

PAY EQUITY — the OFL's model legislation sets the standard

The government should be moving quickly on equal pay for work of equal value legislation for all workers. The time for study is past. On October 9, 1985, the OFL made public its pay equity bill. The bill sets the standards, shows how pay equity can be achieved and at the same time builds in protections for worker participation. The bill was drafted by the OFL Women's Committee in conjunction with representatives from the affiliates and was approved by the OFL executive and heads of unions.

The OFL bill also amends the Labour Relations Act to make pay equity provisions mandatory, just as the grievance procedure is. Its preamble stresses the critical need to substantially increase the minimum wage as one immediate and effective means of equalizing women's wages.

The OFL women's committee, as a member of the Equal Pay Coalition is pressing the government for good legislation. President Cliff Pilkey and

The OFL pay equity bill includes:

- mandatory filing by employers of wage rates, job classifications and numbers of men and women by wage category. Full access to information for workers, unions and women's groups.
- the requirement of employers to establish pay equity programmes including setting aside 3% of payroll as a minimum each year for 5 years. In unionized workplaces, the employer would be forced to negotiate how the pay equity monies would be redistributed, and includes strategies such as equalization of base rates, co-operative wage study, or a variety of other programmes.
- provision for equal pay for work of equal value with complaint mechanisms for individuals, groups, 3rd party, union or union centrals, with trained expertise and more resources to ensure fast and just resolution of complaints.
- a new Pay Equity Tribunal, to administer the act, including worker/employer Pay Equity Boards to act as independent bodies to resolve complaints and enforce the act.

a delegation from the OFL met with labour minister, Bill Wrye, to present our Pay Equity Act and held a press conference following which put the government on notice that labour expected a strong Pay Equity Act with real measures and tough enforcement.

You can help. Call your local MPP and ask them to support the OFL bill. Have a speaker from the OFL speaker's bureau to talk to your local about pay equity. For copies of the OFL Pay Equity Act, contact Janis Sarra, OFL (416) 441-2731.

PETERBOROUGH

Affirmative Action Conference

The strength of local organizing was evident September 21/22, when 60 women came together to discuss affirmative action. The very successful conference was the first effort of the Peterborough Affirmative Action Coalition. The conference included a panel of Peterborough area women who shared their experiences in non-traditional work. Panelists included Kaye Langshaw-Myles, a city bus driver and Bonnie Gilbert, the first woman auto mechanic at a local dealership. Workshops included education for re-entry, human rights and sexual harassment, attitudes and self imagery and affirmative action within unions. For more info on future coalition activities call Marion Elmhirst, (OPSEU) (705) 748-5857.



Lynn Spencer (USWA), left, and Suneela Sikand (OPSEU) are two rank and file women who participated in the OFL/CLC instructor training on Affirmative Action. The OFL's weekend course is now available to any locals and labour councils who wish to give a skills building course on affirmative action.

- The Ontario Coalition for Better Daycare believes it's time for change. We have waited too long for crucial funding and policy changes that will improve access to quality, affordable, child care for Ontario's families. Ontario has a new government that made a lot of promises about day care reform before coming to power. We must press them to make rhetoric a reality. To help call Sue Colley (416) 766-4691.
- Auberger, Durham Region's shelter for abused women and children is having an annual fund raising dinner. Guest speaker is Bob White, UAW. The dinner is \$25.00 per person, November 20 in Oshawa. For tickets call Judy Robins, (416) 441-2731.
- "Challenging our images", a conference on politics of pornography, November 22-24, 252 Bloor Street West, to register call Diane Roberts (OPIRG) (416) 598-1576.

OFL Vice-president's REPORT:

by Julie Griffin (CUPE)

Recently I was required to do a review of our activities in order to prepare the greetings I was bringing on behalf of the O.F.L. to the C.L.C. Women's Conference. The opportunity to bring greetings from the O.F.L. to almost 600 participants from all parts of Canada was a thrill in itself. But, being there as an O.F.L. Vice President because our federation was the first major labour body in Canada to implement affirmative action was an even greater thrill.

Some of the best work our federation is doing is a reflection of the energy, initiative and commitment of our women's committee. The O.F.L. Speakers Bureau — the weekend course on affirmative action — the key role we played in organizing strike support for Eatons, Metro Library and Visa Strikers and our draft legislation on Pay Equity are all shining examples of how we are reaching out in new and exciting ways.

While it's true that the Union movement deserves credit for its efforts on behalf of women — women also deserve real credit for what we are doing for the Union movement.

Women's Rights Bulletin is published bi-monthly by the Ontario Federation of Labour, 15 Gervais Drive, Don Mills, Ontario M3C 1Y8.

Up-date on struggle for choice by Judy Rebick

The Toronto Morgentaler Clinic has been open 10 months, and women have been able to exercise their choice to have an abortion in a healthy, supportive, non-judgemental environment. The fact that the clinic is still open is an important victory for the pro-choice movement. There is no question that the support we received from the labour movement was a key factor in this victory.

On October 1, the Ontario Court of Appeals reversed the jury acquittal of Drs. Morgentaler, Scott, and Smoling. Now, the case will go back to trial. The clinic is once again in danger of a raid.

The pro-choice movement continues to be active. Tribunals on "Crimes against Women: The Abortion Law on Trial:" will be held across Canada, beginning in Vancouver in November, 1985. Women will talk of their own experience in trying to obtain a safe abortion over the last few decades. The Toronto tribunal will be held in March, 1986.

Pro-choice activists in the labour movement have also been busy. Over the past month, a number of Ontario trade union women have been cir-

culating a petition commending OFL President Cliff Pilkey, on his strong stand in support of freedom of choice on abortion and encouraging him and other leaders to continue to speak out on this vital issue.

Finally it is important to discuss the fact that Morris Manning, Dr. Morgentaler's lawyer is now representing a group of people who are challenging the Rand formula in the courts. OCAC sees this case as a serious attack on the labour movement and on the women's movement. We have conveyed to Mr. Manning that we are unalterably opposed to his playing a role in this case and we believe his actions are damaging to our cause. We sincerely hope that supporters of choice in the labour movement will not allow Mr. Manning's action to lessen their support for freedom of choice in general and the Morgentaler clinic in particular. We will continue our efforts to ask Mr. Manning to withdraw from this case.

For further information contact OCAC, Box 753, Station 'P', Toronto M5S 2Z1 (416) 532-8193.

KAPUSKASING:

Women fighting for a first contract

Caisse Populaire credit union workers have been on strike since June 27. The 38 francophone women workers, OPEIU 523 are in a courageous struggle for job and union security and protection against management's pay "favouritism" and rights to assign jobs. On September 28, the community showed its solidarity at a major rally of almost 400 people. OFL secretary treasurer Wally Majesky spoke at the rally, commending the women for their strength, their solidarity and their determination.

NDP Women's critic

Evelyn Gigantes, MPP Ottawa Centre is the new Ontario NDP critic for women's affairs.

Sister Gigantes is excited about working with the OFL Women's Committee and other labour women. Her fall 1985 agenda includes tough monitoring of government promises to legislate equal pay for work of equal value and family law reform. Working with her is Moya Beall, NDP research.

The view from the north

by Bonnie Suni — OPEIU Dryden

I have been fortunate that the OFL helped me attend the OFL Affirmative Action Conference this spring with specialized funding. Living fourteen hundred miles from Toronto is a tremendous disadvantage, but it should not be a barrier to my participation in the movement.

There has to be a realization within the labour movement that "funding" is a specific problem we have to face. Small local, and labour councils have to be very selective in what they attend, and how many they are able to send to a conference. The north is full of tremendous union people, working on causes for the benefit of us all. They deserve to be able to be active throughout the province.

Visa strikers

The campaign to secure a first contract for Visa strikers is accelerating. "Bank-ins" are being organized across Ontario. Please help with solidarity work, contact Jane Armstrong (UAW), (416) 497-4110.