

Our struggle goes back a long way.

INTERNATIONAL WOMEN'S DAY

was established in 1910 to honour the efforts of women workers. The date was chosen because on March 8, 1909, 15,000 women workers marched through New York City demanding shorter working hours, safe working conditions, equal pay and the right for women to vote. For the first time in history, the international spotlight was on women's concerns.

To this day, March 8 continues to be celebrated throughout the world. Yet it is also a reminder that, despite having made many gains, women continue to be discriminated against both in the workplace and in society at large.

Your union is working to eliminate that. If you would like to help, or for more information, contact an executive officer of your Local.

Produced by the
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Something to *feel good about*

You belong to one of the very first unions to negotiate paid maternity leave, paid adoption leave and shorter work time.

That makes the Communications, Energy and Paperworkers Union of Canada a leader in the movement to improve the quality of life for women.

- ☉ CEP has also bargained for, or is working to obtain, pay equity, access to non-traditional jobs for women, paid leave for family responsibilities, protection against harassment and racism, and much more.
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- ☉ Though collective bargaining is the most direct way CEP benefits its members, we have also contributed to making society a better place for women by joining forces with other equality-seeking groups.
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CEP has been actively involved in the fight for a national child-care program, for example, and in the campaign to increase awareness about violence against women. And we are making the protection of Canada's social programs a priority. As major consumers of health care and of other social services, women would bear the brunt of any program cuts.

For a new union, CEP members have rallied quickly to advance women's concerns.

In the same year it held its first meeting, the CEP women's committee organized and held a women's conference, bringing together some 200 women from all parts of the country.

The committee's main objective is to develop effective ways of addressing the needs of CEP women, and to set a course for future action.

To that end, it is building a network for communication and support with the aim of promoting a greater understanding of the issues throughout the union.