



ORGANIZED WORKING WOMEN

ORGANIZED WORKING WOMEN is a membership organization which is open to all working women in the Toronto area who are covered by a **bona fide** collective bargaining unit or a **bona fide** organizing committee of a union.

The purpose of ORGANIZED WORKING WOMEN is to unite women as women and as unionists in order to work vigorously within our unions. Our goal is to improve our condition as women and thus to strengthen our individual unions. To this end we declare our solidarity with our sisters and brothers throughout the trade union movement.



HOW WE BEGAN

In May 1975 the Labour Council of Metro Toronto and the Women's Centre of Humber College sponsored a Conference that addressed the problems of working women. As a result of a resolution adopted by the Conference, union women formed a Steering Committee. The Committee recommended that delegates from Toronto area unions be called to a Founding Convention to initiate an organization of women unionists.

The Founding Convention of ORGANIZED WORKING WOMEN took place in March 1976.

HOW ARE WE FUNDED?

For the past two years ORGANIZED WORKING WOMEN has received a grant from the Secretary of State. This grant has helped to pay for a full-time co-ordinator, and the costs of printing the newspaper, UNION WOMEN. In addition, we receive donations for the paper from individual unions who wish to receive bulk orders, and we have a modest income from the \$10.00 membership registration fee.

Our objective is to become self-sustaining in 1979 primarily through donations and grants from the labour movement.

WHY A TRADE UNION WOMEN'S ORGANIZATION?

Women have been fighting for generations for a better life, for suffrage, for the right to be considered a person, for the right to organize and to bargain collectively. But even where women are organized, there is still much to be done. Our rates and general gains have not kept pace with that of our brothers. The wage gap between men and women continues to widen. The economic recession has hit women workers particularly hard. Not only do we face a higher rate of unemployment but we are blamed for creating unemployment. Cutbacks in social services reduce services such as day care. Without adequate child care women don't have the right to work.

The organized labour movement must be urged to take up the cause of working women. We believe that we can confront our oppression as women through our efforts to improve our position in the labour movement. Job discrimination in hiring, promotion and training; good child care, safety and health, maternity plans, pension plans — are all to be fought for at the bargaining table. However, these are not issues for the bargaining table alone.

We are fighting only half the battle unless we fight to ensure equality at all levels: not only in the workplace, but also in legislation and in society as a whole. We are working in solidarity with our sisters outside the labour movement in order to win equality for all women.

WHAT HAS OWW DONE? WHAT ARE WE DOING?

- OWW was instrumental in getting a Women's Committee at the OFL.
- OWW supported the Fleck women and helped to organize a Women's Day of Solidarity on the picket line.
- OWW played an active role in the building of International Women's Day. The demonstration and celebration in March 1978 brought together several thousand women from both the women's movement and the trade union movement.
- OWW worked with the Equal Pay Coalition and the Public Health Nurses of CUPE 79 in their successful struggle for equal pay for work of equal value.
- OWW publishes a regular newspaper — UNION WOMAN — which is distributed throughout the labour movement.
- With the Humber College Centre for Labour Studies OWW has organized Ontario's first conference on Women's Occupational Health and Safety.
- OWW provides education and resource materials on women's issues for women in the labour movement.
- Speakers are available for local union and women's caucuses or committee meetings. OWW assists in the establishment of women's committees at the local union level.
- OWW holds general meetings for all OWW members on the second Thursday of every month. Women trade unionists are welcome as observers and new members.

JOIN OWW!

To join OWW, send in this application form **with proof of union membership** and \$10.00 to the OWW office, address below.

Name

Address

.....
(City

.....
(postal code)

Telephone: work

home

Union

Local

Organized Working Women,
15 Gervais Drive, Suite 301,
Don Mills, Ont. M3C 1Y8
Phone: 447-7462



ORGANIZED WORKING WOMEN HAS MEMBERS FROM THESE UNIONS:

United Auto Workers, United Steelworkers, Retail, Wholesale and Department Store Union, Communication Workers of Canada, Service Employees International Union, Office and Professional Employees International Union, Canadian Union of Public Employees, Newspaper Guild, Graduate Assistants Union, CLC, Bankworkers and ACTE, Ontario Nurses Association, Ontario Secondary School Teachers Federation, United Electrical Workers, Public Service Alliance of Canada, Ontario Public Service Employees Union, Graphic Arts, Toronto Typographical Union, Amalgamated Clothing and Textile Workers Union, and United Rubber Workers.

WOMEN FOR UNIONS — UNIONS FOR WOMEN

