who had less experience with manipulating a more formal structure. Although Conference organizers tried to encourage the concept of recommendations, as opposed to resolutions, to reduce the need for formality in voting and thereby reduce the need for rules of order, there was a tendency by most delegates to call workshop outcomes "resolutions". One evaluation in fact indicated that it would have been preferable to work with recommendations.

Related to structure, 2 individuals indicated that the agenda should have been strictly adhered to, and another one, with specific reference to the Saturday afternoon plenary, felt the length of the Minister's address should have been restricted. This is particularly interesting given that three individuals specified that more time should have been allocated to the speech and three of the four comments regarding the "Hardhat Crew" being too authoritarian were obviously related to the attempts made to stick to the agenda and to provide structure/organization. In response to one of those comments, it should be mentioned that there was no intention to symbolize "male authoritarian management" by the white hardhat; white was more readily available and the hardhat was merely used as a convenient method of easily identifying those women associated with the Conference who would provide information, direct traffic and offer assistance in theme with the Conference. One respondent was most favourably impressed with the crew and even those who had criticisms also indicated their appreciation of the stress involved. The understanding of the work involved promoted 3 other comments which identified the need to involve a greater number of women (and women's organizations outside WIT) in the organizing process.

~ Constructive Wit-ticism: Women Printers make a lasting impression ~

III. (6)

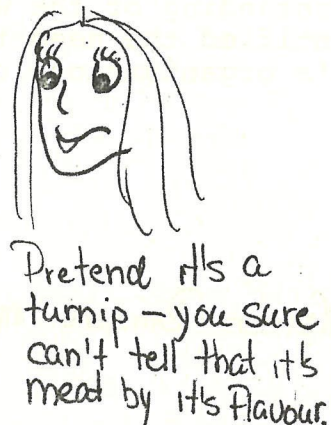
3. services/facilities. Of all the criticisms in the evaluations, the hotel and its facilities were identified most frequently:

- 14 comments concerned the need for better food, and put emphasis on the need for vegetarian meals
- 11 comments concerned the need for better planned facilities, i.e. more elevators, separate plenary and meeting rooms
- 10 comments concerned the need for "more space" and bigger meeting rooms

One delegate also indicated that we should have demonstrated more support for the women working at the hotel in the traditional occupations of waitress and cook.

Additional comments relating to services:

- (2) -there should have been a welcome delegate sign outside the hotel
- (3) requested more translation facilities and more materials in French
- (1) that organizers should have prepared for more delegates than expected
- (1) that xerox facilities should have been available
- (1) that professional Audiovisual technicians be utilized (the Conference did have delegates that served this purpose)
- (1) that on-site daycare should have been provided (it should be noted that the YWCA child care centre, one block away from the hotel, had been available for childcare services by arrangement with the Conference and arrangements had been available at the hotel for on-site infant care)
- (1) that a commemorative T-shirt should have been available
- (1) that a women-run facility should have been used
- (3) indicated that smoking during the Conference was a major problem and (1) felt that the issue of smoking was handled satisfactorily given the existing facilities



III. (7)

B. Participants

1. Tradeswomen. Although delegates expressed satisfaction with the "quality and variety" of delegates (with respect to geographic origin and the number of trades represented) there were:

7 comments to the effect that tradeswomen should have had more input/participation in the Conference

1 comment regarding the need to preferentially select tradeswomen as delegates

2 delegates from different regions expressed a desire to have more delegates from their home province

2 comments suggested that "more general labourers" should have been included and that the tradeswomen in attendance were an "elite"

2 comments from tradeswomen suggested that more professional women in non-traditional occupations (e.g. doctors, lawyers, architects) should have been included

2 delegates commented that more lesbians and lesbian materials should have been included

"If some women are freaked out about it, that only stresses the need for an atmosphere supportive of all women's choices. We cannot afford division"

2. Employers. There were 10 comments indicating a need for more employers to be in attendance, plus responses from question "4" would indicate that some delegates were not aware of the seven employers that were delegates. There were no comments indicating opposing opinions.

3. Unions. Although one delegate wanted information on alternatives to unions and another 8 commented that there should have been more employers and less union delegates, there were 9 comments indicating a need to increase union participation, plus one suggestion to have a union speaker. Comments included:

- the Conference should have obtained CLC buttons, brochures and information packages

- that individual unions should have been invited to send representatives, as well as inviting the CLC and provincial federations of labour

- that the Building Trades Unions should have been better represented

To be fair to the Conference, the invitations and funding appeals were sent out to all provincial federations, several specific unions (including those of the Building Trades Council) and the Women's Bureau of the Canada Labour Congress. For many federations there was not enough time for their reply as most invitations were sent out in the early summer.

4. Bureaucrats and politicians. The involvement of this component was by far the most controversial, given that there was a strong skepticism of "government" but an equally strong expression by tradeswomen that it was necessary to educate and work with government representatives. There were 11 comments indicating that fewer government employees should have been in attendance, and 12

III. (8)

comments were in favour of their participation:

"Although many are skeptical of political speakers, they are necessary. I feel all three men were encouraging and seemed sincere about being approached."

"Too many bureaucrats and government hacks"

"It was positive meeting government contacts (Apprenticeship Branch, Advisory Council, CEIC) and other WIT's. These people can help out with employment, working conditions. Learning of other situations and other women (Pratt & Whitney, Stelco), learning about opportunities, and conditions all across Canada."

It may also be of interest to note even government employees were among respondents indicating that there were too many "bureaucrats" and that the tradeswomen should have more input in discussion.

Additional comments expressed concern that the Ministers were not appropriately thanked (2); that provincial and federal human rights investigators should have been included (2); that more provincial representatives of apprenticeship divisions should have attended (1); and that more counsellors (CEIC, high school, community colleges) should have been delegates (2).

5. Number of delegates. Only one comment suggested that future conferences should be smaller with fewer tradeswomen delegates elected by their local WIT association.

6. Participation of men. Only one response indicated that there should have been fewer men.

7. Delegate identification. One person suggested that name tags should have been bigger and indicated the name, trade and geographic home. It would be appropriate to add at this point that originally it was planned to have a photo gallery of polaroid shots of Conference delegates, with a card attached for personal information. When requests for film donation were refused by various firms, it was decided to not proceed with purchase of the film out of the Conference budget as there was one WIT that objected to the scheme as sounding too much like a police state procedure.

C. Conference Agenda/Content

1. Time. The imbalance of so much information and so little time was THE major concern for both workshops or in general, with 11 responses indicating a lack of time in general. One indicated the need for more paced sessions, and 4 responses indicated a desire

for a day or two more. However, in initially planning the Conference for anytime between June and December, individuals consulted were reluctant to agree to a long weekend, and many women whether employed or in training expressed concern that a longer conference would pose a serious problem on finances and family.

One dissenting response felt someone from WIT should have been speaking all the time and 6 responses expressed the need for more spare time.

2. Informal caucusing. In addition to the 6 responses to Question "4", three individuals commented that they were satisfied with caucusing in their trade while 6 other comments indicated a need for more informal meetings/caucusing/"small raps" and breakfast meetings

3. Speakers. 4 responses indicated there should have been more time for speakers, while 2 responses felt there should have been less time allocated. Two responses specifically stated that there should have been more women speakers. Alvena Boldt and Jonnie Rankin were both very popular, and several respondents felt that they should be brought in for future conferences and one delegate commented:

"One or both should be on National TV as an example of successful women in trades - especially Alvena - everyone's stereotype of grandmother... She could be a force to destroy stereotyping."

One respondent felt the speakers were informative and in a good variety.

4. Workshops. Again, time was a major concern, with 7 comments regarding the lack of time, and with four responses indicating that there should have been fewer workshops. One commented that the repetition of Saturday workshops was not necessary. Nine responses felt that there should have been more workshops, and a greater variety. Suggestions ranged from having more trades information (2), trades in action (1), publicity and recruitment (1), affirmative action (2), operating your own business (4) and that these be lead by tradeswomen and/or more women. 4 responses identified the need for separate workshops for tradeswomen, employers, government representatives, whereas 1 individual valued the diversity of individuals within the workshop. 2 responses indicated that the workshops should have been smaller.

As for content, 1 felt that there should be more information on provincial and federal programs, 2 felt that workshops were too focused on personal problems and 1 person suggested that there should have been more emphasis on the personal experiences. Another suggested that a problem solving workshop should have been incorporated by having delegates send in their problem/concern/issue with their registration prior to the Conference.

As previously mentioned, the need for more pre-conference descriptions of workshops was needed and 2 responses suggested that better facilitators or briefing of facilitators should have been provided.

III. (10)

5. Involvement of instructors. 3 responses indicated a need for more time for the pre-conference seminar for pre-trades and INTO instructors. One tradeswoman commented on the positive value of involving instructors and 1 instructor commented on the value of hearing from tradeswomen. One comment suggested that there was "a need for more opportunities to have different elements exchange information relating to specific areas, such as audio visuals, methods of instruction, and follow-up."

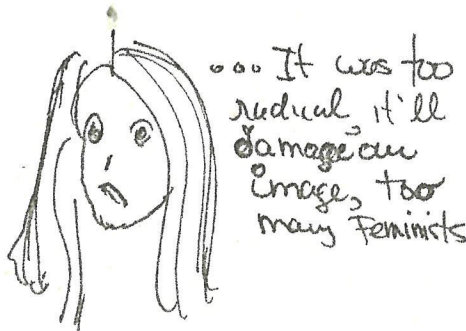
6. Other activities. In addition to question "4", there were other comments indicating support for the concert and the fashion show spoof.

2 responses indicated that a social evening with dancing should have been organized in the evenings. It should be noted that tapes of "dance" music and "easy listening" were available at the Conference and utilized Friday night. Due to lack of demand, the tapes were not used Saturday.

D. Other Remarks

Twelve individuals indicated specific thanks and/or congratulations to the Women in Trades of Manitoba on the success of the Conference.

One individual suggested that WIT work towards establishing a national employment referral for tradeswomen.



2. DIRECT EVALUATIONS:

In addition to the evaluation forms, 24 letters, 6 phone calls and five personal contacts provided insights into the opinions of delegates.

A. Correspondence.

Of the twenty-four letters received, all have congratulated or thanked the Women in Trades Association. With respect to specific comments:

- 2 indicated they would have preferred to limit the number of government representatives, 1 wanted more meeting time for the trades
- 2 identified the need for better facilities
- 3 were particularly impressed with the pre-conference meeting of pre-trades and INTO instructors
- 4 indicated the Conference encouraged them to develop Women in Trades groups in their region

- 2 indicated that Minister's should not be limited by time or agenda if they would be willing to answer questions. We are pleased to ~~thank you for the Stage West Dinner~~ ~~that was organized in Winnipeg~~ ~~and is beginning its correspondence in December 27, 1980 and ending on February 8/81.~~ ~~in excerpts from these letters:~~

We would like very much for you and a guest to attend Stage West for dinner and the show on ~~an evening of your choice.~~ "As I stated at the Conference, I look forward to learning about the future developments of the Women in Trades network. You can rest assured with the production starting at 8:30 P.M. Department, through the regional offices and the Women's Bureau, will continue its efforts to improve the production ~~we are featuring is "Murder at the Howard Johnson's". Starring Bob Denver, also starring Dreama Denver, featuring Ken Camroux, Gerald Regan, Minister, Labour Canada~~

RSVP to Mr. Jeff Skinner, at 944-9128, at your convenience.

"Congratulations for a successful Conference on the Women in Trades. It ~~is~~ ~~extremely~~ ~~encouraging~~ ~~to~~ ~~see~~ ~~so~~ ~~many~~ ~~women~~ ~~currently~~ ~~in,~~ ~~and~~ ~~planning~~ ~~to~~ ~~enter~~ ~~into~~ ~~different~~ ~~trades.~~ ~~Despite~~ ~~the~~ ~~economic~~ ~~recession,~~ ~~the~~ ~~shortage~~ ~~of~~ ~~skilled~~ ~~workers~~ ~~in~~ ~~many~~ ~~sectors-~~ ~~primarily~~ ~~in~~ ~~the~~ ~~resources~~ ~~sector~~ ~~and~~ ~~in~~ ~~the~~ ~~computer~~ ~~related~~ ~~fields-~~ ~~should~~ ~~offer~~ ~~women~~ ~~a~~ ~~unique~~ ~~opportunity~~ ~~to~~ ~~move~~ ~~into~~ ~~the~~ ~~real~~ ~~non-traditional~~ ~~lines.~~ ~~Now,~~ ~~the~~ ~~employers~~ ~~will~~ ~~have~~ ~~to~~ ~~be~~ ~~more~~ ~~progressive~~ ~~than~~ ~~they~~ ~~are~~ ~~in~~ ~~so~~ ~~many~~ ~~places.~~ ~~Hope~~ ~~is~~ ~~eternal!~~ ~~Let~~ ~~us~~ ~~hope~~ ~~and~~ ~~keep~~ ~~pushing,~~ ~~together."~~

JS/sn

Dr. Ratna Ray, Director, Women's Bureau

"Your Conference in Winnipeg is going to be one of the highlights of my life, and I have joined the B.C. chapter so that I can keep in touch. Your organization is going to mushroom right up and grow, because it comes from real necessity. If, in any way, I can help, I am available."

Jonnie Rankin, one of the Conference's
"Rosies"

III. (12)

"I would be happy to attend the next Conference. If I can help in any way, I'll only be too glad as I really enjoyed meeting all the women."

Alvena Boldt, Conference speaker

"I am pleased that I was able to assist you in your recent Conference. You and your colleagues did an excellent job and I enjoyed being part of it..... should I be able to assist in any way, do not hesitate to contact me."

R.D. Pollock, Chairman, Ontario Manpower Commission

"I very much enjoyed speaking at your Conference and I wish Women in Trades much success in the future. Please tell your membership that they were a wonderful audience, enthusiastic and supportive."

Leah Cohen

"Congratulations and many,many thanks. Our B.C. organization has had a tremendous boost from being able to share with you in Winnipeg."

Kate Braid, B.C. Women in Trades

"The Conference was a tremendously exciting and helpful experience for me. Hopefully we in Ontario will be picking up the threads in the next couple of months and getting our own Conference together."

Nancy Bailey, carpenter and member of OWW

"After Xmas, I'm going to try to get a provincial branch of WIT going. In talking to some of my acquaintances, I've found a lot of interest for such an organization."

Leni Balaban, tradeswoman delegate

"I found the entire conference interesting and exciting. It was most gratifying too to see what you have accomplished since 1972 when our efforts to have the trades made accessible to women were begun. I was most impressed also by the quality of the questioning of speakers and of the comments made by delegates."

Agnes MacDonald, former president, Provincial Council of Women (and WIT godmother)

III. (13)

"I personally enjoyed the Conference and found the workshops and plenary sessions to be useful and well-organized. Some of the information gleaned in the workshops, and the opportunity to connect with community college people and tradeswomen alike, proved useful to our own pre-trades program. I also appreciated the opportunity to hear and question the two federal ministers, and hope the discussion with them will have some effect on federal policy affecting women working in non-traditional areas."

Sheila McFadzean, Community Programmer
Regina Plains Community College

"It was an experience which I never will forget! I acquired a great deal of knowledge and enhanced my awareness of women in the trades movement across Canada, gained valuable information regarding pre-trades training programs and support services, as well as establishing a network of contacts."

Joanne Lipps, Pacific Vocational Institute
Students' Union

"I really enjoyed it! It was exciting to meet all the tradeswomen from all over Canada..... In travelling from coast to coast since that Conference, I've been contacted by women who felt that the Conference had given them renewed energy to continue on in their struggles."

Heather Bishop

WOMEN
IN
COMPUTERS
ARE
PROGRAMMED
FOR
SUCCESS!

~constructive wit-ticism~
Women farmers
aren't horsing
around

~constructive wit-ticism~

III. (14)

B. Conversations with Employers.

In reviewing the telephone evaluations made by three employers:

1. there was a general agreement that the Conference was successful in bringing together a variety of elements, concerns and in exchanging information

2. they achieved a better understanding of the barriers facing women in the trades, and they expressed a sense of identifying with the 'problems' of being in a minority position

3. they were impressed with the sincerity and dedication of the tradeswomen

4. as with other delegates, they commented on the problems of there not being enough time for discussion and of the logistical problems with the hotel.

5. generally felt the speakers were excellent, but had some concerns regarding Leah Cohen's address (too sensational & not accurate)

6. two expressed concerns with the introduction of Mr. Pollock (they quite rightly pointed out that Mr. Pollock was not a "token" male)

7. they specifically suggested:

-having more employers and also having employers provide more insight into the business perspective

-utilizing flip charts and magic boards more frequently to help delegates visualize concepts

8. concern was expressed that some delegates such as professional women and the more conservative tradeswomen were alienated by the more radical feminists attending

9. one mentioned that employers were often not given sufficient information or assistance in providing for affirmative action, and as no legislation exists, they lack guidelines on hiring of women

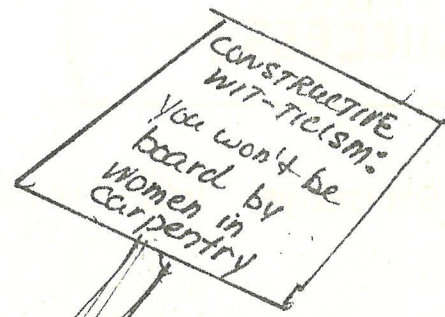
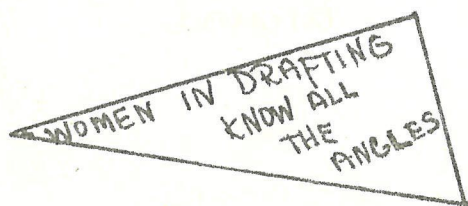
10. another mentioned that there is a need for a realistic approach in increasing the numbers of women in non-traditional jobs and indicated that confrontation techniques often alienated employers and co-workers

11. one expressed satisfaction at being able to communicate with some of the government reps regarding the problems of training

12. comparisons were made to the similarity of the discrimination facing women, immigrants, and other "minority" groups in that each group initially receives a great deal of pressure to "prove themselves"

As one employer commented, "The opportunities are there, it's time to make use of them. The future of Canada is dependent once more on women's shoulders."

What is most significant is that in spite of numerous concerns, these employers are genuinely sincere and supportive. Each has offered to support the efforts of the women in trades on a personal basis and has encouraged WIT to maintain and expand contact with the Canadian Manufacturers' Association.



III. (15)

C. Other Phone Calls and Personal Contacts.

Of three other phone calls and the five personal contacts, the Conference was again described as a success and as being worthwhile. As with evaluations facilities and food were criticized (3), I felt the schedule should have been better maintained and I felt that more time should have been allowed for questioning the Ministers. Another expressed concern regarding the limitations needed on the number of government representatives while another indicated satisfaction with the diversity of people in attendance.

ooo you can't please everyone....



ooo too many bureaucrats, there should be more tradeswomen..

ooo not enough union reps....



ooo it was great having the government types as resources

ooo need more employers here ooo



~ Constructive Criticism: Women Millwrights aren't run of the mill
- They run the mill ~

IV. RESULTS OF THE CONFERENCE

1. Women in Trades of Canada.

a. The resolution to work towards establishing a National Association was adopted.

b. The contacts for each province and territory have been volunteered.

c. A trust fund is currently being established to administer the scholarship, proposed by Harriet Oleksiuk who donated the first \$100. The Manitoba Women in Trades Association is obtaining the services of a lawyer to assist in this.

d. negotiations for future transportation are underway. CP Air has a Women's Program Director who has indicated the possibility of obtaining travel credits, based on the volume of previous business. If this works out, there is a possibility that a meeting of the contact people may be arranged.

e. Manitoba Women in Trades has applied for a Community Services Project with a component for working with "national outreach" to help with the establishment of the national association. If this does not come through, Manitoba will try another grant.

2. Provincial/Territorial Activity.

In addition to the demonstrated commitment of each province/territory to work on developing local support groups (as discussed in Proceedings), we have been informed of other promising developments:

- i. Ontario will be having their own Conference in the near future
- ii. British Columbia reports that a course has been set-up in one of the Colleges which is intended to provide women with the basic skills and experience necessary before entering the trades. A Conference, probably for the western region, is in the planning stages. The Institute of Human Performance at Simon Fraser has received initial funding from Kaiser and is developing its program.
- iii. Manitoba, after recovering from post-conference exhaustion, seems re-vitalized. A new executive was elected and there are some terrific plans for summer fund-raising projects. Between now and the summer, the grants committee is investigating all possibilities for assisting the development of the national association and the Publicity and Education committees under one of the vice-presidents are assuming the calling of organizational meetings for all women's groups regarding Manitoba's March 8th (International Women's Day) activities.
- v. Alberta reports that efforts will be picked-up in the new year to organize a provincial Women in Trades.

3. Tradeswomen received encouragement and support; for many of those attending the Conference brought an end to long-felt isolation;

IV. 2.

they exchanged information and shared experiences.

It should also be added that the Conference had an indirect effect in developing and encouraging women who were contacted to establish networks and women in trades groups during the organizational phase of the Conference.

4. Employer contacts.

As a result of the Conference, the Women in Trades Association has improved/increased contacts with employers. As indicated in the evaluations, several of the employers attending the Conference have offered their personal assistance to the organization. In the future, it is hoped that WIT will utilize these contacts and increase contact nationally with the Canadian Manufacturers' Association. In addition, we were pleased to learn that the Manitoba CMA has made efforts to learn more about affirmative action programs and that in their submission to the Task Force hearings, the CMA was supportive to the concept of having more women enter non-traditional occupations.

5. Union contacts.

Members of women in trades who are union members have taken up the workshop recommendations about increasing their involvement. A number of Women in Trades members were in attendance at the recent Manitoba Federation of Labour Convention. The Equal Rights and Opportunities Committee invited Winnipeg's outreach project, the Women's Employment Counselling Service and the Project Co-ordinator to participate on an evening panel on technological change.

6. Media coverage and contact development.

i. as per Recommendations, individuals who attended the Conference have included articles in their community newspapers (e.g. Images in B.C.; Briarpatch in Saskatoon; Manitoba Women's Newspaper in Winnipeg)

ii. articles on Women in Trades and/or the Conference have appeared in:

- Labour Scene
- Perspectives
- Globe & Mail
- Toronto Star
- Winnipeg Free Press
- La Presse
- Homemakers

In addition, Flair and Homemakers and En Route have all indicated

IV. 3.

interest and support for including future articles or news items on Women in Trades.

iii. the electronic media gave the Conference good coverage. One of the Winnipeg radio stations has indicated interest in developing a segment on women in non-traditional work in a nationally syndicated show.

iv. the community access station in Winnipeg has broadcast a series of 8 shows on women in trades and will broadcast the opening session of the Conference on March 8th

v. Women in Trades has established a contact list of those freelance journalists and smaller newspapers that were supportive for giving publicity to the Conference.

vi. it should be noted that the women's journals, magazines, and newsletters provided the Conference with a great deal of support and helped us link with other women's groups

7. Audio-visual Project.

Thanks to a grant from Canada Employment and Immigration, to German T.V. in Winnipeg and to Evelyn Pajonk, an audio-visual project is underway which would utilize taped interviews of tradeswomen from across Canada. In addition, the previously mentioned cablevision series is also now in our possession. The material still has to be edited, and the Manitoba Women in Trades Association has assumed the responsibility for the completion of the project. Once completed, copies can be made available to other Women in Trades groups.

8. Increased public awareness.

It would seem that the general public is now more aware of the need for women to consider all employment choices, as evidenced by the increased number of enquiries and requests for "speakers" received by Manitoba Women in Trades. As well, a number of agencies and individuals have requested Conference proceedings, such as the Industrial Relations Centre, University of Toronto.

9. Increased government support.

As illustrated in the speeches of Messrs. Regan, MacMaster, and Axworthy, women in trades has received their commitment for future support and actions. In addition, several of the provinces who did not fund this Conference, indicated their willingness to consider funding future conferences.

Furthermore, at a city government level, the Cities of Toronto and Edmonton have indicated an interest in working with women

IV. 4.

in trades groups as part of their affirmative action programs.

10. Networking of Resources.

As an indirect spin-off of the Conference, it has been possible to assist in linking a number of enquiries. For example, the City of Edmonton was referred to the contact in Toronto, Labour Canada was able to refer an enquiry to the Mining Association; Lillian Zimmerman, who attended the UNESCO Seminar "Opening Up to Women of Vocational Training and Work Traditionally Held by Men" (Frankfurt, November 11-13) was supplied with information and names of other contacts and has subsequently forwarded a list of other contacts for plugging into a network.

11. Pre-conference Seminar on Introductory Courses to the Trades.

As indicated in J. Quigley's report, included in Proceedings, interest in establishing courses similar to Pre-trades and INTO was stimulated in areas where these courses are currently not offered as well as encouraging the development of improvements in program delivery.

Overall, the issue of increasing the employment opportunities for women gained a higher profile and increased credibility, as tradeswomen became recognized as an influential force. We have seen communications and contacts expand at a phenomenal rate. It is expected that the benefits resulting from this first effort should encourage the development of future meetings and conferences. It is hoped that the recommendations developed within workshops will be pursued at the local level, either by individuals, or by women in trades groups.

V. WHERE DO WE GO FROM HERE.....

It was quite clear from the Conference that a need exists for future conferences and meetings, especially to help build the National association.

The Manitoba Women in Trades Association has undertaken the first steps in applying for grants to meet the specific goals for the provincial association , i.e. to provide training sessions and speaking engagements to a variety of groups, including employers, unions and women's groups. As a component of the grant, WIT has requested a "national outreach worker position" which would contact national employer and labour associations and assist in developing meetings for the contact people. We won't find out the status of the request until late December, but should it not work out, rest assured that we'll try again.

In the mean time, this allows the local groups to devote more time and energies into strengthening their own groups, and organizing regional, local or provincial conferences. It would be greatly appreciated if the Manitoba Association could be kept informed of these developments.

It is anticipated that it seems quite likely that a second national newsletter might be sent out. If so, the newsletter can serve as a vehicle for continued communications.

There are a variety of proposals that we may wish to consider:

1. each women in trades association may wish to assume the responsibility of distributing a national newsletter, with two or three issues per year, for a year period. The duties can then be passed on to another women in trades group for the subsequent year. If the Manitoba group receives approval of the current grant proposal, Manitoba is willing to take on the duties for the first year.

2. the national contacts may wish to consider corresponding with each other, exchanging constitutions of the various women in trades, and then drafting a constitution for a national organization. Each Women in Trades Association can then have the option of reviewing the national constitution and ratifying it as a local. Each group can then have a choice as to whether or not to affiliate with the national body.

3. each contact person may wish to research the structure of another national organization - e.g. Canadian Association of Rape Crisis Centres, National Action Committee on the Status of Women, the Canadian Manufacturers' Association, to generate alternative structure suggestions

4. contacts and individual women in trades groups may be interested in having a representative attend another region's conference and use that as an opportunity to meet at some time with other contacts to discuss the national body.

What we do have right now is an excellent network of contacts. As individuals or as local women in trades groups, feel free

V. 2.

to correspond/contact the individuals you met at the Conference. It should be important to contact those women that were interested in attending the Conference but who could not attend.

We also have the beginnings of a National Scholarship, thanks to Harriet's foresight and donation. We may wish to consider increasing this fund, for annual scholarships.

And we have a great deal of energy and enthusiasm!

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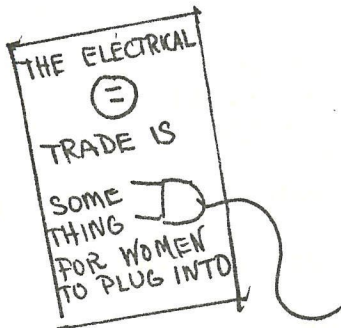
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~ constructive
wit-ticism ~



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BOX 239
LETELLIER
MANITOBA
(CARPENTRY)

MONIKA FEIST, CEIC
201-167 LOMBARD
WINNIPEG, MANITOBA

CHERYL INNES
BOX 753
THE PAS, MAN.
R9A 1K9

AGNES MACDONALD
9-"0"-525 LANARK ST.
WINNIPEG, MAN.
R3N 1I8

DAVE MARTIN
LOCAL 511, SHEETMETAL
C/O INDUSTRIAL ART/SHEET
RED RIVER COLLEGE,
2055 NOTRE DAME, WPG, MAN.

GLENN MCDUGALL
67 STRADFORD ST.
WINNIPEG, MAN.
R24 1T8

ANN MCLEOD
#12-1794 PORTAGE AVE.
WINNIPEG, MANITOBA

BARBARA MCPHEE
MANITOBA TELEPHONE SYSTEM
489 EMPRESS, B101A
WINNIPEG, MANITOBA
R3C 3V6

JANIS MCKEAG
160 CHESTNUT
WINNIPEG, MANITOBA
R3G 1R6
(WECS)

THERESA LAZARUK
160 CHESTNUT
WINNIPEG, MANITOBA
R3G 1R6
(VOC. ED.)

DENISE NEEDHAM
BOX 492
BRANDON, MANITOBA
(CARPENTER)

ALLISON NUTT
700 JESSIE
WINNIPEG, MANITOBA
(MACHINIST)

LORNA PARSON
EQUAL OPPORTUNITIES/MFL
#9-118 SCOTT ST.
WINNIPEG, MANITOBA
R3L 0K8

JUSTINE PIMLOTT
#2-842 GROSVENOR AVE.
WINNIPEG, MAN., R3M 0N3

SYLVIA PUSCH
BOX 1000
LEAF RAPIDS, MAN.
R0B 1W0

JOYCELYNE QUIGLEY
85 SPENCE
WINNIPEG, MAN.
R3C 1Y2
(PRE-TRADES; MECHANIC)

BARB REMNANT
709 JESSIE AVE.
WINNIPEG, MAN.
R3M 0Z4

GARY RUSSELL, DIRECTOR
MAN. LABOUR EDUCATION CEN.
RM. 212-570 PORTAGE AVE.
WINNIPEG, MANITOBA
R3C 0G4

SAM SAVOIE, APP. COUNSELL.
#600-401 YORK
WINNIPEG, MANITOBA
R3C 0P8

DIANE SCHIAK
BOX 1000
LEAF RAPIDS
MANITOBA

EDNA SIMPSON
#16-286 RIVER AVE.
WINNIPEG, MANITOBA
R3L 0B8

ANGELA SIMPSON
108 ALDER AVE.
FLIN FLON, MAN.
R8A 1P5
(LETTER CARRIER)

DEREK SMITH
C/O CANADIAN MINT
520 LAGIMODIERE
WINNIPEG, MANITOBA
(CMA)

SHIRLEY SMITH, SECT. STATE
201-303 MAIN ST.
WINNIPEG, MANITOBA

JACKIE STALKER, CONT. ED.
535-405 BROADWAY AVE.
WINNIPEG, MANITOBA
R3C 3L6

CINDY STEWART
85 SPENCE
WINNIPEG, MAN. R3C1Y2

JACKIE SNEESBY
C/O 30L-374 DONALD
WINNIPEG, MANITOBA
R3B 2J2

JOE TAYLOR
235 OAKWOOD AVENUE
WINNIPEG, MANITOBA

KATHY TROJAN
1804 LOGAN AVE.
WINNIPEG, MANITOBA

DORINDA VOLLMER
NATIVE WOMEN'S ADVOCACY
#3-730 ALEXANDER
WINNIPEG, MANITOBA
R3E 1H9

HELENE VOSTERS
703 MCMILLAN
WINNIPEG, MANITOBA

(MACHINIST)

SHIRLEY WALKER
#8-640 WESTMINSTER
WINNIPEG, MANITOBA
R3C 0L2

(POWER ENG. & APP,)

JANICE WEBB
10-215 EDGELAND BLVD.
WINNIPEG, MANITOBA
R3P 0R2

MR. BRYAN WAREING
BOEING OF CANADA
99 MURRAY PARK RD.
WINNIPEG, MANITOBA
R3J 3M6

KAREN WHITE
815 JESSIE
WINNIPEG, MANITOBA
R3M 0Z6

(PRINTER)

VAL WORONA
1055-217 POWERS ST.
WINNIPEG, MANITOBA
R2V 2G7

WOMEN'S BUREAU
241 VAUGHAN ST.
WINNIPEG, MANITOBA

JULES SHEWCHUK
209 LANGSIDE
WINNIPEG, MANITOBA

MARILYN BADER
215 RIVERSIDE DR.
PRINCE ALBERT, SASK.
S6V 2W9

MARY JANE JARDIN
11 DANIELS CRESC.
REGINA, SASKATCHEWAN

JUDY PLOTKIN
209 LANGSIDE
WINNIPEG, MANITOBA

LINDA HAWKE
#409-205 10TH ST.
PRINCE ALBERT, SASKATCHEWAN

LINDA SKOMOROWSKI
P.O. BOX 520
NORQUAY, SASKATCHEWAN
SOA 2V0
(PLUMBER)

JOYCELYN VALCOURT
617 WARSAW
WINNIPEG, MANITOBA

JUDY BADER
COMMUNITY SERVICE CENTRE
1521 -6TH AVE. W.
PRINCE ALBERT, SASK.
S6V 5K2

LAVINA MCLENNON
3351 JOHN A. MACDONALD
SASKATOON, SASKATCHEWAN

CHRIS LANE
300 HARVARD
WINNIPEG, MAN.,
R3M 0K8

LORRAINE BRECHT
14-2270 CORNWALL ST.
REGINA, SASKATCHEWAN
S4P 2K9

PATRICE KELLY
1553 SPADINA CRESCENT
SASKATOON, SASKATCHEWAN

MYRNA PHILLIPS
WOMEN'S BUREAU
241 VAUGHAN
WINNIPEG, MANITOBA

LEONA DVORAK
BOX 34
EDGELY, SASKATCHEWAN
S0G 1L0

LYNN MCLEOD
508 SASKATCHEWAN CRES.
SASKATOON, SASKATCHEWAN

BEV SUEK, T.A.
LABOUR CANADA
400-303 MAIN ST.
WINNIPEG, MAN.
R3C 3G7

SHEILA MCFADZEAN
REGINA PLAINS C.C.
1801 BROAD ST.
REGINA, SASKATCHEWAN

SHELLEY MCNAB
723 AVE. "I" SOUTH
SASKATOON, SASKATCHEWAN
S7M 1Z2

SHIRLEY BRADSHAW, DIRECT.
WOMEN'S BUREAU
241 VAUGHAN
WINNIPEG, MANITOBA

LEEANNE HURLBURT
313 29TH ST. WEST
SASKATOON, SASK.

EVA DEFOOR
#2-511 QUEEN ST.
SASKATOON, SASKATCHEWAN
S7K 0M6

KATHY MUZEEN
WOMEN'S BUREAU
241 VAUGHAN
WINNIPEG, MANITOBA

PAM HANNA
C/O 723 AVENUE "I" SOUTH
SASKATOON, SASKATCHEWAN

DELIA BORDEYNEY
1-116 BROADWAY AVE.
SASKATOON, SASKATCHEWAN

(SEE EMBLA): GWEN
PRATT, CAROL CLUB,
JOAN LYONS, MICHELLE PA-
QUIN, SHARON EVANS,
MARK MCSWAIN, DON
PLOWMAN

JEAN DUDLEY
723 AVE. "I" SOUTH
SASKATOON, SASKATCHEWAN

SANDY ROLLAND
1-1116 BROADWAY AVE.
SASKATOON, SASKATCHEWAN

BEV SILLER
BOX 34
EDGELY, SASKATCHEWAN
S0G 1L0

JOYCE HOBDAY
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MOOSEJAW, SASK.

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SASKATOON, SASKATCHEWAN

SHER ANDERSON, CEIC
8TH FLOOR, 2101 SCARTH ST.
REGINA, SASKATCHEWAN
S4P 2H9

SANDY RAPLEY
RR1, SITE 2, BOX 8
ZEHNER, SASKATCHEWAN
S0G 5K0

CAROL BERNIER
328 AVE. "E" SOUTH
SASKATOON, SASKATCHEWAN
S7M 1S1

DEBBIE SCHNEIDER
P.O. BOX 162
MEDECINE HAT, ALBERTA
T1A 7E8

HELENE (LENI) BALABAN
10742-150 ST.
EDMONTON, ALBERTA
T5P 1R3

ERIN HANSON
#9-10715 112 ST.
EDMONTON, ALBERTA
T5H 3H2

TROY KINOSHITO
OLDS COLLEGE
OLDS, ALBERTA
T0M 1P0

ROSEMARY MOON, CEIC
9925-108 ST.
EDMONTON, ALBERTA
T5K 2J8

JULIE MUNSON, CEIC
9925-109 ST.
EDMONTON, ALBERTA
T5K 2J8

BERNICE BRAUN
ALBERTA ADVANCED ED. & M.
5TH FLOOR, EAST TOWER
DEVONIAN BLDG.
11160 JASPER AVE.
EDMONTON, ALBERTA, T5K 0L1

PAT SEARS
LETHBRIDGE COMMUNITY COLL.
LETHBRIDGE, ALBERTA
T1K 1L6

PEGGY ROBBINS
JACK BREDIN COMMUNITY IN.
12225 - 105 AVE.
EDMONTON, ALBERTA

JOANNE LIPPS
9278 -134TH ST.
SURREY, B.C.
V3V 5S2
(BURNABY ST. UNION)

CARLYAL GITTENS
111-1555 GRAVELEY ST.
VANCOUVER, B.C.
V5L 3A5

BARBARA HALLIDAY
#4-147 BRIARWODD RD.
KELOWNA, B.C.
V1X 2G4

MARSHA BRAUNDY
R.R. 1
WINLAW, B.C.
V0G 2J0
(CARPENTER)

CAROL CLARK
4510 AZURE AVE.
PRINCE GEORGE
B.C. V2M 6G4

ANDREE LAPARE
3259 W. 10TH
VANCOUVER, B.C.
V6K 2L3

PEGGY BLEEKER
C/O 3259 W. 10TH AVE.
VANCOUVER, B.C.
V6K 2L3

VIRGINIA GREENE
B.C. DEPT. LABOUR
EMPLOYMENT OPP. BRANCH
LEGISLATIVE BLDGS.
VICTORIA, B.C., V4Y 1X4

ALICIA LAWRENCE
R.R. 7, SITE 10, CPD. 24
VERNON, B.C.
V1T 7Z3

JONNIE RANKIN
3570 HULL ST.
VANCOUVER, B.C.
V5N 4R9

JANIS THORSEN
1062 -10TH AVE. E.
PRINCE RUPERT, B.C.

DAWN GLAZIER, OUTREACH
812 BAKER DRIVE
COQUITLAM, B.C.
V3J 6W7

COLLEEN PENROWLEY
2891 MAPLE ST.
VANCOUVER, B.C.
V6J 3T9
(WELDING)

ALICE MCPHERSON
2349 ST. CATHERINES
VANCOUVER, B.C.
V5T 3X8
(MOTORCYCLE MECH)

PAT JONES
3170 CAMDSUN ST.
VANCOUVER, B.C.
V6R 3X1
(SHOE REPAIR)

BROOK HOLDACK
BOX 466
GANGES, B.C.
V0S 1E0
(CARPENTER)

KATE BRAID
1460 KAMLOOPS ST.
VANCOUVER, B.C.
V5K 3V9
(CONST/FRAMER)

GAIL WILSON
WOMEN'S EXPLORATORY APP.
4946 CANADA WAY
BURNABY, B.C.

MS. ISABELLE REDFORD
MCMILLAN BLOEDEL-ALBERNI
PULP & PAPER DIV.
4000 STAMP AVE.
PORT ALBERNI, B.C.
V9Y 5J7

NOELINE KERR
P.O. B 222
FARO, YUKON TERRITORY
Y0B 1K0
(PRES. LOCAL @ CYP
CYPRUS ANVIL MINE)

DIANE SEIDEL
P.O. BOX 4854
406 KUSAWA
WHITEHORSE, YUKON, Y1A 4N6
(OP. ENGINEER)

JANEANE MACGILLIVRAY
KILBORN ENGINEERING
BOX 158
FARO, YUKON, Y0B 1K0
(CARPENTER)

ALISON ATKINS, NORTHERN
PIPELINE AGENCY
#200-4114 4TH AVE.
WHITEHORSE, YUKON
Y1A 4N7

DEANA PARKER
154 ALSEK RD.
WHITEHORSE, YUKON
Y1A 3V6

LINDA STROM
BOX 627
PINE POINT
NORTHWEST TERRITORIES

JOANNE LINZEY
WOMEN'S BUREAU
6 AISHIHIK RD.
WHITEHORSE, YUKON
Y1A 3R7

NELLY CHRISTOPH
BOX 344
YELLOWKNIFE, N.W.T.
XOE 1H0

MELODIE MCLEOD
DEPT. OF PERSONNEL
GOVT. NWT
YELLOWKNIFE, N.W.T.

SHIRLE GREY WOLF, TERIS
MANPOWER DEVELOPMENT
DEPT. ECON, DEV. & TOURISM
GOVT. N.W.T.
YELLOWKNIFE, NORTHWEST TERR.
X1A 2L9

TONI GRAEME, CEIC
SECOND FLOOR, SCOTIA SQ.
YELLOWKNIFE, NWT.

MIKE GERAVELIS
UNITED STEELWORKERS OF AM.
BOX 969
YELLOWKNIFE, N.W.T.
XIA 2N7

JACQUELINE SMITH
BOX 1084
HAY RIVER, N.W.T.
XOE ORO
(PAINTER)

KAREN AMIRALT
1050 MCMILLAN
WINNIPEG, MANITOBA

LINDA FERRIS, MGR. CMITP
CEIC, BOX 11145
1055 W. GEORGIA
VANCOUVER, B.C.

EVELYN PAJONK
SP. ASSIST. TO THE
MIN., ST. OF WOMEN
693 TAYLOR
WINNIPEG, MANITOBA

MAILING LIST OF NON-DELEGATES

ANNE GIBSON
277 ASHDALE AVE.
TORONTO, ONTARIO
M4L 2Z1
(CARPENTER)

CAROLE WALLACE
ACTIONS DE TRAVAILLE
2515 RUE DELISLE
MONTREAL, QUEBEC
H3J 1K8

SUSAN ROBERTSON
FINDING YOUR OWN WAY
22-2300 OAKMOOR DR.
CALGARY, S.W., ALBERTA
T2V 4N7

L.W. BRAMMER, DEPUTY MIN.
DEPT. OF LABOUR
P.O.B. 2000
CHARLOTTETOWN, PEI
C1A 7N8

JANET PINDER
MCCREIGHT ROAD
PINANTAN LAKE, B.C.
VOE 3E0

JACKIE LARKIN
1686 CHARLES ST., # 6
VANCOUVER, B.C.
V5L 2T3
(WOODWORK)

MARGARET COLLINS
305-55 ROYAL AVE.
VANCOUVER, BC
V3L 1G9

MARIE WEEL
#100-125 WILLIAMS ST.
PORT MOODY, B.C.
V3H 2R6

WOMEN'S MOVEMENT ARCHIVE
P.O.B. 928, STATION Q
TORONTO, ONTARIO

MARY LYNN TEBBY
BOX 92, SITE 18
YELLOWKNIFE, YUKON
X1A 1E8

DENISE DOBROWSKI
CEC
RM. 101, FEDERAL BLDG.
WHITEHORSE, YUKON
Y1A 2B5

CAROLE MACCANNELL
2 TAGISH RD.
WHITEHORSE, YUKON
Y1A 3P4
(ELEC)

LYNNE KAYE
73 RENFREW AVE, #1
OTTAWA, ONTARIO
K1S 1Z4

LESLEY CARBERRY
13-501 ALEXANDER
WHITEHORSE, YUKON
Y1A 2L9

ISABEL CARMICHAEL
BOX 1042
INUUVIK, N.W.T.
X0E 0T0

MICHELLE MARCEAU
BOX 1027
YELLOWKNIFE, NWT
X0E 1H0

LILLIAN ZIMMERMAN
1343 W. 48TH AVE.
VANCOUVER, B.C.
V6M 2N8

LORI MCNEIL
204-201 L4TH AVE. N.
CRANBROOK, VANCOUVER
VIC 3W3

SANDRA KLOS
311 BANNERMAN
WINNIPEG, MAN.
R2W 0V1

MARY BRUCE, ADMINISTRATOR
EQUAL OPPORTUNITY PROGRAM
CITY OF TORONTO, CITY HALL
ONTARIO, M5H 2N2

ELIZABETH BOHNER
HEALTH PROMOTION DIRECTOR
102 BLOOR ST. WEST
STE. 1004
TORONTO, ONT. M5S 1M8

RUTH DREW
INFO. OFFICER, CEIC
RM. 250, 167 LOMBARD
WINNIPEG, MAN., R3B 0T6

MRS. PHYLLIS D'ANGELO
LABOUR RELATIONS, STEINBERG
PLAZA ALEXIS NIHON
1500 ATWATER
MONTREAL, QUEBEC, H3Z 1Y3

MR. STAN PAYNE
PERSONNEL DEVELOPMENT OFF.
CN RAIL, RM 100
123 MAIN ST.
WINNIPEG, MAN. R3C 2P8

SHEILA RITTENBERG,
HUMAN RIGHTS ANALYST, CNR
7TH FLOOR, 935 LA GAUCHETIER
MONTREAL, QUEBEC, H3C 3N4

PATRICIA CLEMENTS
#510 -314 BROADWAY
WINNIPEG, MANITOBA,
R3C 0S7

ANN SNEIDERMAN
3330 - 22ND. AVE.
PRINCE GEORGE, B.C.

SUSAN ATTENBOROUGH, RESEARCH
N.U.P.G.E.
265 AV. CARLING
OTTAWA, ONTARIO, K1S 2E1

GISELA RUEBSAAT, RESEARCH
EMPLOYMENT OPP. PROGRAM
PARLIAMENT BUILDINGS
VICTORIA, B.C. V8V 1X4

SANDI SOMERVILLE
375 AGNES
WINNIPEG, MANITOBA
R3G 0N4

JUNE WESTBURY, MLA
FT. ROUGE CONST.
MAN. LEGISLATURE
WINNIPEG, MANITOBA

MARY EADY, NAT. REP.
WOMEN'S BUREAU, CLC
2841 RIVERSIDE DR.
OTTAWA, ONT.
K1V 8X7

JACKIE LAWSON
39 PARADE DR.
WINNIPEG, MAN.
R2C 0S2

DR. F. AHMEED, DIRECTOR
COLLEGES & UNIVERSITIES
9TH FL. DEVONIAN BLDG.
11160 JASPER AVE.
EDMONTON, ALTA., T5K 0L1

CATHY ROBERTSON
2603B-4TH AVE. E.
PRINCE ALBERT, SASK.

MR. D. YOUNG
BELL CANADA
RM. 340, 219 LAURIER
OTTAWA, ONTARIO
K1G 3J4

DON ANDERSON
HOLLAND COLLEGE
149 LINDEN AVE.
SUMMERSIDE, PEI

LORRAINE WHITWELL, ANALYST
GULF CANADA
130 ADELAIDE ST. W.
TORONTO, ONTARIO
M5H 3R6

R. A. MORRISON INDUSTRIES
2867 HALPERN
ST. LAURENT, QUEBEC
H4S 1P8

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NDP RESEARCH, RM 218
NORTH WING, LEGISLATURE
QUEENS PARK
TORONTO, ONT. M7A 1A2

G. LAMOTHE
P.O. BOX 74
ST. CATHERINES, ONTARIO
L2R 6H

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PERSONNEL, CITY OF EDMONTON
26TH FLOOR, CN TOWER
10004 -104 AVE.
EDMONTON, ALTA, T5J 0K1

JOANNE WALTON
603 CUMBERLAND, APT. 1
OTTAWA, ONTARIO, K1N 7K3

ARTHUR POTTLE, CO-ORD.
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SCHOOL DISTRICT # 20
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SAINT JOHN, NEW BRUNSWICK

SHER ASHDOWN
WOMEN'S BUREAU
LABOUR CANADA
OTTAWA, ONTARIO

LORRAINE PUTNINS
R.R. 1
CAYUGA, ONTARIO

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426 VANIER ST.
LABRADOR CITY, NFLD.
A2V 2J5

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WOMEN'S EMPLOYMENT COUNS.
BOX 373
CORNERBROOK, NFLD.
A2H 6E3

MARIANNE MARTIN
324 THOMPSON RD, APT. 5
LONDON, ONTARIO

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INDUSTRIAL RELATIONS LIB.
CENTRE FOR INDUSTRIAL REL.
UNIVERSITY OF TORONTO
123 ST. GEORGE ST.
TORONTO, ONT., M5S 1A1

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145 DENISON AVE.
TORONTO, ONTARIO
M5T 2N2

GAIL PHILLIPS
4 BARTLETT AVE., #6
TORONTO, ONTARIO
M6H 3E6

BEENA RASKY
1628A DUNDAS ST. W.
TORONTO, ONTARIO
M6K 1V1

LINDA ROGERS
23 DYMOND DRIVE
WHITBY, ONTARIO
LIN 3N1

MARY ANN RUSSELL
214-232 OAKLAND AVE.
LONDON, ONTARIO
N5W 4M5

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506 BRUNSWICK AVE.
TORONTO, ONTARIO

JEAN KLEE
939 BERMUDA AVENUE
OTTAWA, ONTARIO
K1K 0V5

MRS. MICHELLE FORD
BOX 139
ST. JOACHIM, ONTARIO

(TOOLMK)

LYN JOSEPH
245 KENORA AVE., #13
HAMILTON, ONTARIO

JUDY KELLY
1659 ELSMERE AVENUE
WINDSOR, ONTARIO
N9J1T3

RAE LABOUR
601 MCPARLAND
LABRADOR CITY, NFLD.
A2V 1N1

DEBORAH BISHOP
LONG POND MANUELS
NEWFOUNDLAND
A0A 2Y0

DELORES BRENTON
CARIBOU RD.
CORNERBROOK, NFLD.
A2H 4X2
(INS. MECH.)

MRS. JANET CARTER
R.R. 2, LAKEVILLE
CAR CO, NEW BRUNSWICK
E0J 1S0

COLLEEN MCMACKON
552 GILMOUR ST., APT 6
OTTAWA, ONTARIO
K1R 5L6

SANDRA OAKLEY
MANITOBA FEDER. LABOUR
570 PORTAGE AVE.
WINNIPEG, MANITOBA

RAE LAMBERT
BOX 644
HAMPTON, NEW BRUNSWICK
E0G 1Z0

WANDA PIKOR
83 MALVERN DRIVE
OTTAWA, ONTARIO
K2J 1M8

DORIS ANDERSON, PRES.
CDN. ADVISORY COUNCIL
STATUS OF WOMEN
BOX 1541, STN. B
OTTAWA, ONTARIO, K1P 5R5

LINDA FLETCHER
C/O GENERAL DELIVERY
LEAF RAPIDS, MANITOBA

IRENE EMOND
106 DESJESUITES
CHICOUTIMI, QUEBEC

JANICE WARDEN, SECT. STATE
14TH FLOOR, BARRINGTON TOWER
SCOTIA SQUARE
HALIFAX, N.S., B3J 2A8

DENISE ENGLT
3309 DEVDONEY AVE.
REGINA, SASKATCHEWAN

DENISE MARCOUX
4749 ST. HUBERT
MONTREAL, QUEBEC
H2J 2X6

LISA BENGTTSSON, SECT. STATE
STE. 207, 33 S. COURT ST.
THUNDERBAY, ONTARIO

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1152-4TH ST. E.
PRINCE ALBERT, SASK.

ESTELLE LECLAIR DESJARDINS
253 PARADIS
ROSEMERE, QUEBEC
J7A 2N5

CHRISTINE TOURIGNY
SEC. GEN. ASSOCIEE
GOV. DU QUEBEC
875 GRAND ALLEE EST
QUEBEC, QUEBEC

ASE HALLGREN
121 MELVILLE AVE.
TORONTO, ONTARIO
M6G 1Y3

MME. M. KINGSBURY-
LAJEUNESSE
230 LABONTE
ROSEMERE, QUEBEC
J7A 3M8

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RED DEER COLLEGE
56TH AVE. & 32ND ST.
RED DEER, ALTA., T4N 5H5

LESLIE MARTIN
215 JARVIS ST., APT. 5
TORONTO, ONTARIO
M5B 2C1

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42 CHERRIER
RENTIGNY, QUEBEC
J6A 3Z1

E. PHYLLIS ELLIS, DIRECTOR
ALTA. WOMEN'S BUREAU
1402 CENTENNIAL BLDG.
10015 - 103 AVE. EDMONTON
ALTA. T5J 0H1

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N6C 5B6

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N0B 2C0

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37 MELBOURNE ST.
HAMILTON, ONTARIO
L8P 2A5

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U.S.W.A.
55 EGLINTON AVE. E.
TORONTO, ONTARIO

VAL LISKE
#10320 ELBOW DR. S.W.
CALGARY, ALTA. T2W 1G1

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FRONTIER COLLEGE
31 JACKS AVE.
TORONTO, ONTARIO

WENDY CUTHBERTSON
U.A.W.
205 PLACER COURT
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APPENDIX 3: RESOURCES AND MATERIALS

A. PAPERS THAT WERE AVAILABLE AT THE CONFERENCE

From National Union of Provincial Government Employees

"Paper # 9. Affirmative Action". - questions on affirmative action are answered, including a definition of affirmative action. Focuses on how affirmative action should be implemented and discusses the concern relating to seniority clause.

"Paper # 8. Myths about Sexual Harassment" - the paper challenges the often-held myths and misconceptions about sexual harassment, its causes, incidence and effects by providing accurate information.

"Paper # 7. Sexual Harassment in the Workplace" - the paper defines sexual harassment and gives examples. Traditional sex roles and women's position in the work force are identified as the two major factors contributing to this problem which affects 80-90% of all women working at sometime during their lives. Methods of combatting sexual harassment are presented.

From Action Travail des Femmes

The Montreal-based group researched the problems within CN's hiring program, documenting specific cases and the response of CN. It outlines the specific demands made by ATF.

From Women Into Rail - brochure on the CN

From Pratt-Whitney Women's Defence Committee- brochure on the case

From the Women's Bureau, Labour Canada

- series of brochures
- samples of materials produced
- "Master List of Information: Women in Non-traditional Occupations". A bibliography of current materials - both written and audio-visual - pertaining to women in the trades

B. ADDITIONAL MATERIALS OF INTEREST

Audio-visuals.

"Women's Exploratory Apprenticeship Training" - a slide presentation of the B.C. Ministry of Labour

audio-visuals cont.

"Saskatchewan Women in Trades" - an hour long video tape presentation produced by the Saskatchewan Women in Trades

"Women in the Workforce" - 20 min. documentary produced by the Iron Ore Co. of Canada which illustrates the role women are playing in the mining industry. Available from the Mining Association of Canada.

"She's a Journeywoman" - video tape produced by CEIC, our source was the Vancouver Office

"Dreams, Thoughts, Decisions" - two half-hour programs geared for high school audiences on women in non-traditional careers. Available through "ACCESS MEDIA RESOURCE CENTRE". For more information, contact Phyllis Ellis, Director, Women's Bureau, 1402 Centennial Building, Edmonton.

Written materials

Patricia Mapp. "Women in Apprenticeship - Why Not?" State of Wisconsin, Dept. of Industry, Labour and Human Relations, 1973

Agnes McDonald "Report of the Chairman of Trades and Professions" to the Provincial Council of Women, May, 1974.

Susan Mulvihill. "Manitoba's Women Not Interested in Apprenticeship?????" Provincial Council of Women, September, 1975

Pat Armstrong. "Women in Trades and pprenticeships in Manitoba, A Giant Step". 1977.

Annual reports of I.N.T.O. and pre-trades courses

Reports of the Manitoba Women in Trades Training Projects 1977-1979.

Kate Braid. "Invisible Women". Thesis, 1979. Simon Fraser University.

(Apologies Kate, I forgot the title of the short paper written for the Association of Sociologists? Anthropologists?)

CAMP Rules and Regulations Booklet. B.C. and Yukon Building Trades Council, 4500 Dawson St., Burnaby B.C. V5C 4C1

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C. RESOURCE PERSONS / ORGANIZATIONS

Please refer to the lists of delegates and those who are on the mailing list. Each one is invaluable as a contact!

Although the following have been included in these lists, it should be of particular interest that these names were submitted to the Conference office as additional contacts:

Adrea Burkhardt, Women's Co-ordinator, Red River Community College
Winnipeg

Mary Bruce, Equal Opportunity Program, Management Services
Department, City of Toronto

Carole Wallace, Actions de Travail des Femmes, 2515 Rue Delisle,
Montreal

Shirley Kabachia, Personnel, City of Edmonton

Dr. Ratna Ray, Director, Women's Bureau, Labour Canada

Nancy Connally, Special Assistant to the Minister, Canada
Employment and Immigration,

D. NATIONAL AD HOC PLANNING COMMITTEE

Anne Potma	Iris Potter	Jean Dudley
Eileen Johnson	Dawna Pritchard	Audrey Swail
Gabrielle Hutte	Jean Dobson	Shelagh Rae
Kate Braid	Joycelyne Quigley	Heather Bishop
(Julie Munson	Rosemary Moon	added later for Alberta contacts)

E. MAILING LIST OF ADVISERS/CONTACTS

Virginia Greene	Shirley Smith	Ruth Cunningham
Joy Langan	Chris Waddell	(Kathy Woodward)
Mary Corkery	Elizabeth Humphrey	Bev Siller
Leona Dvorak	Lisa Avedon	Bev Suek
Lisa Bengtsson	Win Lowen Gardener	Women's Resource Centre
Phyllis Ellis	Shirley Bradshaw	(St. John's)
Barbara Cameron	Mary Eady	Nadine Hunt
Lyse Blanchard	Myrna Phillips	Lillian Risly
Dorothy Diblee	Marie Patrick	Rosemary Norris
Monika Feist	Sher Anderson	Agnes Ananinchuk
Sheila McFadzean	Naomi Brooks	Evelyn Pajonk
Shirley Walker	Janis McKeag	Jean Dunmire

APPENDIX 4: LYRICS TO "ROSIE THE RIVETER" & "CARLA THE CARPENTER"

Due to popular demand, the following lyrics have been asked to be included in these proceedings.

ROSIE THE RIVETER

All the day long whether rain or shine - she's a part of the assembly line
She's making history, working for victory
Rosie - Rrrrrrrrrrrrrr the riveter

Keeps a sharp lookout for sabotage - sitting up there on the fuselage
That little frill can do - more than a male can do
Rosie - Rrrrrrrrrrrrrr the riveter

Rosie's got a boyfriend Charlie - Charlie he's a marine
Rosie is protecting Charlie - working all the time on the riveting machine
When they gave her a production need - she was as proud as a girl could be
There's something true about - red, white and blue about
Rosie - rrrrrrrrrr the riveter

do do do - do
Everyone stops to admire the scene - Rosie at work on the B-19
She's never twittery, nervous or jittery
I'm Rosie - tee hee hee - the Riveter

Got to be careful of oil and grease - doing her bit for the old land lease
She keeps the gang around - they love to hang around
Rosie - he he he - That's me - the riveter

Rosie buys a lot of war bonds - that girl really has sense
Wishes she could buy more bonds- putting all her cash into national defense
Oh-when they gave her a production need-she was as proud as a girl could be
There's something true about, red white and blue about
Rosie the riveter gal....

While other girls attended favourite cocktail bars-sipping dry martinis,
munching caviar
There's a girl whose really putting them to shame - Rosie is her name
Oh... Rosie buys a lot of war bonds-that girl really has sense
Wishes she could buy more bonds-putting all her cash in national defense
Oh..
Senator Jones who is in the know- shouted these words on the radio
Berlin will hear about, Moscow will cheer about
Rosie - hee hee hee-Rosie hee hee hee - ROSIE THE RIVETER GAL.....!!!

CONSTRUCTIVE
WIT-TICISM:

Women Farmers are earthy

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And now for the lesssexist version.....

CARLA THE CARPENTER (THANKS TO ETHEL & MYRNA)

All the day long whether snow or sleet, she's a part of the new elite
She's changing herstory, working for equality
Carla Brrrrrrrr - the carpenter

Keep a sharp lookout for Macho men - they turn up every now and then!
She has the skill to do -what any male can do
Carla - brrrrrr- the carpenter

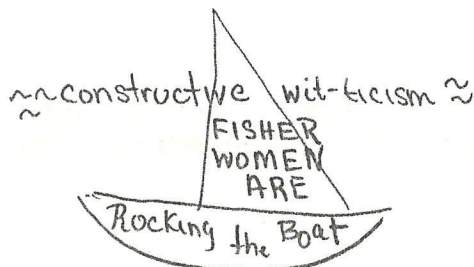
Carla's got a house and children- children need to be fed
Carla is earning her income - working all the time staying out of the red
She went to a construction site - said a job there was her right
There's something strong about - no right or wrong about -
Carla - brrrrrrrr- the carpenter

Do do do
Everyone stops to admire her form - sexual harassment is the norm...
She's never twittery, nervous or jittery
I'm Carla - pound it - the Carpenter

Got to be careful of jokes and fibs - doing her bit for women's lib
She turns the gang around - they know when she's around
Carla - pound it - that's me - the carpenter

Carla takes a lot of hassle - but she knows how to cope
Wishes she didn't have to - go explaining women's rights to all those
macho dopes!
Oh - when she paid her union dues - a female member sure was news
There's something great about - something to rave about
Carla, the Carpenter

While other women all attended typing schools, they bring on the coffee
and they follow the rules
There's a woman who will change the game - I know - Carla is her name
Oh...
Carla's making lots of headway - breaking the barriers down
Knowing that she did it her way - now she's not the only one in town
Oh...
All the women who are in the know - shouted these words on the radio
Pierre will hear about - Sterling can't steer about
Carla - pound it - Carla - pound it - Carla the Carpenter Person!!!



NATIONAL CONFERENCE OF WOMEN IN TRADES

APPENDIX 5:

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Winnipeg, Manitoba. September 26, 27 & 28, 1980

ACKNOWLEDGEMENTS

The National Ad Hoc Planning Committee and the local Planning Board wish to thank all those who have made the Conference possible, and who have provided their time, money, services and/or materials. In alphabetical order (with my apologies to francophone delegates as the list was written in English and then translated directly):

MAJOR FUNDING SOURCES

Canada Employment and Immigration
Labour Canada
Province of British Columbia
Province of Manitoba
Province of Ontario
Province of Saskatchewan
Secretary of State

CONTRIBUTORS & DONORS

the Brittany Inn and its staff
Bilsom Products
Budget Rent-a-car
Building Trades Council
Canada Employment and Immigration
Canadian Manufacturers' Association
Carpenters' Union, Whitehorse
Central Canada Safety Equipment Ltd.
Centre for Degree Studies (ICS Canada Ltd.)
Leah Cohen
Cyprus-Anvil Mines
Diggings Extraordinary Gifts
Domionion Bakery
Ellwood Safety Appliance Co.
Federations of Labour across Canada, and the CLC
German TV in Winnipeg
Human Rights Commission
International Union of Operating Engineers, Local 115C, Whitehorse
Labour Canada
Levitt Safety Ltd.
Machinists & Aerospace Workers International, Flin Flon
Manitoba Federation of Labour
Manitoba Hydro
McDonalds
Mining Association of Canada
Morrison Industries
National Advisory Council on the Status of Women, and regional offices
National Union of Provincial Government Employees, and Susan Attenborough
in particular

acknowledgements.... p. 2

National Action Committees on the Status of Women, and regional offices
Northwest Territorial Government, particularly the Apprenticeship
Branch, and the Department of Economic Development and
Tourism

Nutty Club

Ontario Federation of Labour

Ontario Manpower Commission, and Don Pollock specifically

Painted Ladies Theatre C.

Jennifer Penney

Office of the Co-ordinator on the Status of Women

Province of British Columbia, particularly the Employment Opportunities
Branch, Apprenticeship Division, and the WEAT Program

Province of Manitoba, particularly the Department of Labour and Manpower,
the Women's Bureau, and the Minister's Advisor on the Status
of Women

Province of Ontario, specifically the Ministries of Labour and of Colleges
and Universities, and the Women's Bureau

Province of Saskatchewan, Department of Labour

Red River Community College

Safety Supply Canada

Secretary of State officers

United Steelworkers of America

Visitors Bureau of Manitoba

Winnipeg, City Hall, Office of the Mayor

Women's Employment Counselling Service

Women's newsletters, newspapers and media that gave us publicity

Women in Trades Associations across Canada

Yukon Territorial Government

The list of individuals who deserve thanks is too long to print, but I owe
special thanks to all the individuals who worked on provincial planning
committees, (selection committees), to the women who typed, hussled and
organized for the Conference, to the men and women who used their personal
and bureaucratic connections on the Conference's behalf, to the individuals
who donated time and energy into doing the workshops, and to all of you
for your patience interest and support. And of course, to all the women
who have laid the historical groundwork.

In deepest appreciation,



Dawna Pritchard
Project Co-ordinator

APPENDIX 6: PROJECT CO-ORDINATOR'S REPORT

Although a more detailed and formal financial/organizational report has been written for distribution to:

1. government funding agencies
 2. WIT Associations and the contacts of the national association
 3. members of the National AD HOC PLANNING COMMITTEE
- this summary has been prepared for the information of delegates.

Pre-Project Activity . Over the past year and a-half, the Manitoba Women in Trades have become increasingly aware of the need for a national conference, based on the number of enquiries for information, the numbers of individuals from across Canada that have taken out memberships with us, and our own desire to communicate with other existing WIT groups that have developed in other provinces. The first requests for assistance in developing a National Conference were made and the response came back from Labour Canada indicating support for any feasible efforts. However, given that WIT functions solely on volunteer assistance, it seemed rather difficult to create the necessary vehicle/proposal. Fortunately, Labour Canada Central Region, which has personal contacts with WIT, initiated a proposal which the regional office could approach the Ottawa Headquarters with. The early stages of this project, although primarily an internal project of Labour Canada, was discussed with the WIT executive prior to December of 1979. Central Region undertook the project to organize a national conference - and provided staff months, travel costs, and travel and project costs - not to include the conference costs. Commencing March 24th, and reporting to both Labour Canada and the Manitoba WIT Executive, I started work as the project co-ordinator, contacting other women in trades, government agencies, union and employer organizations, and individuals involved in increasing the employment opportunities for women.

Project Activity. The first concern was where to find the money. Given that our WIT was incorporated provincially, after discussing the project with the Secretary of State officer here, there were two options for Secretary of State funding:

1. do a joint application with other Women in Trades groups (it sounded good, helping other groups gain familiarity with grant procedures, but not very practical because there weren't enough active groups who were ready for grant discussions)
2. have a national group apply for funding. Fortunately, WIT has a good support group throughout Canada, so these contacts were formalized into the "The National Ad Hoc Planning Committee".

Although many of the committee members had at least worked closely with some of the others, it should be noted that a great deal of credit is owing to these women, who, without ever meeting in the same room except through telephone wires, were willing to trust each other, contribute suggestions and to basically organize the funding proposal. As organization became more frantic, many of the finer details of decisions fell to those members of the Committee within Manitoba.

One submission went through Labour Canada internally. Subsequently, the Department agreed to contribute \$8000 towards travel and accommodation for delegates (10% of the amount was retained for auditing purposes until completion of the project).

The initial proposal, submitted to Secretary of State in late April was forwarded to the Women's Program Office in Ottawa. The support of the government women and of Mr. Fox's Department was critical to the success of the project, for somehow, the money did materialize (September 24th!) even though there was an unexpected delay within Treasury Board.

Being kept informed of the delay, made us aware of the need for alternative funding. Not only was the response to initial contact so overwhelming that the size had to be increased, but to maximize the travel budget meant booking delegates on seat sales, and forthat the money had to be up front. The sincerity and commitment of Mr. Axworthy and his staff made it possible, so by August 27th, a CEIC contribution was received after the submission had been made to the grants department of CEIC.

In addition to the three federal departments, the prompt response of the Saskatchewan Department of Labour, Manitoba Department of Labour, Ontario Ministry of Labour and the Ontario Ministry of Colleges and Universities, permitted additional delegates to be brought in from those provinces. The British Columbia contribution was sent directly to B.C. Women in Trades, and helped offset the additional travel costs incurred by delegates who re-routed through the states.

As you can tell, until the first cheques arrived in August, we weren't sure how much of a budget we actually had, or even how many delegates we could actually subsidize. This is NOT a recommended way to organize a Conference! So, if you were concerned about delays in getting those applications and sudden changes in the number of delegates, I offer this as my main defense. We operated on blind faith that the money would show up.

So much for money problems, the other area of the conference, the people concerns, were almost as trying. WIT had a lot of national contacts, but in some areas we had to think of alternative ways to contact people. The women's media across Canada helped a lot. Planning Committees sprouted in Ontario, the Atlantic, the Yukon, B.C.. Labour Canada employees across Canada suddenly found themselves in the role of information officers of a Conference. Staff within Canada Employment and Immigration helped locate delegates as well. Meanwhile, back in the Prairies, the outreach project, women in trades volunteers, the pre-trades class were drafted to attend hours and hours of planning meetings and one woman ended up typing and typing and typing all night after building computers all day.

The next time there's a conference, it should be a lot easier. At least we have contacts already networked. Because this

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Conference was intended to be open to more than just the women who were aware of us already, publicity had to be general. The assistance of the professionals in Labour Canada and Canada Employment and Immigration provided useful tips. As the Conference drew near, two press releases a week had to be churned out. Luckily, individuals, like Mr. Pollock, provided us with "grabbers" for use in the releases, so finally the traditional media was taking us seriously. Having the three Ministers helped attract their attention as well.

As for the Conference, I heard it was pretty good. I was the distraught-looking woman in the Conference office in case you didn't meet me. My only regret is that I didn't have the chance to meet and talk to you personally. For me, the Conference taught me a lot of lessons - particularly learning from the people I worked with how co-operative and patient people could be. There are so many that deserve thanks - the office staff, the Planning Committees, the hardhat crew, the fashion show women, the National Ad Hoc Planning Committee, Heather and Karen, the Ministers, Leah Cohen, Don Pollock, Jennifer Penney, our "Rosies", the facilitators, Ethel K. for "Carla", all the volunteers, the translators. Get the picture? But special thanks go to you, the delegates, the ones that made it all happen. Thank-you for your patience and enthusiasm.

The common concern we all shared - to increase the employment opportunities for women in non-traditional occupations -brought us together regardless of differences. For me, the Conference and its organization, was part of the larger issue of the attainment of equality for all women. Working in the trades can't be viewed in isolation, for as many of you pointed out in discussions and workshops, it is contingent upon economic realities, the need for adequate child care, demanding that women be free to consider all choices (in lifestyle, occupation, behaviour) in accordance to our personal preferences and abilities, and upon the freedom from being subjected to discrimination, harassment and abuse.. Working together, on our own particular "front", will help, in its own way, women everywhere (oops, make that people everywhere).

Dawna Pritchard

COMPARISON HOTEL ESTIMATES

ITEM		Hotel #1	Hotel #2	Hotel #3	Hotel #4 (selected)	Hotel #5
Accommodation	single	35	42	37	26	27
	double	39	50	37	27.50	31
Meeting Space	plenary meeting rooms	100/day 50/day	} 800 for all 3 days	included with meals	included with meals	included but.... no exhibit area limited to 100 no luncheon meeting possible
Meals	breakfast	5	5.50	5	2	Facilities not available
	lunch	6	~ 6	7	4	
	dinner	12	12	12	7	
Estimates						
	150 meals (1 day only)	3450	3525	3600	1950	
	accommodation (6d)	$2220 \times 3 = 6660$ <small>per night</small>	$(2760/\text{night}) \times 3 = 8280$	$(2220) \times 3 = 6660$	$(1605) \times 3 = 4815$	
	Other (space)	400	800	-	-	
	total	<u>10,510</u>	<u>12,605</u>	<u>10,260</u>	<u>6765</u>	
Features		regular hourly trips to airport	regular hourly airport van	regular hourly airport service	will meet at airport	none
		no pool	pool	no pool	Sauna no pool	Outside pool

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INTERIM FINANCIAL REPORT

Due to the delay in receiving all refunds, the books have not been completed as anticipated. Outstanding debts have still to be paid as indicated.

CREDITS (INCOME)

Canada Employment & Immigration	18,575
Secretary of State	12,000
LABOUR CANADA	7,200
(8800 withheld as reserved funds)	
SASKATCHEWAN	1,200
MANITOBA	3,000
ONTARIO	300
(delegates sent in independently)	
B.C. (≈ \$2000 went to B.C. Women in Trades, offset additional costs of re-routing travel home)	
Refunds:	
Strains	26.25
CP AIR	336.20
(Still owes ≈ 300)	
PWA	872.49
(Still owes ≈ 54.00)	
AC	248.42

Registrations	2,598.85
Donations	51.95
(WIT donated ≈ \$100 of materials)	

* misc.: services-in-kind of planning committees, Labour Canada, WIT groups, free loans of equipment not included in budget. Neither are the amounts indicated in brackets included.

TOTAL: 46,511.81

DEBITS (EXPENSES + AMOUNT IN BANK)

TRAVEL	25,323.42
CHILD CARE	487.00
HOTEL (acc)	3,949.87
(meals + meeting space)	3,143.70
EQUIPMENT, MATERIALS SUPPLIES	841.72
(graphic materials separate purchase pre-conference)	50.95
HONORARIA, SALARIES & ENTERTAINMENT	1,718.50
MAN. WOMEN IN TRADES EXPENSES	261.46
SASK. WOMEN IN TRADES EXPENSES	212.68
VIDEO PROJECT TAPES	961.88
Bank Charges	17.28
NSF CHEQUE (WILL BE POSTAGE)	30.00*
Amount still in bank account	9514.03**

TOTAL: 46,512.49

* NSF cheque - person agreed to pick up postage for a mailing of papers

** Bank account - needs to be applied to:

- i) printing of materials, proceedings (≈ \$2000)
- ii) xeroxing (≈ \$200)
- iii) postage & mailing (≈ \$500)
- iv) completion of video project (≈ \$2000)
- v) miscellaneous expenses born by individuals, WIT groups, Painted Ladies Theatre Co., for which we are awaiting bills (≈ \$500)

APPENDIX 7: DATA ON WOMEN IN APPRENTICESHIP

All provincial and territorial apprenticeship divisions were asked to supply data regarding the numbers of women in apprenticeship. Two provinces have not responded as of the date this goes to press, and in some cases the specific data requested was not available.

In assessing the data, please be aware of the limitations which affect the relevance of this information:

1. provinces/territories differ in the number of designated trades and the kinds of trades that are designated
2. data does not give any indication of the numbers of women who may be working in the trades but are not registered as apprentices
3. does not provide a complete overview on the numbers of women who are working in the non-apprenticeable trades
4. there appears to be some differences between the number of designated trades as listed within the Ellis Chart and the number of trades actually referred to as designated.

Province	# of designated trades	# female apprentices	total # apprentices	# qualified journeymen
New Brunswick	51: includes barber cook switchboard cook dispatcher consumer service CARPENTRY..... ELEC. CONST..... STATIONARY ENG.... WELDING.....	82 Total 41 36	no data	85 TOTAL 72 barbers 11 cooks 1 stationary engineer 1 architectural drafting
Nova Scotia	23 (includes cook)	53 TOTAL (52 cooks, 1 carpenter) (plus one in non-designated trade as shipwright)	4236	1 (oil burner mechanic)
Yukon	10 (includes hairdressing)	10 (4 in hairdressing)	152	0

PROVINCE	# DESIGNATED TRADES	# FEMALE APPRENTICES	TOTAL # APPRENTICES	# JOURNEYWOMEN IN NON-TRADITIONAL
Prince Edward Island	17 (includes cook)	15 (15 cooks)	509	0 (11 cooks)
Newfoundland	31 (includes: barber beautician cook	235 230 33	2604	4 1-mechanic 1-industrial welders 1-carpenter 1-oil burner mechanic
Manitoba	27 (recently increased)	13 total 5-carpenters 2-ind. mechanics 1-ind. electrician 3-machinists 1-painting & decorating 2-motor vehicle mechanics	2926	6 1-mechanic 2-ind. welders 1-ind. mechanic 1-ind. const. mechanic 1-heavy duty equipment

* ** *** *** ** *

Since the other data is not conducive to tables, it will be included as narrative reports:

Northwest Territories:

According to the Ellis Chart, there are 34 designated trades (including barber, beautician, and cook)

Number of women in trades (apprentices and journeywomen):

- Total:17
- beautician -1
- cooks 5
- carpenter 1
- heavy duty eq.operator 3
- industrial warehouse 5
- painters 2

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British Columbia:

According to the Ellis Chart, 91 trades are designated, however, in speaking to a staff person, the information would suggest that only 50-60 trades are designated. The trades include: baker, cook, dental technician, dental mechanic, jewelry manufacturing & repair, and hairdressing.

Total number of all apprentices: 11, 912

Total number of female apprentices: 1103 (or 7.4% of the total)

There is approximately one woman registered in each of the pre-apprenticeship courses offered by the B.C. Ministry of Labour, or 25 total estimate

As examples of what trades women are in:

- Of 144 cooks, 16 are women
- Of 837 hairdressers, 725 are women
- Of 120 bakers, 15 are women
- Of 233 lithographers, 79 are women
- Of 1349 automechanics, 2 are women
- Of 56 dental technicians, 26 are women

With respect to the Women's Exploratory Apprenticeship Training Program:

- 194 trainees started in the program
- 149 have graduated
- 45 of the graduates have taken pre-apprenticeship courses

Alberta :

According to the Ellis Chart, there are 41 designated trades, including Baker, beautician, barber, cook, partsman.

As of November 1, there was a total of 25,053 apprentices in designated trades.

There are a total of 376 women apprenticed in 23 designated trades.

autobody mechanic	4	baker	19
boilermaker	2	cabinetmaker	20
carpenter	16	communications	
cook	56	electrician	12
electrician	30	electronic technician	3
floor covering		instrument mechanic	1
mechanic	1	heavy duty mechanic	4
insulator	14	machinist	6
millwright	2	motor mechanic	7
painter & decorator	23	partsman	113
plumber	5	roofer	2
sheet metal mechanic	5	tilesetter	1
welder	30	(hairdressing	325)

No data is available on the number of "journeywomen".

Ontario:

According to the 1978 Ellis Chart, 37 trades are designated and includes: cook, cook assistant, barber, baker, drycleaner, hairdresser, chef and service station attendant.

As of September, 80, there was a total of 32,770 apprentices.

The compilation of female apprentices registered was begun in May of 1976. The data does not indicate the number of active female apprentices, only the number of registrations. No data is available on the number of female journeymen.

NUMBER OF FEMALE REGISTRATIONS - MAY 1976 - SEPTEMBER 1980

MAY 1, 1976 - MARCH 31, 1977

<u>TRADE</u>	<u>NUMBER OF REGISTRATIONS</u>
CARPENTER	1
PLUMBER	2
ELECTRICIAN C/M	1
MOTOR VEHICLE MECHANIC	3
AUTO BODY REPAIRER	2
ELECT. AND FUEL	1
AUTO PAINTER	2
SERVICE STATION ATTENDANT	1
BAKER (TRADITIONAL)	4
HAIRDRESSER "	579
BARBER "	32
COOKS "	21
DRY CLEANER	1
NON-REGULATED TRADES	16
(NO BREAKDOWN OF NON-REGULATED TRADES IS AVAILABLE)	<u>666</u>

APRIL 1, 1977 - MARCH 31, 1978

<u>TRADE</u>	<u>NUMBER OF REGISTRATIONS</u>
CARPENTER	4
ELECTRICIAN C/M	2
IRONWORKER	1
MOTOR VEHICLE MECHANIC	3
AUTO BODY REPAIRER	1
ELECT. AND FUEL	2
MOTORCYCLE MECHANIC	1
AUTO PAINTER	1
BAKER (TRADITIONAL)	9
HAIRDRESSER "	557
BARBER "	39
WATCH REPAIRER	4
COOK BRANCH 2 (TRADITIONAL)	44
COOK BRANCH 1 ASST. "	3
RADIO AND T.V.	1
DRY CLEANER	1
NON-REGULATED TRADES	18
(NO BREAKDOWN OF NON-REGULATED TRADES IS AVAILABLE)	<u>691</u>

APRIL 1, 1978 - MARCH 31, 1979

<u>TRADE</u>	<u>NUMBER OF REGISTRATIONS</u>
CARPENTER	1
MOTOR VEHICLE MECHANIC	4
AUTO BODY REPAIRER	3
MOTORCYCLE MECHANIC	1
AUTO PAINTER	2
SERVICE STATION ATTENDANT	1
HAIRDRESSER (TRADITIONAL)	484
HAIRSTYLIST "	12
BARBER "	44
WATCH REPAIRER	2
COOK BRANCH 2 (TRADITIONAL)	51
DRY CLEANER	1
BAKER (TRADITIONAL)	7
TOOL AND DIE MAKER	4
NON-REGULATED TRADES	24
(NO BREAKDOWN OF NON-REGULATED TRADES IS AVAILABLE)	<u>641</u>

APRIL 1, 1979 - MARCH 31, 1980

<u>TRADE</u>	<u>NUMBER OF REGISTRATIONS</u>
SHEET METAL WORKER	1
ELECTRICIAN C/M	1
MOTOR VEHICLE MECHANIC	4
AUTO BODY REPAIRER	1
ELECT. AND FUEL	1
MOTOR VEHICLE MECHANIC PILOT	1
AUTO PAINTER	1
HAIRDRESSER (TRADITIONAL)	335
HAIRSTYLIST "	182
BARBER "	21
COOK BRANCH 2 "	23
COOK BRANCH 1 ASST. "	1
BAKER "	4
NON-REGULATED TRADES	19
(NO BREAKDOWN OF NON-REGULATED TRADES IS AVAILABLE)	<u>595</u>

APRIL 1, 1980 - SEPTEMBER 30, 1980

<u>TRADE</u>	<u>NUMBER OF REGISTRATIONS</u>
PLUMBER	1
HAIRDRESSER (TRADITIONAL)	86
HAIRSTYLIST "	119
BARBER "	5
TOOL AND DIE MAKER	2
	<u>213</u>

Saskatchewan:

Data not available. Designated trades: 24 (includes cook, barber, beautician). Computer print-out will be available in February.

Quebec:

Data not available. Designated trades: 38 (includes barbering).

APPENDIX 8: HOW TO START A WOMEN IN TRADES

Many of you have requested some information on how WIT started. So, we asked Shirley Walker, one of the founding members, to do an informal account on how Manitoba started up.

Because many of the women from the first pre-trades training had expressed their concerns about getting a job or training in their trade area, it was decided that we would form an organization to give us and any others the support that was needed.

Now we come to the hard part, choosing a name, and voila, what did we come up with? The choice was obvious, of course. We became WIT (Women in Trades). So now we are a bunch of WIT's.

After deciding on a name, we chose our executive. Depending on the size of the group, you can start out with a 3 or 5 member executive. The three member executive consists of:

- President
- Vice-president
- Secretary-treasurer

The five person executive can include:

- president
- vice-president, public relations
- vice-president, education
- secretary
- treasurer

It may be wiser to start off with a smaller executive and then expand in the future as the work load increases. Make sure there is a phone number and address where you can be contacted.

Check into incorporation - whether or not it is feasible in your province (as a non-profit organization). Set up a constitution. These are necessary for funding purposes.

Set up committees - finance, newsletter, workshop, conference or any other committees you think are relevant. Don't get carried away, because what may do for now may not suit the future. Also set a fee for your membership - regular and associate. Keep an up-dated list for members: name, phone number, address and area of interest.

To let people know you exist, hold a workshop, a conference, send out speakers, have speakers in . Send out brochures proclaiming your existence. Become involved in other conferences that are related to the trades area.

Check various levels of government to see what funds are available for grants and identify what needs to be done. Utilize this service, it is important. Aside from getting money, you can also make some valuable contacts.

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Utilize all your people, both regular and associate members. It makes them feel like they belong and that they have a say in how the organization is operated. Just remember, that only regular members (in our case, tradeswomen, trainees, or those women who are considering a trade) have a vote. Associate members are good resource people and can give you back-up and advice as it is needed. There has been some displeasure (paranoia I believe is the word) at having government people (or bureaucrats as some say) as associate members. That is all horse crap. These people are very good resources, not only because of their position, but also because they have the expertise in certain areas. The expertise is what we need. What's more, tradeswomen sometimes end up as bureaucrats, and some bureaucrats do end up as tradeswomen. Please remember, some of the good women have had just as many hassles getting there as we do.

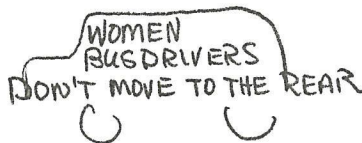
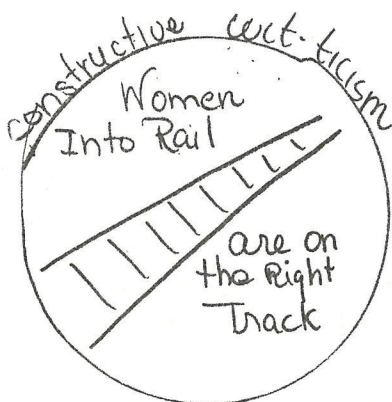
If funding is available and the government encourages utilization of this service, using someone's famous words "GO FOR IT". This is not to say that you should rely solely on government funding. In the mean time, check other sources, get ideas for fund raising from your members. Our latest scheme, as our new President puts it, is pulling a "TOM SAWYER"- charging people to attend a workshop to learn how to do or make something that you end up selling. Workshops can be fun, and they're also good for getting your name and picture in the paper.

Our group has survived because we have:

DETERMINATION

DONE LOTS OF HARD WORK (we're not modest-we've achieved quite a bit over the last few years)

SUPPORTIVE VOLUNTEERS - both regular and associate (please feel guilty - this is for those of you who have not volunteered, but bitch a lot about how things are going.)



Women Surveyors ARE LEVEL-HEADED

All that Women Butchers want is a fair slice

APPENDIX 9: PRE-CONFERENCE CORRESPONDENCE

In sending out invitations and information there were a number of responses that are particularly significant:

"...I do hope you will have a most successful conference because I believe the subjects you will be discussing and the thrust of your meeting are important and timely. More effective utilization of women in every part of our work-force, and particularly their acceptance in non-traditional roles, is going to be a big part of the attack on the shortage of skilled labour in Canada.

We did a study several years ago, which unfortunately is out of print now so I can't send you a copy, which examined the attitudes of women toward non-traditional positions and employers toward women in non-traditional positions. One of the most interesting results was to find a considerable degree of openness on the part of employers to using women in these positions, but a good deal of resistance on the part of women in seeking work in such non-traditional fields as millwrights, plumbers and so on. Every so often I see a bright spot - - a female forklift operator, a woman working on a track gang on a railroad, and so on. I hope your national conference will make a real contribution towards expanding this kind of participation."

William M. Hamilton
President and Chief Executive Officer
Employers Council of British Columbia

"No doubt there is considerable interest regarding the CLC's (Canadian Labour Congress) position on what would solve the skill training problems in Canada. Shirley Carr's recent speech to the Minister of Labour, the Honourable Gerald Regan, and really dealt with the fact that by and large business has not trained workers in Canada in the skilled trades areas and that some form of compulsion was necessary. The CLC has been meeting for some time with the Business Council on National Issues, an employer's organization, to try and develop a more rational system. As you know a great amount of money is spent through Canada Employment and Immigration but very little specifically on industrial based training where the shortages are. There do not seem to be shortages in the construction industry except for some regions. The real crunch is coming in the manufacturing and service industries. What the CLC has been suggesting and adopted at its Convention in May, was some form of a levy-grant system which would do the funding for the training. All employers, for example, in a particular industry would be levied a certain amount of money which would then go into the fund, if they presented training programs approved by a joint board of union/management they would then draw out the money for that program. We certainly have every intent on insuring that any such programs would be done on an equality of opportunity basis. This might mean for

example, that special programs would be needed to introduce women into the trade area or other disadvantaged groups that so far have not had much opportunity of entry. But the really key question is to force employers to do the training. I also sit on the Ontario Manpower Commission which was set up by the Ontario Government to try and deal with the the question of skill trade shortages in Ontario industry. In several studies that the Commission undertook it was quite clear that employers were not training in most instances. Some did but most certainly did not. In some instances the union was involved in negotiating the apprenticeship training program and would work out the actual content of the training with the employer, selection into apprenticeship would usually be based on seniority if the aptitude was equally present in the candidates.

There is no doubt in my mind that if training really took off in Canada there would be plenty of opportunities for women to enter into these areas. Unions have been pushing both governments and employers to try and develop more training places, since as you know we found in Manitoba, it was almost impossible to get people placed when they had gone through the pre-trades or the introduction to trades courses. What we really have to open up are more training places."

Mary Eady, National Representative
Women's Bureau
Canada Labour Congress

"The actual achievement of these goals (i.e. increasing the involvement of women in non-traditional occupations) can only be accomplished through a co-operative effort of a number of people, organizations and government. Government must speak through its actions rather than providing lip service to attain credibility and in turn furthering the aspirations of the people it was elected to serve. "

Ken MacMaster
Minister
Manitoba Labour and Manpower

"I sincerely hope you have a successful Conference; and any assistance we can provide in increasing public awareness of the demand for skilled tradesworkers, and in particular the encouragement to engage women in these occupations, will be gladly given."

L.W. Brammer
Deputy Minister of Labour
Prince Edward Island

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"The Ministry is aware of the many difficulties women are experiencing in seeking entry into the skilled trades. We are pleased to have the opportunity to support your efforts to identify the relevant issues and seek solutions. Please accept my very best regards for a successful conference."

Robert Elgie, M.D.
Minister
Ontario Ministry of Labour

"My Ministry is stongly supportive of initiatives undertaken to broaden employment opportunities for women Please accept my congratulations in bringing the concept of a national conference to fruition and my good wishes for its success."

Bette Stephenson, M.D.
Minister
Education, Colleges and Universities

~ constructive mtg-tugs for the construction trades ~
Women road builders don't give ground.
Women operating heavy equipment really make
the grade
Women in construction are building
a solid foundation
Women Pipefitters -fit-in -

APPENDIX 10: EVALUATION FORM
FOR OUR INFORMATION

As this was the first National Conference of Women in Trades, your evaluation of the Conference is very important. By answering the following questions on the Conference, you will provide valuable information for future Conferences and for the development of national communications. It would be greatly appreciated if you would complete this form and deposit it in the Collection Box. Feel free to make extra comments. Thanks!

1. Did you feel the Conference was necessary?
yes _____
no _____
comments _____

2. Would you wish to see future Conferences such as this?
yes _____
no _____
comments _____

3. What was "missing" from the Conference that should have been present.

4. What were the most positive aspects of the Conference for you?
a) speakers _____
b) workshops _____
c) meeting trades women _____ employers _____
union reps _____
others: _____

