

We, the undersigned, support the efforts of the three women fired from Pratt & Whitney to reverse the company's decision. We demand their immediate rehiring with full compensation.

CROSS-COUNTRY UNIONS

S.M. Duffy, National 1st Vice-president CUPW
Grace Hartman, CUPE National President
Jean-Claude Parrot, CUPW National President

NOVA SCOTIA

Gerald Yetman, President, Nova Scotia Federation of Labour

QUEBEC

United Auto Workers Loc. 510 (Union at Pratt & Whitney)
United Auto Workers Loc. 1163 (Union at General Motors at Ste. Therese)

United Auto Workers Loc. 1900

Champlain Teachers Union Executive Committee
CSN Women's Committee for the Montreal Region
Confederation of National Trade Unions (CSN) Montreal Council

CUPE Loc. 301 (Montreal blue-collar workers)
CUPE Locals 353, 2000, 2148, 957

Employees Union at the People's Education Centre
Employees Union, Sherbrooke Junior College
Human Rights League

International Association of Machinists Lodge 712 (Union at Canadair)

Parti Quebecois Women's Political Action Committee
People's Education Centre

Quebec Federation of Labour, Montreal Labour Council
Quebec Teachers Federation (CEQ) Laure-Gaudreault Women's Committee

Quebec Teachers Federation, Union of workers at Louis-Frechette

Revolutionary Workers League

Sherbrooke Women's House

Socialist Workers Group

St. Gabriel's Citizens' Committee, Quebec City

St. Jacques's Citizens' Clinic, Montreal

Teachers' Union at College Vieux Montreal

Teachers' Union, Portneuf

Teachers' Union, Richelieu-Yamaska

Union of Quebec Government Professionals

Pierre Beaulne, CEQ Staffer, economist

Guy Bisailon, Parti Quebecois member of the Quebec National Assembly, Ste.-Marie riding

Robert Bouchard, CWC Staffer

Marie Gratton Boucher, Status of Women Council, Sherbrooke

Danielle Bourque, Employees Union at Sherbrooke College (CEQ) and Sherbrooke Women's Centre

Yvon Charbonneau, ex-President CEQ, CEQ Advisor

Michel Chartrand, former president CSN Montreal Council

Simone Chartrand, Human Rights League

Andre Choquette, One of 34 strikers fired during the United Aircraft strike (Pratt & Whitney) 1974-75

Francoise Deschenes, Secretary Quebec Women's League

Monette Dodier, 1st Vice-president, Estrie Single Parents Families Association

Marie Gagnon, CEQ Staffer, Laure-Gaudreault Committee
Jean-Marie Gonthier, FTQ Education Service; one of 34 strikers fired during the United Aircraft strike (Pratt & Whitney) 1974-75

Louise Harel, Vice-president Parti Quebecois

Pauline Julien

Andree Lachappelle

Jean-Pierre Marcellin, Shop president, International Association of Machinists Loc. 118 (at CN)

Marcel Pepin, President, World Federation of Trade Unions

Marie Pinsonneault, Staffer, Communications Workers of Canada (CWC) (recently on strike against Bell Canada), Vice-president FTQ

Jacques Rose, ex-prisoner FLQ crisis

Hubert Sacy, CEQ Advisor

Micheline Sicotte, CEQ Vice-president

Monique Simard, CSN Women's Committee Staffer

ONTARIO

NDP Ontario 1980 Convention

NDP Provincial Council

NDP Women's Committee

NDP Etobicoke Riding Association Executive Committee

UAW Loc. 1967 Women's Committee
(union at McDonnell Douglas)

Jeannette Abbott, Women Back into Stelco

Robert Albritton, Political Science professor, York Univ.

Liz Barklay, Member, administrative council (Toronto) Secondary School Teachers Federation

Linda Blackwood, Secretary NDP Women's Committee

Fred Briggs, USWA Local 7135

Donna Cadogan, President, Steelworkers Local which struck Radio Shack

Wendy Cuthbertson, UAW Staffer

Mary Eady, Head of CLC Women's Bureau

Christel Haeck, President CUPE Loc. 2220

Linda Hargrave, Women's Committee President, UAW Local 1967

Connie Harrison, President CUPE Loc. 2333

Genevieve J. Heinz, CWC Loc. 42

Marg Hewit, Brampton District Labour Council

Kay Macpherson, NDP member

Shea Magheehan, Hamilton Alliance International No Nukes Network

James Napier, 1936 Charter Member, UAW Loc. 195, Windsor

NDP MPP's Michael Cassidy (Leader), Richard Johnston, Floyd Laughren, Donald MacDonald, Bob Mackenzie, Mac Makarchuk, Jim Renwick.

NDP MP Ross McClellan

May Partridge, Vice-president UAW Loc. 222 Women's Committee

Dave Patterson, President USWA Local 6500

Robert Powers, CUPE Loc. 1230 delegate to the regional council

Ellen Richardson, Blue Cross strike organizer, UAW Loc. 2078

Simon Rosenblum, NDP Nickel Belt

Mike Skinner, Chairman, Human Rights Committee, USWA Local 7135

Cec Taylor, President USWA Local 1005

UAW 1967 Shop Stewards Henry Whodarski, John Francois, Marc de Castro

Judy Wasylicia-Leis, Federal NDP Women's Organizer
Archie Wilson, ex-plant Chairman UAW Loc. 1967 (fired in 1973)

MANITOBA

Fort Rouge NDP

Women into Trades, Winnipeg

Women into Trades, 1980 National Conference

Paula Fletcher, Communist Party candidate, 1980 federal election

Stanley Knowles, NDP Member of Parliament

Brad MacKenzie, University of Manitoba Faculty Assn.

John Pimlott, IBEW Local 409

SASKATCHEWAN

Nadine Hunt, President Saskatchewan Federation of Labour

ALBERTA

Alberta Status of Women Action Committee

University of Alberta Students Council

Susan Keeley, President Calgary Labour Council

Edd Langelier, CUPW regional technical advisor

BRITISH COLUMBIA

Association of University & College Employees Local 1

B.C. Federation of Women

Canadian Brotherhood of Railway & Transport Workers Local 326

CUPW Vancouver Local

NDP Women's Rights Committee

Vancouver Status of Women

Dave Barrett, NDP Leader

Margaret Birrell, NDP Women's Organizer

Johanna Den Hertogh

Bill Goodacre, President SFU Student Society

Phil Hebbard, President Little Mountain NDP

Lloyd Ingram, CUPW Vancouver local president

Joe LeClair, IWA Local 1-357 Vice-president & Business Agent

NDP MLA's. Emery Barnes, Dennis Cocke, Eileen Dailly,

Ernest Hall, Gordon Hanson, Frank Howard, Gary Lauk,

Graham Lee, Stuart Leggett, Norm Levi, Donald Lockstead,

Alex MacDonald, Al Passarelli, Karen Sanford

NDP MP's Pauline Jewett, Jim Manly, Margaret Mitchell,

Sid Parker, Svend Robinson

Walter Pooghkay, IWA Local 1-217 Vice-president

Simon Fraser University Professors B. Anderson, R. Dunham, R. Delaney, G. Homel, G. Rush

Jean Swanson, Downtown Eastside Residents Assoc., Vancouver

University of B.C. Professors D.G. Brown, J. Dibikowski,

G. Johnson, E. Levy, J. Levy, M. Meissner, P. Resnick,

R. Seaman, H. Thomas, B. Williamson

Nina Westaway, Member B.C. Federation of Women Steering Committee

The names of organizations which accompany the names of individuals giving their personal support are for identification purposes only.

Rehire the Three Pratt Women

- Open RCMP files
- End the harassment



● Rehire the Pratt Three with full compensation ● Open the RCMP files and end the campaign of harassment

A defense committee has been formed to demand that Pratt & Whitney of Longueuil, Quebec, rehire Wendy Stevenson, Susan Chabot, and Katy Le Rougetel (left to right in the photo). The three Montreal women were fired on November 16, 1979, a few days before the end of their probationary period.



They were union activists, feminists, independentists and members of a socialist group — the Revolutionary Workers League. Both they and their union, United Auto Workers (UAW) local 510 did not believe the company's explanation of a "layoff" due to "personnel surplus." The union submitted grievances for unwarranted lay-off and lodged a complaint with the Quebec Human Rights Commission, charging Pratt with discrimination.

On April 11, 1980, the three women were fired a second time from new jobs: Chabot and Stevenson from Canadair (a Crown corporation) and Le Rougetel from Canadian Marconi. The Quebec Human Rights Commission is presently investigating this second round of firings.

The need for a defense campaign has become even more urgent in the light of the Commission's findings concerning the Pratt firings. In a June 29, 1980 meeting of the Commission, Pratt was found guilty of political discrimination. The Commission affirmed that visits by an RCMP agent were "decisive" in the company's decision to fire the three women. The Commission recommended the three women's immediate reinstatement with full back pay and damages. Pratt has refused to comply.

The Quebec Human Rights Commission recommendations are not legally binding on Pratt & Whitney.

The 'coincidental' second firings from two different companies on the same day and the revelations of RCMP involvement point to a concerted campaign of harassment. Well-known companies, the federal government and its police agency, the RCMP, are collaborating against the three women because they are publicly defending their rights as women and as political and union activists.

Pratt versus women

Women make up a very small proportion of the workforce at Pratt & Whitney: about 150 out of 3000 plant workers. In general, they are ghettoized into certain jobs and denied access to the more skilled and higher paid positions. Almost no women work on the motor assembly or as machinists, machine operators or inspectors in the machine shop, even if they have the required qualifications.

The three women asked for transfers to other positions at the time of their "lay-off" but management refused on the basis that the openings were for "men's jobs." Yet two of the three women are qualified as machinists or machine operators and all three had excellent work records.

Chabot, Le Rougetel and Stevenson are among the ever-increasing numbers of women fighting to gain access to better-paying, unionized jobs. They see the establishment of special training programs for women and hiring quotas to guarantee access to such employment as a central battle for women today.

Their firings are a direct attack against women's right to jobs, especially non-traditional, industrial jobs.

Pratt versus UAW local 510

It is also interesting to note that the three women were fired barely two days before a mass meeting of 1000 local 510 members. The workers voted unanimously for the reopening of contract clauses concerning wages and cost of living.

It is clear that the company fears above all the mobilization of union members, whether it be around the reopening of the contract or the upcoming negotiations for a new contract. It is more and more obvious that Pratt is looking to weaken the union by any means possible, attempting to intimidate its members. The March firing of a

union steward with seven years seniority, as well as the firing of other workers besides the three women, all take place in the framework of a new attempt to break local 510.

Pratt & Whitney is already infamous in Quebec for its anti-union, anti-Quebecois policies. During a 22-month long strike in 1974-75, Pratt, then called United Aircraft, tried to break the union through police informers, violent confrontations with the strikers, strikebreakers and the firing of 34 central strike leaders.

In the pre-referendum period, the company used economic blackmail against the Quebecois by threatening to pull out of Quebec if "the political climate did not improve."

The company used women in an attempt to break and weaken the union during the strike. Now that more and more women at Pratt see the necessity of being part of the union and building it, Pratt fires three women activists. . . .

Pratt and the RCMP versus democratic rights

The Keable and MacDonald Commissions have uncovered evidence that the RCMP hold files on hundreds of thousands of Canadian and Quebecois unionists, NDP and Parti Quebecois members, feminists, native rights activists and socialists: people whose only wrongdoing consists in being suspected of holding views different from those of the government and the RCMP.

As the Quebec Human Rights Commission evidence indicated, these files have been used in the case of the three women to deprive them of their livelihoods, their freedom of expression and association. The RCMP and the companies are attempting to force them to choose between holding their jobs and holding their views.

The fightback

A broad public campaign in defense of these three victims of political policing and company harassment is essential.

The assault on the rights of the three women is an assault on the rights of all Canadians and Quebecois. Their victory will be a victory in the fight for democratic rights and women's equality. Their reinstatement will strengthen the union and its ability to fight against all forms of discrimination on the job.

The United Auto Workers Local 510 is taking the case to arbitration. The Quebec Human Rights Commission has agreed to launch a civil suit against Pratt if the women do not win their case through union arbitration. The aim of the suit will be to force Pratt to comply with the commission's recommendations that the three women be rehired with full back pay and seniority, and each be awarded \$2,000 damages.

We, the undersigned, support the efforts of the three women fired from Pratt and Whitney to reverse the company's decision. We demand their immediate rehiring with full compensation.

Name
 Address
 Union or organization

Tel.

I would like to contribute to the costs of the campaign

For more information on this case and on the activities of the defense committee; or to return this form with cheque or money order in the name of the committee, write: Pratt Three Defense Committee at any of the following addresses.

QUEBEC: 4271 Chambord, Montreal, Quebec (514) 521-2791 / 522-2889

ONTARIO: 18 First Avenue, Toronto, Ont. (416) 465-7614

12A - 5 Fairholt Road N., Hamilton, Ont. (416) 545-0068

ALBERTA: 11053 - 83 Avenue, Edmonton, Alberta (403) 432-9384 / 477-9638

MANITOBA: 31A-265 River Street, Winnipeg, Manitoba (204) 284-0793

B.C.: 3-2095 Stainsbury Avenue, Vancouver, B.C. (604) 872-6060 / 874-4840