



# Carol Phillips

for  
**VICE-  
PRESIDENT**

**"I started in a union workplace in 1976. Soon after, I became involved in the union when I lodged a grievance on a basic issue of fairness. From then on, I knew that fair treatment for working people could only be achieved through a strong and active union."**

Two years after starting work at deHavilland Aircraft, Carol Phillips was elected to the bargaining committee. Two years later, she was elected chairperson of the bargaining unit, based on her determination to build participation in the unit and make the leadership more representative.

**"As a negotiator, I see gains like improved pensions, an equitable wage structure and protection from harassment and discrimination as important issues. Organizing new members must be a priority though so that all workers have the benefits of a strong collective agreement."**

Carol Phillips is a seasoned CAW negotiator and service representative with rank and file experience. While she now primarily services the aerospace industry, she has represented workers in many smaller workplaces where most members are women and recent immigrants. As co-chairperson of the OFL Human Rights Committee, she strongly supports groups like visible minorities in their struggles for fair treatment and a decent wage.

**"Women have made their voices heard over the last decade but now it is important for more women to take on policy-making positions such as bargaining committees and executive boards. In the push to remove barriers to women's equality, we can't depend on legislated solutions. We have to make equal pay, affirmative action and childcare bargaining priorities."**

Carol Phillips has played a key role in the fight for women's equality. As head of the CLC Women's Bureau, prior to joining the CAW staff, she coordinated women's activities on a national basis, organized conferences and developed resource material. She also helped develop the CLC policy for the 1984 convention that placed six women on the CLC Executive Board. She is now the CAW director for women's programs and most recently has worked with the OFL Executive Board on the issue of equal pay for work of equal value legislation.

**"Membership education is the most important step in building a vibrant and active union. The more education our members have, the more support they'll give their union and the more we'll be able to achieve as trade unionists."**

Carol Phillips is committed to trade union education. She actively participated in CAW education programs and became an instructor in collective bargaining, arbitration, instructor training and affirmative action, conducting numerous schools for the CAW and the CLC.

Carol Phillips is a committed and energetic trade unionist. She is active on important issues like human rights and peace on a provincial, national and international scale. She is a strong supporter of the New Democratic Party. Her work to advance the rights of women has resulted in progress for women at the bargaining table and put more women in union leadership positions. This, combined with collective bargaining skills and education experience, translate into leadership for the working people of Ontario.

**Elect  
CAROL PHILLIPS  
Vice-President**

CAW  TCA  
CANADA