

CONVENTION 1988

President Wilson in his address set the tone of the convention and the Federation's future directions. He urged unions to meet new challenges with new strategies. Workers should use their union strength and their alliance with the NDP to press the provincial and federal governments to protect workers from the ravages of the trade deal.

The delegates acclaimed Brother Wilson to a second term as President. As well, Sister Julie Davis moved to Secretary Treasurer and Brother Ken Signorretti entered the Executive Vice-President position.

Five policy papers were debated and approved which outlined future action

for the Federation and its affiliates. The policy papers were:

Document 1, "FAIR AND INDEXED PENSIONS";

Document 2, "OUR FORESTS AND OUR ENVIRONMENT";

Document 3, "STILL A LONG WAY FROM EQUALITY";

Document 4, "ECONOMIC RESTRUCTURING AND THE UNEQUAL SOCIETY";

Document 5, "AN INJURY TO ONE IS AN INJURY TO ALL".

Copies of these papers can be obtained by contacting the OFL office.

Still a long way from equality

It is time to take stock: so began the women's paper on equality. Delegates lined the pro mikes twenty and thirty deep to discuss that despite apparent gains for women, such as pay equity, the federal child care policy and the striking down of the abortion law, there's still a long way to go.

Delegates debated both the pro and con sides of the abortion issue and when the vote was taken the paper passed with an overwhelming majority.

The paper calls for:

- monitoring the effects of pay equity bargaining;
- the government to support a Pay Equity Training and Resource Centre to be run by labour;
- amendments to the Act to include all working women;
- continue the struggle for genuine, comprehensive equal pay for work of equal value;
- laws that improve collective bargaining and ban contracting out;
- raising the minimum wage to \$8.30 and indexing it to the inflation rate;
- reiteration of support for women's rights to full access to abortion.

Women's Rights Bulletin

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Women's Forum Panel on "Taking Stock and Moving Forward"

(Left to right) Sheri MacDonald (OCAC), Barbara Cameron (OFL Women's Committee, UE), Judy D'Arcy (OFL Women's Committee, CUPE), Bob Rae (Leader of the ONDP), Julie Davis (Secretary-Treasurer, OFL)

Conferences/Educationals

"WORKING TOGETHER FOR EMPLOYMENT EQUITY"

January 14 & 15, 1989
Ryerson Polytechnical Institute
380 Victoria Street, Toronto
For information contact:
Urban Alliance on Race Relations
598-0111

"PAY EQUITY FOR UNIONISTS"

Wednesdays 7-10 p.m.
January 25 - March 29, 1989
25 Cecil Street, Toronto
For information contact:
Metro Labour Education and Skills
Training Centre
971-5893

PAY EQUITY "COUNTDOWN TO IMPLEMENTATION"

Five conferences held by
The Pay Equity Commission
Toronto, January 13, 1989
Sudbury, January 20, 1989
London, January 27, 1989
Ottawa, February 3, 1989
Thunder Bay, February 9, 1989
For information contact:
The Pay Equity Commission
(416) 481-3314 or (toll free)
1-800-387-8813, 1-800-387-8887

"PAY EQUITY"

Mid-Western Labour
Education Institute
Conestoga College — Doon Campus
February 3 - 4, 1989
For information contact:
Larry Aberle
Waterloo Regional Labour Council
(519) 743-8301

"PAY EQUITY" Windsor and District Labour Education Institute St. Clair College March 17 - 18, 1989

For information contact:
Rene Jacques
Windsor and District Labour Council
(519) 944-8792

"AFFIRMATIVE ACTION: THE TIME IS NOW"

Advance notice
April 21 - 22, 1989
For information contact:
Labour Council of
Metropolitan Toronto
(416) 441-3663

ONDP Women's Conference April 14 - 15, 1989

For information contact:
Carrol Anne Sceviour
(416) 441-2731

Bringing pay equity to women excluded from Ontario's Pay Equity Act

On December 13th the Equal Pay Coalition met with the Pay Equity Commission to recommend changes to the Pay Equity Act that would ensure coverage for all working women.

At a press conference following the meeting, Mary Cornish outlined that despite the Liberal Government's 1987 election promises to bring pay equity to women's work, the restrictions and loopholes in the Act means that thirty-five percent of working women will not be covered by the legislation.

In their remarks, the Coalition continued to highlight that immigrant and visible minority women will be the most disadvantaged, since they are concentrated in many of the jobs and sectors that are excluded.

The legislation requires the Pay Equity Commission to submit a report to the Minister on the Study on Implementing Pay Equity for Female Job Classes with No Appropriate Male Comparators. The Equal Pay Coalition submission made a number of recommendations to the Commission which should be included in its legislated study:

1. include workplaces with less than ten employees under the Act;
2. include all casual workers under the Act;
3. extend the definition of establishment to a corporate definition, so that more

women workers can find male job classes to compare with;

4. allow proportionate comparisons when equal value comparisons are not available;
5. allow women to apply to the Pay Equity Tribunal for adjustments when the above mechanisms do not work;
6. in the case of Public Sector workers, establish a Pay Equity Fund to pay for pay equity adjustments. Library workers should, because of funding, be able to consider their employer municipal so that they may compare with male job classes in the municipality. Child care workers should be able to apply the dollar pay equity adjustment provided for child care workers in a community college or a municipality. Other classifications, such as visiting homemakers, should be able to take the equivalent dollar adjustments as those worked out for workers where there are no male job classes.
7. in addition, the Government should increase the minimum wage to \$8.30 per hour; introduce legislation removing the obstacles to unionization; implement strong employment equity legislation and provide more protection for part-time workers under the Employment Standards Act.

Federal employment equity report released

Employer reports are now available to the public showing the number of women, native people, disabled and visible minorities working for companies affected by federal employment equity law, Bill C-62.

Employers that are regulated by the federal government and have 100 or more employees must comply with the Employment Equity Act two years ago and submit reports. However they are under no obligation to implement employment equity.

The legislation has been criticized by labour and community groups because of its lack of an enforcement mechanism and shows no real commitment to equality by the federal government.

Since the release of the reports, Disabled People For Employment Equity have voiced a complaint based on the results of the reports. The complaint names nine of Canada's largest employ-

ers: Canada Post Corp., Canadian Broadcasting Corp., Bell Canada, Canadian National Railway Co., and the five major banks for discrimination against the disabled.

For a copy of a brochure listing libraries where the reports can be reviewed, contact your local Canada Employment Centre.

More women joining unions

Statistics Canada figures show that female membership in unions grew almost six times as fast as male membership from 1980 to 1986. More than 36% of all union members in 1986 were women.

Almost a third of all unionized employees worked in the service sector where 85% of women work. This is the sector that has the fastest rate of job growth.