

**Women
in the
Work Force
Conference**

**IT'S
ABOUT
TIME!**

May 3rd & 4th, 1975

**HUMBER COLLEGE OF APPLIED ARTS AND TECHNOLOGY
LABOUR COUNCIL OF METROPOLITAN TORONTO**



REPORT
ON
WOMEN IN THE WORK FORCE
CONFERENCE

Co-sponsored by
Labour Council of Metropolitan Toronto
Centre for Women, Humber College

Held at
Humber College of Applied Arts and Technology

On
May 3rd and 4th, 1975

Submitted by:
Renate Krahauer and Donna Lee
Centre for Women, Humber College

ACKNOWLEDGEMENTS

We gratefully acknowledge the contribution of Ruth Edge who assisted in producing both the Conference and the Report with her organizational and secretarial services.

This Conference was made possible through the co-operation and financial assistance of:

Secretary of State
Government of Ontario
Women's Programs Division
Labour Council of Metropolitan Toronto

- - - o o - - -

CONTENTS

	Page
INTRODUCTION AND HISTORY	4
Purpose	4
Identifying Problems	4
Funding and Sponsorship	5
Representation	5
The Example of CLUW	6
Programme	6
Workshops	7
Pre-Conference Meeting	7
Action Group	8
Financing	8
PROCEEDINGS OF THE CONFERENCE	10
Keynote Address	10
Panel: Action Out of Anger	21
Panel: Is Legislation the Answer?	24
Reports and Resolutions from Workshops	27
1. Leadership Development	27
2. Your Rights in Your Union	29
3. Special Problems of Immigrant Women	31
4. The Wage Issue	32
5. Strategies for Action	33
6. Child-care Problems	36
7. Doing Two Jobs	37
8. Political Action	39
Final Plenary Session	41
Resolutions Passed	42
1. Coalition Resolution	42
2. Resolutions for Immediate Action	43
3. Resolutions Referred to Coalition	44

EVALUATION	...	...	...	...	...	...	...	...	...	...	46
DISSENTING OPINIONS	...	...	...	...	...	...	...	...	...	...	57
COMMENTARY BY THE CENTRE FOR WOMEN	...	...	...	...	...	...	...	...	...	...	58
APPENDICES	...	...	...	...	...	...	...	...	...	...	60
A. Financial Report	...	...	...	...	...	...	...	...	...	...	60
B. Programme	...	...	...	...	...	...	...	...	...	...	61
C. June 12th Announcement	...	...	...	...	...	...	...	...	...	...	62
D. Telegrams	...	...	...	...	...	...	...	...	...	...	63
E. Planning Committee	...	...	...	...	...	...	...	...	...	...	64
F. Names of Participants	...	...	...	...	...	...	...	...	...	...	65

INTRODUCTION AND HISTORY

This conference was an expression and development of the general ferment among working women, stimulated by the issues and concerns of the women's movement. Two particular groups met and combined forces to bring it about. In September, 1974 Marnie Clarke, at that time Director of the Humber College Centre for Women, was aware of the strong interest in working women's problems, as demonstrated at the Women and the Law Conference held at Humber College in April, 1974. She called on women from the special committee on women's issues at the Labour Council of Metropolitan Toronto and found that they were already thinking about the need for a conference. Together they developed a planning committee with the purpose of calling a two-day conference in the spring of 1975.

PURPOSE

Several decisions were made at the outset. It should be a Toronto-based conference of about 300 participants, small enough to take on the specific task of forming an ongoing structure. All the women involved in the planning group felt strongly that they wanted more than just talk. They wanted a vehicle for action. Whatever ongoing body emerged from the conference should have the explicit goal of working for improvement in the status, wages, working conditions and solidarity of working women.

IDENTIFYING PROBLEMS

The planning group identified the problems of women in the work force as they built up the concept of the conference. Too many of the problems recognized as women's issues remain unsolved and unappreciated. Women's demands are dropped early in bargaining negotiations, effectively closing the major channel for dealing with them. Women are not represented in appropriate numbers on committees, and executives, or as stewards in the bargaining associations. The education of women workers to a more vital concept of their role was seen as an essential prerequisite for education of the union membership and the general public. The conference could be the first step toward the development of a power base for women in the work force.

In June, 1972, Leslie Lawlor produced a report for the Centre for Women on the concerns of trade union women. At that time she found considerable apathy and an inability to see the problems of working women as related to their being female. However, conditions have changed since then. In 1972 women formed 32.9% of the work force in Canada and 37.9% of all women were working outside the home. Since then the rates have been increasing. In September, 1974, women made up 34.4% of Canada's work force and 36.1% of Ontario's. With a

participation rate of 44.7% in Ontario, higher still in Metro Toronto, women are clearly in the labour force to stay. And yet numbers alone do not guarantee recognition.

Women still need to work on ways of achieving equal access to all levels of skill and responsibility. They need to understand not just where they fit into the systems which have been developed, but also how to move in these systems to develop their own productivity. The conference was seen as an opportunity to focus on the needs of women and on ways of improving their situation.

FUNDING AND SPONSORSHIP

The monthly meetings in 1974 dealt with the funding and sponsorship questions. Funds were sought through the Department of the Secretary of State, the Province of Ontario's Women's Programs and the Labour Council of Metropolitan Toronto. The contribution of Humber College included the time of two organizers to make conference arrangements, the use of facilities for the conference, and secretarial services. The Federation of Women Teachers' Associations of Ontario, although unable to send a representative to the planning group, expressed interest in sponsorship. Ultimately their participation declined; they scheduled a meeting involving their leadership for the same weekend, but they sent out conference promotion material to key teachers. The Ontario Nurses Association and the Ontario Federation of Labour were represented on the planning committee, and also promoted the conference through their membership. However, sponsorship was limited to the Humber College Centre for Women and the Labour Council.

REPRESENTATION

It was hoped that a broad representation of working women could be attracted to the conference, in order that those in collective bargaining organizations could exchange information and points of view with those not organized. It was hoped that nurses, teachers and other professionals would see that their interests coincided in many ways with those of their sisters in labour unions, that clerical and blue-collar workers would see that their situations as women gave them concerns in common.

The planning committee was well aware that women are divided by powerful forces - class, affiliation, isolation on the job, the energy demands of home and family obligations, the attitudes of males and their own attitudes to their roles. But a more powerful force needed to be tapped - the aspirations of women to improve their lives and those of their families. Most women do not go out to work for pleasure, but for necessity. Once in the work force, they find that their needs are not given equal consideration with

those of male workers. Although many women accept the traditional discrimination against them, many are also angry, and some have taken leadership in trying to change the status quo.

THE EXAMPLE OF CLUW

The example of the Coalition of Labour Union Women in the United States acted as a stimulus to the planning committee. In March, 1974, a national conference was held in Chicago and 3,200 women from 58 unions struggled with the difficulties of giving birth to "this wonderful child". They formed a coalition to promote the organizing of the 30 million unorganized women workers in the United States, affirmative action in the workplace, encouragement for women to run for political office and union positions, child care legislation, equal job opportunities, full employment and other women's concerns. CLUW has a national co-ordinating committee of 200 which elects officers, and is developing regional chapters, with its membership limited to "union members and retirees of bona fide collective bargaining organizations." It faces many internal problems - can it represent the rank and file, will middle-class workers dominate, will it be relevant to unorganized workers as its stated goal promises?

Although this example was powerful, the planning committee did not intend to imitate it, but rather to let the conference feel its way to its own solution. However, they did invite one of the strongest spokespersons from CLUW, Addie Wyatt, to attend.

PROGRAMME

In choosing the keynote speaker, panelists, and workshop leaders the planning committee tried to represent a variety of approaches to the subject of women at work, balancing union, non-union and feminist speakers. Securing Rosemary Brown, a feminist, union supporter, MLA in British Columbia, and candidate for political leadership, was the first definite step in programme structure. From a long list of women who would be generally well-known as concerned people involved with organizing, publicizing, and speaking on behalf of other women, she was chosen as the one most actively engaged with the issues for working women.

Since mobilizing women to action appeared to be the primary problem, a panel was planned to speak to the topic of turning anger into action. This panel evolved from a mixed-discipline approach to a more controversial one, with Mary Cornish (labour lawyer), April Coulton (trade unionist), and Sandy Steinecker (feminist, community organizer) chosen on the basis of their strong points of view. Addie Wyatt, coming as an observer from CLUW, was added to this panel later.

The Sunday morning panel on legislation affecting working women was intended to provide information on the law, discussion of its limitations, and directions to move in. Marnie Clarke, now Director of the Women's Bureau for the Ministry of Labour, was asked to speak about what the Government of Ontario is doing, with Evelyn Armstrong of United Electrical Workers approaching the problem from a trade unionist point of view. Kay Eastham, from the Women Crown Employees Office agreed to chair this session.

WORKSHOPS

At the monthly meetings, planning committee members began to collect possible names for workshop leaders. People were contacted by telephone by those who knew them personally and confirmed by letter by the Centre for Women. From long lists of suggestions, we finally arrived at a complete list, with three leaders for each section of the Saturday morning workshops, ten leaders for the Strategies for Action workshops, and four leaders for each section of the Sunday morning workshops. Even though our contacts were made early, however, a few people disappointed us by cancelling during the last week prior to the Conference and two more did not appear due to illness. However, planning committee members were prepared for this eventuality and agreed to step into the breach where required.

In selecting workshop leaders, an attempt was made to keep a broad representation of women according to political affiliation, union or profession, and feminist leanings, as well as selecting people who were particularly knowledgeable on the issues involved.

The broad suggestions for workshop topics in the early planning stages were eventually narrowed down to those which were felt to be most relevant and of greatest concern to working women. Since the focus was to be on action, it was decided to have only a few important topics with some flexibility for choice from participants. To encourage active participation, each workshop was divided into three or four small sections. The number of sections and size of groups was estimated by a very good pre-registration response. On the registration form people were asked to indicate first, second, or third choice for the Saturday morning and Sunday morning workshops. The Strategies for Action workshop, being considered the most important for all participants to attend, was not open to choice.

PRE-CONFERENCE MEETING

On April 12th a meeting of all workshop leaders and panelists was called to finalize and co-ordinate the programme. All workshop leaders had the opportunity to meet each other, to share ideas, to discuss the format they wished to use for their workshop, etc. Guidelines and discussion topics prepared by the planning committee

were distributed at this meeting to help those people who did not have much experience in group leadership as well as to help focus on the issues we thought were critical and to avoid duplication. At this meeting it was stressed that the workshop groups should pass resolutions and record the discussions, forwarding this information to the Action Group for collation.

ACTION GROUP

The Action Group was conceived as an organizing body, made up of planning group members and anyone else who chose (on their registration forms) to be part of it. Its function was to receive the information from the workshops and collate it so that a few well-worded resolutions could be presented to the final plenary session with some hope of passing. It was hoped that full scale debate of issues would take place in the small workshops rather than in the more cumbersome plenary session. Thus issues could be debated, everyone could have a say, and the feelings of the smaller groups could be channelled through the Action Group to find full expression in the plenary session.

From previous experience the planning committee members knew that if all issues discussed in workshops were debated again in the plenary, very little action (if any) would emerge from the conference. To ensure that the Action Group served only as a facilitating structure rather than making policy on its own, representatives from each workshop section were to keep a close and continuous liaison with Action Group members while discussions were proceeding.

FINANCING

In order to keep registration fees down the planning committee realized that donations would have to be solicited from various sources. A financial committee of Renate Krakauer, Donna Lee and Evelyn Armstrong was established. Donna Lee sent an application to the Women's Programs Division of the Ontario Ministry of Labour, and subsequently we received a grant of \$1,000 from them. Renate Krakauer approached the Secretary of State's office on behalf of the committee for funds and a \$3,500 grant was received. The approach to the Labour Council of Metropolitan Toronto was made by Evelyn Armstrong and April Coulton. The Council agreed to donate up to \$1,000 for the Conference. The contribution of Humber College consisted of the donations of space, some supplies, secretarial and accounting services and the services of Donna Lee and Renate Krakauer. Since all other members of the planning committee had full-time jobs as well as other commitments, the bulk of the "nitty-gritty" organizing of the conference was done by the two Centre for Women staff who were able to incorporate these tasks as part of their regular jobs.

When grants were solicited it was stated that such funds were not for use only for a conference but that some seed money would be required for follow-up, future action, and/or an ongoing structure. This was to ensure that the Conference would have some lasting impact.

For a full financial statement, see Appendix A.

PROCEEDINGS OF THE CONFERENCE

Keynote Address: Have Trade Unions Let Women Down?

Rosemary Brown, MLA in British Columbia, candidate for federal NDP leadership

* * * * *

I would like to bring you greetings from the B.C. Federation of Labour and from the trade union women of British Columbia. They are certainly keeping an eye on this conference and are hoping to share in any of the benefits that come out of it.

It's a pleasure to be here with you today, to examine the question of whether trade unions have let women down. Before I proceed with my statement I would like to point out with all honesty that I should disqualify myself from dealing with this topic, because of two very basic reasons: 1) because of my very clear bias in support of the trade union movement and my belief that it is the only route through which the working people of this country can get a decent wage and enjoy better working conditions for their labour; and 2) because my own involvement has been a very superficial one, having been a member of only one union and not a particularly active participant at that. I am going to ask you not to follow my example. None the less I'm going to talk about my feelings and give my assessment of the role that the trade union movement has played in the life of women who have to work for a living.

As I said, I have a very clear bias on behalf of trade unions. Observations over the years as well as an understanding of the exploitation of workers and of women by the capitalist system make it very clear that one of the roads out of this oppression is through the trade union movement. In fact, it is only through organizing on the part of all workers that they and we are going to be able to come to grips with the continuing problems of exploitation and alienation of the working people by this system - a system which, as the editors of Women: A Journal of Liberation tell us, "would not survive without some classes oppressing others, one sex oppressing the other, one race oppressing another and which encourages divisions by class, race and sex among workers, so that we do not unite, for our common good".

I believe that the behaviour of the trade unions in the past to women as well as to immigrants and ethnic and racial minorities should be of interest to us, if only because such behaviour explains their position today. Past action should be of historical significance and should be used in terms of helping us to change the movement to make it more accountable and to make it work better for us as people who produce through our labour.

The trade union movement has always been a very accurate reflection of the way society as a whole thinks. Society as a whole is made up of working people; there are many more workers than there are non-workers. And the attitude that women's place is in the home is one that was certainly shared by the early members of that movement, as well as by the rest of society. Historically the reluctance of trade unions to have women organized or to include them in the structure of their movement was based on this attitude - the attitude which says that women who entered the work force did so on a very temporary basis and were only marking time until the right man came along, married them and made them full-time homemakers; the attitude which says that nice girls don't work anyway; the attitude which says that women who work are breaking up the family, causing their children to become delinquents and undermining their husbands self-esteem and sense of worth; the attitude which says women are cheap labour.

This attitude of course did not take into account the large numbers of women, nearly 3 million of them here in Canada, who are driven out to work by economic conditions; the women who are the sole supporters of their family, (23% of all low-income families in this country, we are told, are headed by women); the large number of women who are married to working men, most of them unorganized workers, (832,000 of them, we are told by the Crowe report on poverty) who do not earn enough to support a family; or the large number of women (over 300,000) who are single, widowed or elderly and have to support themselves. These groups have been increasing over the years and were indeed used by their employers to undermine and undercut the trade union movement.

Because of their difficulties in securing employment, these groups of women were prepared to work for less and under less ideal conditions and the employers took advantage of this situation and used these women as a cheap labour pool, preferring to hire them than to hire organized workers. As Meredith Tact pointed out, "Women were caught in a vicious circle. Because they were not accepted by most male unions, they couldn't organize for better pay. Since they couldn't organize for better pay, their wages were kept low. Their low wages were then used to undercut men's wages, for who would hire a man if he could get a woman for less, unless that man was prepared to take less too. So everyone's wages went down. And as a result of this, hostility grew between men in the trade union movement and women who are unorganized. They lost sight of the fact that it was not the worker that was the enemy but the wages",

The unorganized worker could also see that her lot was not as good as that of the organized worker. She would have liked to have been a member of a union, too. And the trade unions could see that their position had been undermined by these unorganized workers. But with the realization on the part of male trade unionists that their prejudice against women was hurting them, came an understanding that they shared a common enemy, that they

shared a common struggle; and now we see more and more trade unions making the effort to organize women to get them into the structure so that not only will these women enjoy better working conditions and better wages, but also their role as a cheap labour pool will diminish and eventually disappear. I think that it is fair to say, that once trade unions made the link between the exploitation of their workers and the exploitation of unorganized workers, most of whom were women, their neglect of this large pool of working people began to diminish. The trade unions also realized that women who were snubbed by unions were seeking alternatives. They were forming their own unions, unions independent of the traditional bodies.

In British Columbia for example we have a union which is now negotiating at Simon Fraser University on behalf of the clerical workers there. This is a union which was formed by a group of clerical employees outside of the traditional structure, either Canadian or international, at the University of British Columbia. The women in this union saw that forming their own union was the only alternative they had. Trade unionists were not aggressive in trying to organize them, and they did not accept that their goal was a goal which they should share. The goal of the contract which they are now trying to negotiate at Simon Fraser, and which the University is allowing them to strike over, is that they do not want parity with other clerical workers - they want parity with other workers of similar skill and similar training, namely the blue collar workers who are making a much larger income and earning much more than they are, doing work of equal value in the University. It is fair to say, however, that the larger unions and the traditional unions are now moving to change this situation as quickly as they can and that some of the most important negotiations being done on behalf of women in B.C. at this time are being done by traditional unions like the International Woodworkers of America and the Hospital Employees union, by Steel, and of course by the B.C. government employees union.

It is not possible really to understand the relationship between women and trade unions just by looking at Canada alone. I would like to look very briefly at some of the unions in Sweden. I have chosen Sweden rather than choosing a country which is nearer to us because it is a social democratic country with a very strong union base. I spent four weeks in Sweden last spring, looking at the status of women there and trying to understand how that country had managed to move so far in terms of the equality which their women shared compared with countries in the rest of the world. And one of the things that I found was that many of the battles on behalf of women had been carried out by the trade union movement in that country. In fact, the unions consistently moved two or three years ahead of the government, in terms of implementing through their contract negotiations changes in society which were beneficial to women. The LO, the TCO, and the SACO were the ones who pioneered things like child-care facilities, equal pay for work of equal value, equal pension coverage for both males and

females. They were the ones who pushed for reform in family law and divorce law as well as retraining programs for women. It was the trade unions themselves who negotiated these changes through their contracts and afterwards convinced the government that these were rights that should be open to all women and should be enshrined in legislation.

We in Canada have much that we can learn from the Swedish experience. The struggle for equality for women in this country would be greatly accelerated and would certainly be easier on us if the fight were being led by our large trade unions - if they were the ones putting the pressure on the Federal Government for real legislative changes in 1975, instead of for ads and Why Not buttons; if they were the ones putting the pressure on for coverage of housewives under the Canada Pension Plan, for decent and well-planned child-care facilities throughout the country, for changes in family law, for taking abortion out of the Criminal Code, for setting up a network of family-planning and counselling clinics right across this country; if unions were the ones leading the fight for initiating a decent system of retraining for those women coming back onto the labour market, after having been in the home for a number of years, as well as for those workers who find that their jobs have been eliminated by automation and who also need retraining. If the trade unions were pushing for these kinds of changes at the federal level through their elected M.P.'s, the struggle would be easier for all of us, and these programs would become a reality much sooner.

On the provincial level, too, such an effort on the part of trade unions would help. It is happening in B.C., with the B.C. Federation of Labour. I am really proud of our Federation of Labour. They are really radical feminists and they are giving the government a hard time. But it would make a great difference if this were happening in other provinces, too. Of course we recognize that the responsibility of trade unions must be met through the kinds of contracts that they negotiate.

I want to give you another example from a contract which was negotiated in British Columbia. Our large mental hospital, Riverview Hospital, had two job classifications in the kitchen staff. One position was dietary aide. This position was only open to women. You started as dietary aide at age 19 or 20 (whenever you came in) and you stayed as a dietary aide until you retired at age 65, unless you left and went to university and took a degree in home economics and then you could become a dietitian. At the same level was a classification known as a cook's helper. This was only open to men. You could come in as a cook's helper if you were a man, work under a cook in the kitchen, and eventually work yourself up to cook. The wages were really good. There was a discrepancy of about \$100.00 a month between the two

jobs at the start and, of course, as you can imagine, the dietary aide ceiling stopped long before the wage that the cook started at. So the women that were dietary aides filed a complaint under the Human Rights Act. We went in and looked at the two jobs to try and clarify in what way they were different. We found that they were exactly the same except for two things. First, dietary aide was not allowed in the kitchen. Now this is the first time in memory that I know of when women were not encouraged to get into the kitchen. The dietary aides had to do whatever they had to do in the pantry or adjoining room helping the dietitian and clearing the table in the cafeteria and lifting the trays, etc. And the cook's helpers were not allowed out of the kitchen. The dietary aides would fill the trays with dishes and take them to the door and then the cook's helper would take them from the door and stack the dishwashing machine.

There was one very basic difference in terms of the jobs actually done. Cook's helpers (who were men) were the only ones who were allowed to chop the vegetables. The women were not allowed to do that. Those were the only two differences. One stayed in the kitchen, one stayed in the cafeteria and only men chopped the vegetables. Now we tried to find out what was so special about chopping vegetables because obviously we as women had been doing it wrong all this time. Before the case actually came up before the Human Rights Commission, the union stepped in and said this is ludicrous. They demanded reclassification and the position of dietary aide disappeared. Now we have cook's helper 1, cook's helper 2, cook's helper 3, all the way up to cook, and all these positions are open to people of both sexes.

But the really important thing was that when the jobs were amalgamated, the union contract insisted that the seniority list took into account the number of years put in as dietary aide and treated them exactly the same way as if those women had been cook's helpers all along. That was a really revolutionary kind of breakthrough. They combined the seniority list and suddenly people who had been dietary aides for 30 or 40 years found instead of having to be cook's helper 2 they were almost ready to be cooks. They just had to wait for a cook to retire or die, and then they could move right into the job.

Now I just cite this as an example of one way in which a trade union made equal pay for work of equal value a reality, and one way in which a union demonstrated certainly to its women members that their commitment to better working conditions and better wages included them too.

Sometimes we find the needs of women in labour run counter to the philosophy supported by the movement. And when this happens, sometimes the unions are called upon to subjugate their philosophy and their cause to the struggle. I am thinking for example of our

own Labour Code in B.C. and I'm sure you have all heard about it because it was so controversial. One of the clauses in this code called for compulsory settlement of a first contract after a certain period of time. Now the concept of compulsory arbitration or compulsory settlement runs completely counter to what the trade union movement believes in. But the Minister of Labour, who is himself a trade unionist, maintains that in many instances it was the small unions and the weak unions (traditionally those unions made up almost exclusively of women and whose locals were made up almost exclusively of women) that were being broken and whose strikes were being lost when they attempted to negotiate their first contract. And so, even though he abhorred the idea of compulsory settlement, in order to facilitate the organizing of these fledgeling unions, this particular clause was inserted in the Labour Code. It is still there, it is still a cause of great controversy, and I am still being personally criticized for not voting against it when it was tabled in the legislature. But it really has helped women.

For example, we had an infamous strike of hospital workers at a private hospital which was just one of a chain of private hospitals owned by a large corporation around this country. The women tried to organize at Sandringham Hospital. That strike went on for years, despite all the efforts put in by a lot of people - trade unionists, women's groups, politicians, everyone. All the people involved in that union were women and, quite frankly, the hospital was just going to sit them out with a very ugly strike. One of the first things that happened once this clause was introduced, of course, was that the union was able to get its first contract. And it has helped in a number of other instances, when women were trying to organize and really didn't have the clout to get that first settlement. What we are hoping is, that as we get it together better and as we gain strength, it will become possible to amend that piece of legislation and remove that particular clause out of it. It certainly was not intended to be there permanently.

Now, if we are going to look at the way in which trade unions have treated women, I think it is only fair that we also look at the way in which women have treated trade unions.

Traditionally, women have been accused of being very hostile towards the movement. It has been said that they have disapproved of strikes which have not just inconvenienced them but in many instances, as wives of working men, have represented to them a loss in income. They have been accused also of being hostile because they have seen that the organized workers have been better treated by the employer than they have been, and they have resented the fact that the unions have not made an aggressive attempt to organize them. These and other criticisms have been levelled at women by the movement. I think that it is only fair that we should take a look at these criticisms at the same time as we are dealing with the question of whether the unions have let women down or not.

One criticism is that as women we have not participated fully in the day-to-day organizing and running of the union either at the local level or through attending meetings, that women have not run for office and that in fact they have not carried their weight. Now many articles and learned pieces have been written trying to explain to some extent the reasons for this behaviour and justifying quite frankly the basis for this kind of criticism.

I would like to tell you about an experiment carried out by a very small union in British Columbia, The Service, Office and Retail Workers Union of B.C. - again a union organized by women. One of the things they did in the very first contract was to negotiate a clause that said once a month the lunch break would be two hours long, instead of one hour, and that the additional hour would be set aside for their union meeting. They found that they have 85 to 90% attendance at all of these meetings. Now one of the things that women have always said is that it is extremely difficult for them to get out in the evenings to attend meetings of any sort, either because of child-care responsibilities or because they are just too tired from having carried on a full day's work on the job and rushed home to carry on a full day's work at home, too. What the experience of this union seems to indicate through the success of their lunch hour meetings is that there is some truth in this statement that women have always made.

But that kind of change which specifically affects working women is not going to come about in other unions until there are more women active in their locals, who appeal for, and vote on behalf of, that kind of resolution. No matter how difficult it is, it is absolutely essential for you to become more actively involved in your particular union and your particular local and to attend your meetings and be there to vote, if any kind of changes that affect your life are going to be implemented.

Unions are no different from other democratic organizations in our society. If they change, they change from within, and they change only when you change them. Unions are not going to change significantly and start working aggressively on behalf of women until there are enough women involved in the unions themselves to fight for these changes. Certainly this is something that the Coalition of Labour Union Women in the United States sees as one of its goals. You have all seen their statement in their pamphlet, and I just want to quote one thing from it. It says, "The Coalition of Labour Union Women seeks to promote unionism and to encourage unions to be more aggressive in their efforts to bring unorganized women on the collective bargaining agreement, particularly in those areas where there are large numbers of unorganized and/or minority women. CLUW seeks to create a greater awareness of the benefits of union membership. We will work to encourage non-union women to join us in the trade union movement." That is really crucial. It is absolutely essential that we as women and you as women in the trade union movement stop relying on men to do the job for you. Women are going to have to organize, they are going to have the kinds of contracts negotiated

that take into account their needs as well as the needs of other workers on the job. And I believe that women will find that like the trade union women in the United States, you gain strength from joining forces in a viable organization to work as one in pursuit of your goals.

Another of the criticisms levelled at women by trade unionists is that when positions of responsibility open up in the movement you are reluctant to accept them. Suddenly you become shrinking violets, demure, you say you are not qualified, you are unable to handle responsibility. Now that is one change that you will have to make for yourself. You have got to deal with your own concept of yourself as human beings. You have got to be able to assess in an honest and straight-forward manner your abilities, and you have got to rid yourselves even as all women have to rid themselves of the fear of success, a fear which has been bred into us through the years; the fear that says that to be successful as a woman is to stand behind a man, any man, and help him; that to achieve as a woman is to lose your femininity. No one is going to deal with that fear but you. You and we have to deal with it ourselves. We have been entrapped by it for generations and we have no choice now but to recognize that it is a tool that has been used to keep us in bondage. When positions of responsibility open up, you as well as we have to be sure that when we say we are unable to accept that we are being very honest with ourselves not just giving in to this fear of success. But more important than that, we have to be sure that when positions of responsibility open up to us we are equipped and ready to accept them. Whatever preparation is necessary, whatever learning is necessary, whatever training is necessary, we have to do it, we have to study it, we have to take that training, for when those positions open up we just have to be qualified to accept them.

It makes very little sense to accuse unions of being paternalistic and male-dominated, if we are not prepared to make the sacrifices necessary to change that situation.

The third criticism levelled at women by trade unions is that we have not been supportive of the men in their struggle. Now personally I find that criticism very difficult to accept because my experience has been over the years that the very opposite has been true, that we have been willing to stand with the men on the picket lines, that we have been willing to make the sacrifices where necessary while our husbands were on strike, and that we have been willing to accept the discomforts that accompany any kind of work stoppage. But I am sure that everyone can think of an exception and can think of an instance when this was not the case. And so, since the criticism has been levelled, we would look at it seriously and respond to it.

One of the things that we have to see as our function is that of explaining what the trade union struggle and the unions are all about, what organizing is all about, every opportunity that we get, to everyone who will listen. This is a massive job of education that has to be done in the community at large and certainly is a job that we as women can do. Once we have the information and we have got the facts together, we should see as our role and certainly one of the major roles, the job of disseminating this information over as wide an area as possible. As a newsletter of one of our local unions in B.C. stated, "We cannot get ahead as individuals. We need each other, we need to organize to act together to win better wages and working conditions as well as respect for our skills and equality in the work force."

Having looked back very quickly at our history and the history of the relationship of the trade union movement with women, just to find out where we have come from, we can know where we have to go. Let us spend most of our time at the conference assessing where we are now, where we have to go, and how best to get there. Let us be committed to being much more involved at the local and indeed at all levels in our particular unions. Let us be committed to preparing ourselves so that when positions of responsibility come up we will be ready for them. Let us be committed to being teachers and educators in society about the struggle of all workers and about the role and the function of the trade union movement in this struggle. And let us be committed to forcing the trade unions to be ahead, at least two or three years ahead, of government, the community and all other groups in this struggle.

You as women in unions can start out by assuring that no form of discrimination in membership is tolerated by your unions. Membership in all unions must be open to all workers. There must not be the closing of any union because of a person's sex, marital status, race or whatever. If you succeed in this, you will have changed one area certainly, in which unions in the past have failed women and minority groups. In addition you must ensure that every collective bargaining agreement with which you are involved must include a non-discrimination clause. You must ensure that seniority lists do not perpetuate this discrimination, and these lists must be combined and the system opened up and made more relevant to everyone and the job. Affirmative action is another area in which union contracts must be the breakthrough before the rest of the community will be willing to accept it. That certainly was the history in the Scandinavian countries and the kinds of things that the women's movement is fighting for. For working women these are the things that can be dealt with more effectively through negotiation and through the unions and contracts that you sign. Things like apprenticeship programs, the acceptance of maternity leave as normal sick leave - much better handled through contract negotiation - and the concept of pension plans - much better handled through contract negotiation - and the concept

of equal pay for work of equal value is meaningless until it has been negotiated through contract agreement and has the full co-operation of the unions in terms of making it work.

Throughout this country, I know that there are already unions doing this. I know for example of Steel in B.C., which went to bat for the women there, who, when they went to get jobs in the mines, at Lomex Mine, were told by the employer that they couldn't because they didn't have separate bathroom facilities. Steel refused to negotiate with a company that used such a flimsy excuse for discriminating against women, and suddenly the employers found that they were able to supply the bathroom facilities, even though as it was pointed out to them, in most of the homes of the trade unionists in B.C. there were no separate bathroom facilities. And I know, for example, that there are many unions who are looking into job evaluation, that are looking into the kinds of work and the content of the work that women do. And I know that they are doing this on a voluntary basis in an effort to equalize the pay rate for work done rather than to allow the employers to classify the job as they see fit. I know that many unions are strong in their efforts to see that women are entitled to the same benefits for the same contributions as men. I know that this goes for medical plans and retirement plans as well.

Those of you who are in unions which are not already doing this have your work cut out for you. Certainly it is your job to see that these kinds of functions are being carried out and that these kinds of changes are being made. I do not believe that there are any unions still in existence who are still negotiating separate pay rates for women. Certainly not in B.C. I don't know if it is happening anywhere else in the world. But if it does, such separate negotiation has to desist and you have to see that it is ended. The real changing of any union has to be done on the inside, it has to be done by the people who work and who vote on decisions when decisions have to be made.

Now the trade union movement again, traditionally, has been an organization that has concerned itself with all the conditions that working people have to face, such as housing, inflation, employment, racial discrimination and, more recently, women's issues. But, to be frank, I must say that they have to double their efforts in these areas. And in many instances it is going to be up to you, the women in the movement, to spearhead this doubling of efforts, but your efforts will only have impact and bear fruit when there are more of you organized throughout this country. 25% of the women who work in B.C. are organized - not good enough. For Canada as a whole I am told the figure is about 22%. Not good enough. There are going to have to be massive increases in the number of women who are organized.

Part of the reason why the union movement is dominated by men, quite frankly, is because there are many more men in the unions than there are women. The Canadian average, I have been told, for membership for men is 40%. And so we have to start by helping, as CLUW stated in its policy, as many women as possible to become part of the organized labour force. Then, having done that, maybe working through an umbrella organization like CLUW in the United States or through a strong women's committee like that which we have the B.C. Federation of Labour, you decide the method which is more effective to you, we have to get back to women playing a much stronger part in the movement as a whole.

Now I know that sometimes strange things happen. I know there have been instances of unions where, although the membership was predominantly female, the leadership has been male. I think, for example, of a couple of years ago when in the Registered Nurses Association in Victoria the entire membership was female except for two. Two males. Guess what the president was? Strange things, as I say, do happen.

We have got to start doing the job ourselves. And that means we have to hold the executive positions. Those kinds of decisions in voting like the decision made by the Registered Nurses of Victoria are not the kinds of decisions that are going to help us get changes made inside this structure.

In closing, I would like to deal with the question, "Have trade unions indeed let women down?", and I remind you in replying that trade unions are democratic organizations accurately reflecting the wishes of their membership. Whatever the history of the movement, the fact is that it will be made to double its effort on behalf of women only when this membership more accurately reflects the membership of women in the work force. And when the leadership more accurately reflects the membership of women in the unions. Till then we are in a precarious position indeed even to raise the question about their efforts or lack of effort on our behalf. And as Valerie Howard, Director of Women's Activities for Communication Workers in the United States, pointed out, "Unions are political organizations. They push in areas where there is political pressure on them. Up to now women have not exerted this pressure". And I say to you that if you feel that they have let you down in the past, it is only because you have let them.

The following are brief summaries of presentations made by panelists on Saturday afternoon and Sunday morning:

PANEL: ACTION OUT OF ANGER

Chaired by Donna Lee, Community Education Worker, Centre for Women

Mary Cornish, Labour Lawyer:

Ms. Cornish described some of the inequities she sees in the present situation for working women. We have not come very far since the Toronto District Labour Council supported equal pay for equal work in 1882, she said. The present wage gap between male and female salaries is greater than the average income for women, and percentage wage settlements are widening the gap. The union and the membership have responsibility for this.

She did not think that a change in attitude was all that is needed. Government and trade unions alike have collaborated in the exploitation of women. There are no real changes at the bargaining table. The time may come when non-union women have better rights than union women.

Women should fight for plant-wide seniority. Contract clauses must be worded so that women can become familiar with seniority systems. Job evaluation, although it may cause warring factions in the unions, is necessary to the principle of equal pay. A woman should be able to go to a government agency and ask that her job be evaluated. The government is reluctant to bring in job evaluation and affirmative action because they will cost employers money. \$2,500 a year is being stolen from each working woman at present, she said.

Through a strong, autonomous organization, women trade unionists will be able to take legal action. But most important is the commitment of the rank and file if we are to achieve a society based on justice and equality for all women. She urged women to turn their anger into action.

April Coulton, Amalgamated Clothing Workers of America:

Ms. Coulton called on her sisters to take action in their unions, even though they may be male-dominated. Women's issues are issues for all workers, she said. We have to make our unions aware of us by getting active in our locals. To get not just the men behind us but the women too, we have to become more political at the local meeting, getting into positions of leadership, becoming shop stewards, serving on grievance committees and negotiating committees at contract time. Women's demands get dropped early in negotiation,

yet they are important issues - equal pay, child-care, training programmes, maternity leave, etc.

To bring the inexperienced forward, we need education of the whole membership, men and women. We need to identify the issues in the various locals and tie into the rights of the unorganized. She concluded with her support of a future organization for women workers.

Sandy Steinecker, activist in the women's movement:

Consciousness-raising has radicalized women and turned their guilt and fear into anger, Ms. Steinecker said. Identifying the relevant issues has turned that anger into action. The Day-Care Reform Action Alliance, formed to protest the Birch proposals on day-care, demonstrated to women that the government is withholding good day-care to prevent women from seeking more jobs. Women have been subject to propaganda about their place, according to the requirements of the economy.

For women working on women's issues, alliance with the trade union movement appears necessary. As the women's movement began to rise (1962-70) women's participation rate in the work force almost doubled.

Women at the Y.W.C.A. have been prepared by their involvement in the women's movement to think of organizing at the workplace, she said. Although it would be tempting to say the trade unions and the government are behind us - they gave us International Women's Year - we've been fighting for ten years to get this far. We need an independent source of power to put pressure on them. She concluded that the leadership must reflect the collective will of the women involved.

Addie Wyatt, Vice-president of the Coalition of Labour Union Women (USA)

"I believe in the development, freedom and peace of all human beings, and women happen to be human beings," Ms. Wyatt began. Nothing else gives the strength and togetherness which the labour movement gives for reaching these goals. Ms. Wyatt told the story of her introduction to the union. She was hired as a typist and put to work on the line canning stew. But she discovered that not only did the company never hire black typists, but the women on the line were paid much better wages than any typists, because they had the union. She joined the union. She told about the founding conference of CLUW - more than 3,000 women came and joined together as union women. A film was made of the event: "We Didn't Come Here to Swap Recipes." Now there are 30 chapters in the U.S. with a membership of 4,000. CLUW won't die until the issues which made it necessary die. No more

will the labour movement be able to say that you can't rouse union women. What brings us together is that we are human beings of the female sex who want to survive and have a better way of life for ourselves and our families. "What would my union be like if every member were like me?" she asked. Women need to support and encourage one another, so that the world will get the message, "You can no longer divide and conquer us."

PANEL: IS LEGISLATION THE ANSWER?

Chaired by Ray Eastham, Director, Women Crown Employees Office,
Ontario Ministry of Labour

Ray Eastham opened the discussion by stating emphatically that labour legislation could not be the complete answer to the problem of discriminatory treatment of women workers, but it was a very important base. When women sought the vote, they had hopes that with the franchise would come redress of all their grievances. Suffrage did not turn out to be the panacea they had expected, but it was the basis of further action.

Marnie Clarke, Director, Women's Bureau, Ontario Ministry of Labour:

Ms. Clarke quoted from an 1884 book on women in clerical occupations, "A young woman is ready to work hard for half the pay that will content a young man," and indicated that the situation has not changed as much as we'd like. However, the struggle to make equal pay a reality has been backed by labour legislation that affects the status of women workers.

She reviewed the present legislation. The Employment Standards Act now reads equal pay "for substantially the same work performed in the same establishment, the performance of which requires substantially the same skill, effort and responsibility, and which is performed under similar working conditions." Under this legislation between 1970 and 1973, over 100 employers were assessed and 5,000 employees were awarded over a million dollars. Yet in the clerical, service and sales areas it is difficult to compare women's salaries with men's. A Ministry of Labour committee is studying the concept of "equal pay for work of equal value" and should be reporting in December. However, although Canada ratified the I.L.O. statement of the equal value principle in 1972, no jurisdiction has accepted it. Britain comes closest to implementing this principle.

Section 34 of the Employment Standards Act deals with employee benefits. An amendment prohibiting discrimination on the basis of age or sex will be effective October, 1975. Ontario is the first province to implement such forceful legislation.

Section 35 of the Act permits a flexible 17-week maternity leave, partially covered by Unemployment Insurance payments, after a year's service.

The Human Rights Code prohibits discrimination by sex or marital status, by either employer or trade union.

The section of the Labour Relations Act which certifies trade unions will be revised within the next year to add sex and marital status to the non-discriminatory clause.

In the future we can expect improvements. Affirmative action on a voluntary basis is being studied now, with extra staff at the Women's Bureau going out to talk to employers. During 1975, 50 companies are being contacted to develop equal opportunity programs to identify, train and promote women. An audio-visual program explains one model of affirmative action in detail. If employers will not take action voluntarily, legislation may be required. Within the Government the Women Crown Employees Office is setting guidelines for ministries to offer encouragement for the promotion of women.

Ms. Clarke cited one case in the pulp and paper industry where women working together used the Human Rights Commission and the Labour Relations Board to overcome discrimination against them on the part of the union.

She recognized the difficulty for women with home responsibilities to take an active part in the union, but understanding the power struggle is vital. Careful job evaluation is the key to further improvement for working women. Such evaluation has to involve both management and labour, with a reassessment of "women's work" not on a traditional basis but with the criterion of actual responsibility.

Laws can't function without an approving climate. The unions must be willing to back the legislation. Now women are becoming unionized at a faster rate than men and unionization improves the situation of women. Unions tend to narrow the wage gap between male and female workers by half.

Ms. Clarke urged the union women to reach out to the unorganized, especially the immigrant women, to pressure politicians, and to encourage companies to adopt affirmative action. We can reach across traditional barriers, she said, if we remember that we had only a small share in forming them.

Evelyn Armstrong, United Electrical Radio and Machine Workers:

For 25 years Ms. Armstrong has been fighting for equal treatment of women. She called this conference "the culmination of a dream". She reviewed the failures of protective legislation to protect women, charging that governments have been reluctant to interfere with the competitive position of workers by legislating working conditions.

The minimum wage legislation since World War I has been full of loopholes, she said, has been violated with impunity, and in fact has been the basis of discrimination against women.

In 1918, B.C. and Manitoba enacted minimum wage legislation, followed in 1920 by Quebec, Ontario and Nova Scotia. In 1921, B.C. enacted maternity leave for 6 weeks before and after the birth. The inefficiency of these laws was shown in the 1935 Royal Commission investigating price spreads. In fact, protective legislation, although seen as a necessary reform by trade union women, was opposed by women's groups who feared that it could be used by employers as an excuse not to hire women. Thus even suffrage groups inadvertently segmented women and made discrimination easier.

Today conditions have improved as far as health and safety are concerned. But wages are still back in the 20's. The Employment Standards Act has loopholes you can drive a truck through, Ms. Armstrong said. Since most women don't work in the same areas as men, it is necessary to break down this structure of separate job areas if changes are to be made.

Although normal maternity leave has improved, there is no provision for dealing with complications of the pregnancy. These are not viewed as illness and therefore not covered. If a woman is laid off during pregnancy and claims unemployment insurance, she is not eligible for maternity leave.

The main fight to improve the situation must be led by trade unions at the bargaining table and women must accept the responsibility of leadership.

The principle of equal pay was enunciated in 1882, but today women's wages are still lower than men's, even for skilled work. Education within unions and organizations is the prime strategy. All women in the work force don't agree with the principle of equal pay, Ms. Armstrong admitted, because they are afraid that they'll be replaced by men. Education has to include the men. Women can't win on their own. Women's struggles must form an integral part of workers' demands. Ms. Armstrong concluded that we will no longer be satisfied with the door of equal opportunity being closed to us.

REPORTS AND RESOLUTIONS FROM WORKSHOPS

Following are the discussions and resolutions passed in workshops reported here to the best of our knowledge. Since very few workshops kept records of their discussions, there are only a few such reports. Not all the resolutions were presented to the final session. Those that were appear under the heading Resolutions Passed in Plenary. The others appear here.

1. Leadership Development - Four sections led by:

Pauline Anidjar, A.C.T.E.
Jessie Forbes, C.U.P.E.
Evelyn Armstrong, U.E.W.
Yvonne Trower, O.N.A.

A full report was received from the workshop led by Jessie Forbes. This group thought that anger was too short-lived to be an adequate motivator for change. A more responsible approach should be taken. Within the union education is needed to make members aware of union goals, and the fact that the union will stand behind members during grievance procedures. Nurses who have been trained to put patient-care first have a confusion of responsibility when faced with a strike action. They felt the government should take responsibility for equitable wages and conditions.

The question of the union providing child-care facilities during meetings was raised. Since most union halls are unsuitable, it was felt that a collective group within the union should be responsible for arranging care in homes during meeting time. The time of union meetings should be adjusted to better accommodate members with children. The idea of union meetings during extended lunch time was considered not practical.

Status of Women committees should be formed in each local union. They must form around an issue that the local will rally to. Their aims would include the education of members to full participation in the local's affairs with recognition and dignity. Experience in public speaking and chairing meetings gained at the women's committee will give women confidence in themselves and maybe help them to express their feelings at full membership meetings. The resources available in the community should be utilized for the education program.

On the training of new leaders this group felt that both men and women should attend education courses, that women should have a say in the content studied, that child-care should be the responsibility of the group holding the course, and that the responsibility for holding courses should be the local union's, the Federation's, and the national body's.

RESOLUTIONS PASSED IN LEADERSHIP DEVELOPMENT WORKSHOPS:

1. In the light of the accumulation of so many unconsidered grievances, we urge the trade union movement to implement equal rights by giving special consideration to women's issues at meetings, conventions, conferences, etc.
2. Be it resolved that there be education courses in trade union leadership for women.
3. Be it resolved that collective agreements be changed to give equal rights to women in on-the-job training, wages, etc.

2. Your Rights in your Union - Three sections led by:

Florenz Seychuk, O.P.E.I.U.
Edith Welch, London Labour Council
Mary Spratt, U.S.W.

The workshop led by Edith Welch and Mary Spratt reported that they covered the basic rights of the union member, since some were uninformed: attending union meetings, Labour Council meetings, running for election, attending education seminars. Lack of time prevented full discussion. Particular problems covered were: gap between male and female wages, heavy work done by males versus work requiring dexterity done by females, lack of Labour Department inspectors, problems of doing two jobs. It was felt that the job should be classified, not the person. Job evaluation and classification should be achieved through bargaining negotiations.

Women need to learn to vote for women. They need to become stewards, to become delegates to the O.F.L. and C.L.C. However, women tend to hold themselves back, to feel a man is more capable. The lack of instruction about how the union works is a major internal problem. Women must find out what a steward's responsibilities are and keep the steward up to the mark. They need to get a copy of the constitution and read it. There was discussion about women in unions tying into the women's movement, the need to stress all the issues, not just women's, the need to discover what issues you can specialize in, the need to draw ideas and information from everyone. It was pointed out that popular views on women come from the media. The women's movement has brought out the real issues.

- How to become a steward:
- 1) Know your contract
 - 2) Know your fellow workers - become involved with them
 - 3) Know the basics of the trade union movement
 - 4) Follow through on grievances

RECOMMENDATIONS AND RESOLUTIONS PASSED IN YOUR RIGHTS WORKSHOPS:

1. That an outline be published, a synopsis of a basic union contract, which could be used as a guide for new contracts by all trade unionists.
2. Should a coalition be formed at this conference, a newsletter, implemented at a higher level, could be circulated. This newsletter would outline benefits and contracts obtained by the various unions and would include blue collar, industrial and professional unions.

3. There is a need for more "shop steward school" sessions and "educationals" as a whole.
4. Be it resolved that the Board of Education meeting on Wednesday, May 28 which deals with textbook evaluation be advised that "anti-union" bias be included as an acceptable bias as are racial, ethnic, religious, and sex biases.

3. Special Problems of Immigrant Women

Co-chaired by: Judy Ramirez, Centro Donne
Judith McCallum, Women's Community
Employment Centre
Evelyn Murialdo, Centre for Spanish
Speaking Peoples

RESOLUTIONS PASSED:

1. Whereas the majority of domestic workers are women and immigrant women, be it resolved that this Conference urge the trade unions to exert pressure on the Ontario Government to ensure that domestic workers be covered under the Ontario Labour Relations Act and that the trade unions pursue actively the possibility of organizing them.
2. Be it resolved that this Conference denounce the "green paper" on immigration as a racist, divisive and fascist document, deliberately timed, and the trade unionists, especially women trade union members, use the Senate Committee hearings scheduled for June 9, 10 and 11 to express their dissatisfaction and opposition to the document.

3. There is a need for more "shop steward school" sessions and "educational" as a whole.
4. Be it resolved that the Board of Education meeting on Wednesday, May 28 which deals with textbook evaluation be advised that "anti-union" bias be included as an acceptable bias as are racial, ethnic, religious, and sex biases.

3. Special Problems of Immigrant Women

Co-chaired by: Judy Ramirez, Centro Donne
Judith McCallum, Women's Community
Employment Centre
Evelyn Murialdo, Centre for Spanish
Speaking Peoples

RESOLUTIONS PASSED:

1. Whereas the majority of domestic workers are women and immigrant women, be it resolved that this Conference urge the trade unions to exert pressure on the Ontario Government to ensure that domestic workers be covered under the Ontario Labour Relations Act and that the trade unions pursue actively the possibility of organizing them.
2. Be it resolved that this Conference denounce the "green paper" on immigration as a racist, divisive and fascist document, deliberately timed, and the trade unionists, especially women trade union members, use the Senate Committee hearings scheduled for June 9, 10 and 11 to express their dissatisfaction and opposition to the document.

4. The Wage Issue - Two sections led by:

Elizabeth Smith, O.F.L.

Judith Adam, Mayor's Task Force on the Status
of Women

RECOMMENDATIONS AND RESOLUTIONS PASSED:

1. Be it resolved that the wording equal pay for equal work be changed to equal pay for work of equal value not taking into consideration method of production.
2. We urge women who are now organized to bring pressure on negotiating committees at present to ensure that collective agreements enforce equal pay for work of equal value and remove any discriminatory clauses in the existing contract.
3. To adequately raise the wages of women, who are the lowest paid, we have to make the following demands in wage struggles:
 - a) To raise the minimum wages to an adequate level.
 - b) Demand absolute increases, not percentage increases.
 - c) For a full cost of living allowance with an alternate cost of living index to be established by the trade unions (uncapped and folded in).
 - d) We urge the action group (whatever structure) to try and educate women not to accept lower discriminatory rates of pay.
4. Women are in poorly-paid sex-stereotyped jobs, so we demand:
 - a) Equal pay for work of equal value.
 - b) Equal opportunities for women.
 - c) Preferential hiring for women.
5. Many women are poorly-paid public sector workers:
 - a) Remove spending ceilings and stop the cutbacks of social services.
 - b) Right to strike for all public sector workers.
6. We demand that the Provincial Minister of Labour enforce the minimum wage of \$2.40 per hour and that bonuses and commissions, fringe benefits, etc., previously enjoyed be unaffected by such enforcement.
7. We advocate an umbrella organization for union women to educate women in labour strategy and lobby for women's rights within unions.

5. Strategies for Action

Nine sections chaired by:

Mary Switzer, U.E.W.
Sandy Steinecker, Y.W.C.A. community worker on women's issues
Mary Cornish, labour lawyer
Margaret Wilson, post-graduate law student
Marilyn Roycroft, N.D.P. research officer
Rose Lees, C.S.A.O.
Ruth Crechiola, O.P.E.I.U.
Virginia Hunter, York University Faculty Association
Angela Arkell, C.U.P.E. 1000

These workshops discussed a wide range of problems in addition to passing resolutions for specific actions to be taken. Education of women on women's issues and on the specifics of contracts, the negative views of husbands who don't want their wives to become involved, the coalition of women in various unions, and the problems of a socialist, feminist trade union movement ignoring their sisters not in unions were discussed.

The kind of coalition that should be formed was, however, the main topic, and a wide variety of suggestions and resolutions were reported. The differences between resolutions were as follows: whether the coalition should be open to all working women, to those in all collective bargaining units, or only to those in labour unions, whether men should be involved; whether a steering committee should be elected immediately or should be formed of those who volunteer to become involved; whether another organizational convention should be held soon, or whether a conference should be held next year; whether the coalition should have a liaison with the women's movement, or with other labour bodies, or whether it should be autonomous; whether a collection should be taken. Suggestions regarding the structure and methods of the coalition included: formation of subcommittees to deal with specific women's issues; formation of local chapters, with a permanent committee to help the unorganized; formation of women's committees in unions, education committees in members' own locals; formation of newsletter or other communication.

The suggestions for goals and work of the coalition included: education of its membership and the general public; organizing the unorganized; providing models for contract proposals, particularly in situations that are exploitative such as banks, insurance companies, etc; breaking down the idea that the women's movement is splitting the trade union movement; maintaining pressure on the trade unions to deal effectively with women's issues; encouraging leadership in women; working toward a raise in the minimum wage, equal pay for work of equal value, the right to strike; protesting percentage pay increases; protesting the cut-backs on social workers; making

working conditions better for all workers; lobbying for changes in legislation (Labour Relations Act, Bill 105); pressuring for courses to be introduced into the high schools relating to the trade union movement and with the content derived from the trade union itself.

RESOLUTIONS PASSED (OTHER THAN DEALING WITH COALITION)

1. Be it resolved that this conference be in support of the demonstration on May 10th and encourage all women to attend.
2. Be it resolved that this conference supports the demonstration called by the O.F.L. for May 21st in support of free collective bargaining, full employment, adequate housing, equal pay for work of equal value.
3. Whereas the solidarity of trade unions with the one day strike of 105,000 teachers in Ontario forced the government to withdraw this anti-labour Bill, be it resolved that unionists at this conference be ready to bring full union pressure in solidarity with teachers' struggle against the impending Sen of Bill 275.
4. Whereas working women have the double burden of work by day and housework by night, be it resolved that we push our unions to make efforts to hold meetings if possible on company time, possibly at lunch hours, at the very least at times when women can conveniently attend.
5. Whereas there exist cases in which women win re-classification of job category struggles and are sometimes harassed by male workers either out of resentment or fear of losing jobs hitherto regarded as male, be it resolved that the union protect the women's right to a trial period and not allow discriminatory treatment toward women during the new work situation.
6. Whereas full-scale quorum union meetings cannot be attended by many women members by reason of family responsibilities, be it resolved that more ways be found on a shop level through meetings, shop steward schools and other forms to better inform and involve workers.
7. Be it resolved that the Ministry of Labour be informed that this conference views with alarm the current practice of employers to deny the minimum wage to an employee by allowing the employer to pay less than the minimum wage counting as part of the minimum wage the commission or bonus previously agreed to. We resent the Government's complicity in this practice.

8. Whereas women comprise the majority of part-time and casual workers, and whereas part-time workers are paid well below standard wage levels, and whereas a majority of them have remained unorganized, be it resolved that the trade union movement actively work to organize and educate this sector of the work force and fight to win full equality and union rights for them and be it further resolved that part-time workers be included at the same scale and with the same benefits as full-time employees.
9. We call on the Ministry of Labour to celebrate International Women's Year by introducing legislation that will enable those unions that are accepted for certification to:
A) have the security of a union contract, e.g., grievance procedure, tenure, etc., until the Certification Board's leasing satisfies the union or throws it out; B) when the certification is granted, a time limit be instituted for the establishment of the first agreement that would be "Final Offer Bargaining Arbitration".
10. Be it resolved that greater emphasis be placed on trade union education in the secondary and public school curricula, so that graduates of the school system be aware of the realities of working for a living.
11. Be it resolved that women in individual locals of trade unions form caucuses to discuss issues which affect them and give encouragement and support to women to accept leadership positions.
12. Be it resolved that the labour movement publicize to women available courses in basic leadership skills such as public speaking, grievance procedure, etc.
13. Whereas CHIP and Canada Pension do not treat working women as breadwinners with regard to family benefits, be it resolved that full benefits be available to a woman working as they are now conferred on male breadwinners with families.

6. Child-Care Problems

Co-chaired by:

Evelyn McKee, Day Care Reform Action Alliance
Ginny Thompson, C.U.P.E.
Alma Roberts, Children's Services Bureau, Government
of Ontario
Barbara Cameron, Women's Studies, University of Toronto

RECOMMENDATIONS AND RESOLUTIONS PASSED

1. Nursery schools should be available for 24 hours, free of cost or at least not at great expense.
2. A parent should be supplemented for staying home part-time with a child under four years of age.
3. Child-care facilities should be a responsibility of all union-sponsored gatherings and functions to enable women to attend. The C.L.C. and all such labour affiliations should be asked to encourage all locals to do so.
4. Whereas child-care is now viewed as a welfare measure under the Canada Assistance Plan instead of as a social right, and whereas this legislation hinders the provision of quality child-care for parents who wish to make use of it, be it resolved that this conference calls on the local labour councils, O.F.L., and C.L.C., to undertake an active campaign to press the federal government to enact a Canada child-care act which would provide the framework for a Canada-wide system of universal day-care funded through increased taxes on corporations.
5. Be it resolved that all local Labour Councils should establish a Labour Union Day-care Organizing Committee for their respective local areas that would aid affiliated unions in the establishment of Day-care facilities using the funding arrangements presently available under the Day Nurseries Act.

7. Doing Two Jobs

Two sections chaired by:

Val Hunnius, O.P.E.I.U.

Beth Collen, O.P.E.I.U., and Margaret Klym, O.P.E.I.U.

A report of discussion was received from the workshop led by Beth Collen and Margaret Klym. Topics included: Is being a housewife a full-time job? The woman who goes out to work has to convince her husband that she is doing two jobs, but both jobs probably have low status. To improve the status of the housewife the group supported the principle of legal contracts in marriage and wanted provision of free, community controlled 24-hour child-care centres for children of all ages. The lower status of women's jobs begins with stereotyping in textbooks. To change this situation men have to be educated (home economics courses for males) stereotyping must be fought in the school and the home, and women must learn to support each other in the effort against sexism. The community, the husband and the children must be educated about the rights of women in the work force so that they will not lay guilt on the working mother. Retraining and refresher courses were discussed, and the need for back-to-work training for women who have been out of the labour force. Other topics included breaking down Manpower's categorization of women's work, development of good quality part-time work with benefits, union contract coverage of part-time workers, Canada Pension Plan for part-time workers and housewives, salaries for housewives, and pressuring the O.F.L. and C.L.C. to lead the way financially and morally to help women attain equality in the work force.

RESOLUTIONS PASSED:

1. Be it resolved that this conference recommend that the coalition explore the ways in which unions can put pressure on government to expand public spending in the area of social services by significantly taxing corporate profits.
2. Be it resolved that these services be developed in such a way that child-care facilities be established from corporate taxation outside of the plant or office and that when possible they be combined with existing school facilities to ease the co-ordination of work and family life.
3. Be it resolved that the coalition urge the persistent organizing of home workers.
4. Be it resolved that the coalition urge the organizing of all part-time workers with equitable fringe benefits.

5. Be it resolved that in addition to legitimizing part-time work, the union fight for the shorter work week for both men and women to ensure that each is available for co-sharing family responsibilities.
6. Be it resolved that paternity leave coverage be negotiated as well as maternity leave coverage.
7. Be it resolved that the coalition push for the removal of the current limits established for deduction of day-care expenses so that home day-care services will be less exploited.
8. Be it resolved that the coalition push for a change in zoning laws to ensure that day-care can be established in residential areas.
9. Whereas there is a need for immigrant women to learn English and become aware of their employment rights, therefore be it resolved that women's groups such as the Women's Community Employment Centre and the Coalition of Immigrant and Migrant Agencies be supported financially and otherwise by the labour movement.

8. Political Action

Four sections led by:

Kay Macpherson, N.A.C. and other political and feminist organizations
Joyce Bowerman, President, Ontario Progressive Conservative Association of Women
Leslie Lawlor, Lakeshore Area Multi-services Project
Margaret Campbell, Q.C., M.P.P. (Liberal)

A report from the workshop led by Kay Macpherson included discussion of the C.S.A.O. battle with Bill 105 which denies political rights to Crown Employees. The Crown Employees Collective Bargaining Act (CECBA) is being enforced now. 60,000 employees are barred from taking political action or even talking about their political beliefs. Support was requested for an action involving high school teachers similar to the fight against Bill 275. A need was felt for some newsletter going beyond the individual union informing women of such actions, perhaps coming from the Women's Bureau. The function of the coalition was debated. Its priority should be working women, although a subcommittee might deal with women's problems in general. Its action committee should be open. A strong base of organized women is necessary but non-union women might be allowed in as observers. There are other committees (National Action Committee) and groups (Voice of Women) with related political objectives. The isolation of secretaries and other working women was discussed.

RESOLUTIONS PASSED IN POLITICAL ACTION WORKSHOPS:

1. Whereas some form of newsletter or means of communication would be needed for the coalition, be it resolved that the provisional committee consider using the Newsletter of the Women's Information Centre as an interim means of communication.
2. Be it resolved that the coalition be of organized women with voice and vote and unorganized women with voice only.
3. Be it resolved that the committee or coalition take action in providing communication through a newsletter on important issues facing working women such as up-coming legislation, meetings, rallies, etc., where representation of our coalition is needed.
4. Be it resolved that participants of this conference write letters to the government, M.P.'s, and M.P.P.'s on questions of importance facing working women.

5. Be it resolved that this organization coming out of this conference get speakers to go into schools, community colleges, etc., to educate teachers and students about the labour movement and that a liaison between teachers and the trade union movement intensify.
6. Be it resolved to register a formal demand with the Minister of Labour that retaliatory action which is being taken against Brian Charlton of Hamilton be withdrawn and a telegram to the effect be sent by this Conference.
7. Be it resolved that legislation prohibiting public employees from participating in political activities such as running for office and campaigning for a political party be rescinded.
8. Be it resolved that all legislation dealing with discrimination be amended to include political affiliation (action committee should set down relevant and applicable acts and sections).
9. Be it resolved that U.I.C. Act be amended to include pregnancy as an illness and that the first period of confinement not be consideration and that lay-offs not affect collection of U.I.C. benefits in maternity leave.
10. Be it resolved that we are completely opposed to compulsory arbitration and wage freezes.
11. (a) Be it resolved that a core organization of women in the work force be formed to carry forth the action initiated at this conference. - 9 votes.
(b) Be it resolved that a core organization of women in collective bargaining units be formed to carry forth the action initiated at this conference. - 8 votes.
12. Be it resolved that all resolutions be sent out to all delegates.
13. Be it resolved that information re the raising of the minimum wage, especially as it relates to salespersons, and the fact that the employer has to make the hourly wage rate up to \$2.40 per hour (e.g. in cases where it is less as for people working on commission, etc.) be disseminated to women.

FINAL PLENARY SESSION

Chaired by: Florenz Seychuk, O.P.E.I.U.

with assistance from members of the Action Group:

Shelley Acheson, O.F.L.

Debbie Stickle, Labour Council of Metro Toronto

Yvonne Trower, O.N.A.

Susan vander Voet, Centre for Women

Due to lack of time only a small number of resolutions submitted by workshops were presented to the plenary session. The Action Group took responsibility for arranging these in order of priority so that at least the ones considered most pressing could be passed. Those resolutions which demanded immediate attention were subsequently transmitted by telegram to the appropriate parties. (see Appendix D). The plenary session was closed by Yvonne Trower with a few words of appreciation for the enthusiasm of those who attended and a re-affirmation of the stirring message articulated the previous day by Addie Wyatt - a re-affirmation of faith in the union movement and its struggles on behalf of all workers.

RESOLUTIONS PASSED BY PLENARY SESSION

The wording of these resolutions is reproduced exactly as passed or tabled by the plenary session.

1. Coalition Resolution

Whereas there is a crucial need for a group which addresses itself specifically to the priorities and problems of working women by attempting to establish and co-ordinate women's caucuses in individual unions, to educate women to roles of leadership, and to act as a resource group for women who wish to organize, therefore be it resolved: 1) that an ongoing coalition be established and 2) the membership in the coalition be limited to those women who are members of bona fide collective bargaining organizations, and be it further resolved that this coalition maintain a close liaison with groups concerned with women's issues,

This resolution was passed after two amendments had been proposed. The first amendment deleted the underlined words from the third clause which originally read: "maintain a close liaison with the Labour Council of Metropolitan Toronto, the Ontario Federation of Labour, and groups concerned with women's issues." This amendment was carried.

The second amendment involved the second clause. It read: "That an ongoing coalition be established and that membership in the coalition be open to a) women who are members of bona fide collective bargaining organizations with full voice and voting rights, b) unorganized women with full voice but no vote." This amendment was defeated.

RESOLUTIONS FOR IMMEDIATE ACTION:

2. Be it resolved that this Conference endorse the Women's March on May 10th.
3. Be it resolved that we demand the resignation of the Minister of Labour because of his admitted inability to comprehend and enforce the equal pay legislation in the Province of Ontario and that we send a telegram so stating to William Davis and copies to the press.
4. Be it resolved that this Conference support the mass demonstration called by the Ontario Federation of Labour for May 21st, 1975 in support of free collective bargaining, equal pay for work of equal value, full employment, adequate housing, and to demonstrate our concern about inflation.
5. Be it resolved that this group call for immediate release of Dr. Morgentaler and send a telegram to Trudeau, Lang and Choquette saying that the Conference supports the action of the Amnesty for Dr. Morgentaler Committee which calls for:
 - A) the cabinet to use its Royal Prerogative to commute the sentence of Dr. Morgentaler and
 - B) to release Dr. Morgentaler immediately.
6. Be it resolved that this Conference denounce the "green paper" on immigration as a racist, divisive document, deliberately timed, and that trade unionists, especially women trade union members, use the Senate Committee Hearings scheduled for June 9, 10, and 11 to express their dissatisfaction and opposition to the document.

An amendment to this motion deleted the word "fascist" from -
"racist, fascist, divisive document".

RESOLUTIONS REFERRED TO COALITION

7. (i) Be it resolved that the wording equal pay for equal work be changed to equal pay for work of equal value not taking into account method of production, and
- (ii) be it further resolved that, in order to adequately raise the wages of women, who are the lowest paid workers, we make the following demands in wage struggles:
- a) to raise the minimum wage to an adequate level;
 - b) to demand absolute increases, not percentage increases;
 - c) to demand a full cost of living allowance with an alternate cost of living index to be established by trade unions (uncapped and folded in).

8. Whereas child-care is now viewed as a welfare measure under the Canadian Assistance Plan instead of as a social right, and whereas this legislation hinders the provision of quality care for parents who wish to make use of it, be it resolved that this Conference call on the local Labour Councils, O.F.L., and C.L.C., to undertake an active campaign to press the Federal Government to enact a Canada Child-Care Act which would provide the framework for a Canada-wide system of universal day-care funded through increased taxes on corporations.

Be it further resolved that child-care facilities should be a responsibility of all union-sponsored gatherings and functions to enable women to attend, and the C.L.C. and all such labour affiliations should be asked to encourage all locals to do so by: 1) holding them at lunch hour whenever possible, 2) providing child-care facilities during the time of the gathering or functions.

9. Be it resolved that in the light of the accumulation of so many unconsidered grievances, we urge the Trade Union Movement to implement equal rights by giving special consideration to women's issues at meetings, conventions, conferences, etc.
10. Whereas, because of a lack of internal communication, women as a group are, for the most part, unaware of their rights in their union and consequently they are reluctant to assume positions of leadership, therefore be it resolved that all local unions make an effort to ensure that their women members are afforded every opportunity to develop their leadership potential through attendance at educational seminars, conventions and through membership on internal union committees;

be it further resolved that education programmes for both men and women be established with a view to broadening the understanding by all union members of the problems of working women.

11. Whereas the majority of domestic workers are women - and immigrant women - be it resolved that this Conference urge the trade unions to exert pressure on the Ontario Government to ensure that domestic workers be covered under the Ontario Labour Relations Act and that the trade unions pursue actively the possibility of organizing them.
12. Be it resolved that part-time workers be included at the same scale and with the same benefits as full-time employees. (To be investigated and expanded by the Coalition).
13. Whereas high school textbooks, such as, G.A. Reid's Modern Office Procedures and Sparling's Complete Course in Office Practice are not only biased against union organization - demanding "loyalty", advising leaving the job if you disapprove of your employer, and advocate confidential reports on employees which are actually fink lists, as well as advocating sex-stereotyped roles to keep their jobs, be it resolved that such textbooks be replaced with texts which include instruction in union contracts and collective bargaining procedures and exclude all anti-union as well as sexist biases.
14. Whereas the Government of Ontario publicly adopts a position of favouring the free collective bargaining system, and whereas the Bill of Rights guarantees all Canadians the right to free speech, association and choice, and whereas the Crown Employees Collective Bargaining Act denies civil servants basic democratic rights to political action and restricts their collective bargaining rights, therefore be it resolved that this Conference declare its support for the Civil Service Association of Ontario in its efforts to obtain revision of the Act, and restore basic rights to its 60,000 members.
15. Be it resolved that women in individual locals of trade unions form caucuses to discuss issues which affect them and give encouragement and support to women to accept leadership positions.
16. Be it resolved that the labour movement publicize to women available courses in basic leadership skills such as public speaking, grievance procedures, etc.

STATISTICS AND EVALUATION ON WOMEN IN THE WORK FORCE CONFERENCE

Number of people registered for both days	233
Number of people registered for one day	9
Resource and planning people	49
Number responding to questionnaire	121 (46% of all participants)

(Note: For some questions in the following evaluation, the percentage of answers when summed up exceeds 100%. In these questions, the choices were not mutually exclusive and individuals could indicate more than one response to the question).

1. Do you belong to a union? YES - 62.8%
NO - 37.2%
2. Do you belong to a professional association? YES - 16.5%
NO - 83.5%

3. What is the name of your union or association?

Amalgamated Clothing Workers	...	...	...	...	2
Bakery and Confectionary Workers	...	...	...	...	1
Canadian Food and Allied Workers	...	...	...	...	3
Civil Service Association of Ontario	...	...	...	...	6
Canadian Union of Public Employees	...	...	...	...	22
International Communication Workers Union	...	...	...	...	4
International Ladies Garment Workers	...	...	...	...	1
Ontario Nurses Association	...	...	...	...	6
Ontario Secondary School Teachers Federation	...	...	...	...	3
Oil, Chemical and Atomic Workers	...	...	...	...	1
Ontario Public Employees International Union	...	...	...	...	4
Public Service Alliance of Canada	...	...	...	...	2
United Auto Workers	...	...	...	...	4
United Glass and Ceramic Workers	...	...	...	...	3
MacMaster University Faculty Association	...	...	...	...	1
United Electrical Workers	...	...	...	...	13
United Steelworkers of America	...	...	...	...	5
Toronto Musicians Association	...	...	...	...	1
Sunnybrook Hospital Employees Union	...	...	...	...	1
Union unspecified	...	...	...	...	2
York University Staff Association	...	...	...	...	1
Graduate Assistants Association	...	...	...	...	1
Canadian Labour Congress	...	...	...	...	1

Participants also mentioned membership in the following associations:

Canadian Association of Professional Social Workers
 Registered Nurses Association of Ontario
 Canadian Physiotherapy Association
 The Professional Institute
 The Canadian Historical Association
 The Canadian Association of Slavists
 Toronto Real Estate Board
 CATAPSA
 Teaching English as a SEcond Language Association of
 Ontario
 International Association of Personnel in Employment
 Security

4. What position do you hold in your union or association?

Steward	...	...	...	...	...	...	12
Chief Steward (includes shop steward and shop steward in training	...	...	...	...	...	...	8
Trustee	...	...	...	...	...	...	2
President	...	...	...	...	...	...	3
Vice-President	...	...	...	...	...	...	3
Recording Secretary	...	...	...	...	...	...	4
Negotiation Committee...	...	...	...	...	...	...	3
Women's Committee (2 chairpeople)	...	...	...	...	...	...	6
Recreation Committee	...	...	...	...	...	...	2
Executive member	...	...	...	...	...	...	4

Other positions mentioned:

Divisional Chairman, National Executive Board member,
 Conductor, Assistance Director of CLC, Chairperson of Wage
 Committee, Education Chairman, local Chairperson,
 Secretary-Treasurer, Financial Secretary, Seniority Rep,
 member of Wage Committee, member of Salary and Work
 Conditions Committee, member of Gifts Committee, member of
 Political Action Committee, member of unnamed committee,
 OFL delegate

Participants who belong to professional associations mentioned the following positions:

President, Vice-president of local chapter, representative
 of local chapter (4), organizer, member of Status of Women
 Task Group, committee member (2)

Some people held more than one position simultaneously.

5. How did you hear about the conference?

From union local (and other union channels such as OFL mailing, labour councils, bulletins, etc.)	53.7%
--	-------

From Centre for Women (and its contacts such as local libraries, women's groups, etc.)	22.3%
From friends	14.0%
From your professional association	9.9%
From media publicity	none

6. Why did you come?

For information on women's position in unions	44.6%
For information on women's position in the work force	62.0%
To plan to get involved in some kind of action	41.3%
General interest	25.6%
I was sent as a representative by a group	20.7%

Other:

To change laws for women
 To link with my regular work in human rights
 Becoming organized
 Bell Canada is being organized and I want contacts with women
 To get information and help on organizing unorganized workers
 Because I am interested in helping my sisters
 Because I am co-ordinator of Women's Community Employment
 Centre interested in position of immigrant women
 To lead a workshop
 To be part and take part of a future dream (all women united)
 To learn today's approach

Other, unspecified	0.4%
No answer	1.7%

7. What were your expectations of the conference?

To plan strategy for action	48.8%
To share information	42.1%
For communication and fellowship with other working women	39.7%
To discuss specific problems of working women	61.2%

Other:

To provide feedback as a male
 To help immigrant women
 To set up the coalition which was set up
 To make contacts
 Educational
 To find out which action was being planned

No expectations	2.5%
No answer	3.3%

8. Were your expectations fulfilled?	YES	- 53.0%
	NO	- 9.9%
	UNANSWERED	- 24.8%
	PARTIALLY	- 12.4%

9. How would you rate the following?

	Good	Adequate	Inadequate	Bad
Programme	58.7%	24.8%	9.9%	0.8%
Facilities	79.3%	15.7%	-	-
Food	74.4%	18.2%	2.5%	-

Unanswered 3.3%

Other comments:

not enough time
 needed more time to discuss in plenary
 exclusion of Madeleine Parent, the most distinguished (in my
 opinion) union organizer of Canada and immigrant women, by
 U.S. union reps.
 too many speakers for time available; groups too short

10. Do you see yourself primarily as:

A union member	... ..	48.8%
An unaffiliated working woman	... ..	10.7%
A professional woman	... ..	21.5%
A woman	... ..	43.0%
A taxpayer	... ..	13.2%
A parent	... ..	14.0%
A feminist	... ..	22.3%

Other:

A person
 A woman worker
 A woman who works (not necessarily a professional)
 A socialist
 An immigrant woman and therefore doubly disadvantaged
 Volunteer, housewife, student
 Committed for over 30 years to work re equality and women's
 rights but not a "feminist"
 A working woman who is working full time for an association
 which is in the process of becoming certified
 A human and member of society
 A progressive woman
 Political activist as well as professional musician
 A worker
 A teacher communicating information to students through a
 credit course

Unanswered 1 (0.8%)

11. Age distribution of those responding:

17 - 29 years	35.5%
30 - 39 "	19.8%
40 - 49 "	19.8%
50 - 59 "	19.8%
60 years and over	3.3%
unanswered	1.7%

12. What valuable information did the keynote speaker and panelists cover?

General information on the status and income of working women	... .. 56.2%
Specific information on how to take action to improve conditions for working women	... .. 41.3%
Factual information not known before	... .. 24.0%
Very little useful or new information	... .. 7.4%

Other:

on Sunday, less than I'd hoped
 personal information of women participants
 strongly disliked having Women's Bureau, a government organization speak to us; CLUW woman provided needed solidarity
 good experience
 CLUW of USA
 facts re arbitration concerning women's issues
 interesting attitudes - all different
 equal pay for work of equal value
 Mary Connish was good!
 I enjoyed most of the panelists and speaker but did not really feel I learned anything new
 well-covered
 some specific new things
 incredible inspiration; terrific experience
 trade unions must ACT

13. Saturday Morning Workshops: (Note: In some cases the percentages do not add up to 100% since some people did not respond to all the questions)

a) <u>Leadership Development</u>	<u>Yes</u>	<u>No</u>	<u>Partially</u>
(Number of respondents - 53)			
The topic was relevant	77.4%	5.7%	9.4%
The method of presentation was effective	26.4%	43.4%	20.8%
There was enough time for discussion	17.0%	60.4%	15.1%
I was able to participate	73.6%	5.7%	11.3%
The workshop objectives were reached	22.6%	45.3%	26.4%
My expectations were met	20.8%	43.4%	32.1%

Other comments:

not enough concrete objectives were put forth. Too much general discussion

too much time was spent on internal problem

13. b) <u>Your Rights In Your Union</u> (Number of respondents - 35)	<u>Yes</u>	<u>No</u>	<u>Partially</u>
The topic was relevant	65.7%	2.9%	8.6%
The method of presentation was effective	31.4%	14.3%	28.6%
There was enough time for discussion	22.9%	68.6%	2.9%
I was able to participate	62.9%	20.0%	8.6%
The workshop objectives were reached	22.9%	25.7%	31.4%
My expectations were met	14.3%	31.4%	28.6%

Other comments:

too broad a subject and too varied an experience of participants

there was too little direction and two men dominated my idea of a workshop leader is one who maintains group control, who doesn't put forth her/his own ideas, but is there to guide and to maintain control. I found it the reverse in this workshop. The leader took control in this group.

c) <u>Special Problems of Immigrant Women</u> (Number of respondents - 8)	<u>Yes</u>	<u>No</u>	<u>Partially</u>
The topic was relevant	87.5%	-	-
The method of presentation was effective	50.0%	-	12.5%
There was enough time for discussion	37.5%	25.0%	25.0%
I was able to participate	62.5%	25.0%	-
The workshop objectives were reached	37.5%	25.0%	25.0%
My expectations were reached	62.5%	12.5%	12.5%

d) <u>The Wage Issue</u> (Number of respondents - 14)	<u>Yes</u>	<u>No</u>	<u>Partially</u>
The topic was relevant	92.9%	-	-
The method of presentation was effective	64.3%	14.3%	7.1%
There was enough time for discussion	21.4%	71.4%	7.1%
I was able to participate	85.7%	7.1%	7.1%
The workshop objectives were reached	42.9%	-	28.6%
My expectations were met	21.4%	14.3%	42.3%

Other comments:

leader was lousy

14. <u>Strategies for Action Workshops</u> (Number of respondents - 83)	<u>Yes</u>	<u>No</u>	<u>Partially</u>
The topic was relevant	62.7%	6.0%	3.6%
The method of presentation was effective	51.8%	13.3%	19.3%
There was enough time for discussion	25.3%	54.2%	10.8%
I was able to participate	62.7%	10.8%	8.4%
The workshop objectives were reached	28.9%	16.9%	30.1%
My expectations were met	25.3%	27.7%	26.5%

15. Sunday Morning Workshops

a) <u>Child Care Problems</u> (Number of Respondents - 10)	<u>Yes</u>	<u>No</u>	<u>Partially</u>
The topic was relevant	100.0%	-	-
The method of presentation was effective	60.0%	20.0%	20.0%
There was enough time for discussion	50.0%	30.0%	20.0%
I was able to participate	70.0%	10.0%	-
The workshop objectives were reached	40.0%	10.0%	50.0%
My expectations were met	40.0%	20.0%	40.0%

Other comments:

not clearly helpful in developing strategy since there was a difference of opinion on strategy re industrial day-care vs. community daycare

b) <u>Doing Two Jobs</u> (Number of respondents - 24)	<u>Yes</u>	<u>No</u>	<u>Partially</u>
The topic was relevant	75.0%	4.2%	-
The method of presentation was effective	58.3%	12.5%	8.3%
There was enough time for discussion	41.7%	29.2%	12.5%
I was able to participate	75.0%	8.3%	-
The workshop objectives were reached	37.5%	12.5%	29.2%
My expectations were met	41.2%	16.7%	20.8%

c) <u>Political Action</u> (Number of respondents - 71)	<u>Yes</u>	<u>No</u>	<u>Partially</u>
The topic was relevant	81.7%	1.4%	7.0%
The method of presentation was effective	53.5%	14.1%	18.3%
There was enough time for discussion	33.8%	50.7%	5.6%
I was able to participate	63.4%	4.2%	19.7%
The workshop objectives were reached	43.7%	15.5%	22.5%
My expectations were met	43.7%	18.3%	22.5%

Other comments:

very angry that a conservative member, anti-labour and pro-wage controls, had been asked to lead the workshop.

although I did disagree with some points, this workshop was interesting and lead properly throughout.

16. What action do you intend to take on matters discussed at this conference?

Get involved in setting up a future organization of union women	... .. 31.4%
Join a future organization of union women	... .. 24.0%
Work actively through my own union local or professional association	... .. 54.5%
Get actively involved in organizing around one of the issues discussed at the conference	11.6%

Specify:

- after school child-care in school
- male and female stereotyping
- civil servants to be actively allowed to participate in politics and elections
- the coalition of union women
- closing wage gap (re-negotiating)
- wages, compulsory arbitration and freeze
- unions, wages, non-unionized women
- equal pay

Get involved in existing political structures or women's groups	... .. 19.0%
Work on implementing resolutions	... .. 16.5%
Take political action	... .. 24.0%
Establish and maintain close contact with other working women	... .. 44.6%
Promote affirmative action programs in my company, union, or association	... .. 33.9%
Keep on with present activities	... .. 33.9%

Other comments:

I could not specify one particular action as I wish to do all I can to help working women attain their goals

I plan to meet with other immigrant feminists on a regular basis

in favour of a "Women in the Work Force" organization because I am male, I don't follow many of the questions to take conclusions to a union membership meeting due to the discriminatory exclusion of those women attending this conference, who are involved and in agreement with the principles of the trade union movement but who are, at present, not members of an organized trade union, I will be unable to participate in the coalition established at this conference of women in the work force

working with immigrant women to help raise their level of understanding of rights, etc.

no action - I justify my choice as being a housewife, mother club woman and volunteer person

I would like to help with setting up a future organization but as the resolution was passed, I am unable to do so since I am in management and therefore unable to belong to a union. I am disappointed that the resolution concerning future action excludes unorganized and non-union women research into work experiences of women

GENERAL COMMENTS ABOUT CONFERENCE - 13.2%

1. a) The program was entitled "Women in the Work Force", not "Women in Trade Unions". This was very trade union oriented. Thus, though I gained information about trade unions, I learned very little about professional unions or associations and this was extremely disappointing.
- b) I found the leader of the Strategies for Action Workshop section which I attended far too opinionated to be a leader of a "discussion group". Rather than encourage ideas from people in response to statements made by group members, she answered all statements herself.
- c) There has been a lot of talk about "catching up". Who do we try to catch up to? Who decides when we have caught up? Surely there will always be people who feel we have just a little more "catching up" to do - to the detriment of others.
2. a) I did not come to this conference to be "dictated" to about socialism or political parties, i.e., N.D.P. I wasn't impressed with talking down other political parties.
- b) Panel discussions: My interpretation of panel discussions must be totally wrong for I was disappointed that it consisted mainly of people getting up and "lecturing". I thought it was going to be more of a pro/con debate.
- c) I feel that considering this conference had been in the workings since September 1974, it was not organized properly. I think we should have had more information on the content and the role of the Action Group. Areas (locations) should have been advertised better or instructions given better.
- d) This conference, "Women in the Work Force", was what was advertised, not trade union women. I was very upset with this for all working women who are organized are not in trades but are professionals. By using the word "trade", you're excluding approximately 20,000 nurses who are professionals.

- e) In general this conference was interesting but I hope if and when there's another it will be more "working women" oriented and also better organized as to roles of different individuals involved in the conference.
- 3. I am interested in getting feedback from this conference.
- 4. I certainly hope that this conference was not designed in any way to further the position of women only in Toronto but to unite women in the work force across the country and around the world - not only organized but also unorganized women.
- 5. Problems arose at the end of the conference because the conference was not clearly identified as trade-union oriented.
- 6. a) A suggestion that panelists be limited to speaking for five minutes initially to enable more time to be given to questions from the floor.
b) The chairperson for the final discussion should have been experienced in procedure.
- 7. May I suggest that in future the chairperson of a plenary session be someone well-acquainted with parliamentary procedure?
- 8. I was invited as a feminist on your mailing list. I am about to embark on my graduate course in women's studies at Atkinson College. After six years of extensive field work in the Women's Movement, I observed the split (as women always are) during the conference process between the feminists and the trade unionists' attitude "be nice to our brothers". By not wanting to be destructive to the Conference, I remain silent, for I feel that there has not been made any provision by the conference planners for a place for me to speak.
- 9. What is a bona fide member of a collective bargaining group? Does the Coalition of Immigrant and Migrant Agencies qualify? We're not unorganized.
- 10. I had to leave at 2:00 p.m. as we are having elections in our local at which I am running for a position. I leave here feeling and hoping I'm wrong but it seems that this conference and future ones may be directed to the Toronto area only.

11. General comments on unions in Canada: I am ambivalent on this issue. My feeling is that many so-called "international" unions do not always uphold the interests of Canadian men, not to speak of Canadian women! In the case of the Dare strike, the "international" representative was opposed to the stand taken by the Dare women.
12. Not enough interest given to unorganized groups; poor leadership on panel on behalf of the Centre for Women.
13. Took on trends of being discriminated against as a non-member of trade union. My first meeting on involvement with organized labour at the concluding remarks and report from Action Group and I am not so inclined to let this group of women represent me. They were unable to inspire me to follow their lead. By 3:30 the crowd was walking away. Poor leadership.
14. Conference was poorly organized - continually told we were running behind schedule.
15. I think that the conference should have clearly stated that it was for union, organized women. Then those of us who are unorganized would have understood our position clearly from the beginning. The conference took a quick turn from organized to disorganized.
16. From what I could see of the Conference on Sunday and from what the person who attended in my place on Saturday experienced, I think that the conference was very successful. It is excellent that it happened. Congratulations to the organizers!

DISSENTING OPINIONS

Three dissenting statements were received from individuals who participated in the conference. One woman, an anti-war activist, expressed disappointment in the trade union emphasis of the conference, saying that many women who are concerned to move into management are also in the work force. She felt that present union policies were not being adequately criticized and was not convinced that women would change these policies when they achieve power in the unions.

Another participant deplored the failure of the conference to include Madeleine Parent, who has been organizing women for 35 years. She urged that male-invented barriers should not be allowed to divide women.

A member of the Action Group submitted criticism of the functioning of that group, charging that the coalition resolution presented to the plenary by the Action Group should have read that the coalition maintain liaison with the memberships of the Labour Council and O.F.L. This was the wording of the resolution originally passed through the Action Group, she said. However, the references to organized labour were entirely deleted by an amendment in the plenary.

In addition, an extensive statement regarding the "green paper" on immigration was received with the note that it had been passed in the workshop on immigrant women. However, we have no evidence that it was passed.

COMMENTARY BY THE CENTRE FOR WOMEN

The role of the Centre for Women in this conference was to facilitate and not to direct the coming together of all kinds of working women to discuss their mutual concerns. As a first step towards this end we formed a planning committee representing the community of working women. Some changes in the composition of this committee occurred as a result of various factors and it soon became apparent that women were subject to many pressures which would inevitably affect the proceedings of the conference. We felt strongly that we wanted those present at the conference to affect the outcome, and therefore chose the system of small workshops reporting to the action group.

This plan was optimistic. Some participants at the conference were afraid that any organizing group would be manipulative in a destructive way. The existence of one group with a specific function provoked fears of one group dominating. The system of feedback from the workshops also broke down. Not all the workshop leaders attended the April 12th meeting or fully understood the aims of the planning group to produce action. There were some last minute changes when some leaders became ill, and embarrassment when two leaders defaulted without notifying us, leaving their groups leaderless.

The real problem, however, was probably the need for airing views fully before action could be planned. Many people commented that there was not enough time for each workshop. During a two-day conference time does not permit the full development of the process from exploring issues to formulating solutions. However, both kinds of activity did take place, in spite of some confusion and difficulty, and the ambitious efforts of the conference were not without results.

For instance, non-union women had the opportunity of meeting and listening to union women. For some it was a revelation that unionization, however desirable, does not guarantee an end to women's problems in the workplace. Others recognized the value of unionization and envied the sense of sisterhood demonstrated by the union women. Among the feminists at the conference there appeared to be a feeling that union women were not fully appreciative of the principles of feminism, that their pragmatic approach was not radical enough. These differences, while painful to experience, nevertheless faced a kind of reality test. The conference participants did take away more information about each other than they had had before. We can agree that this particular aim was adequately met.

Although the coalition resolution as ultimately passed excluded non-union women, this was a direct result of the numbers of trade union women attending and the strong expression of their legitimate needs, rather than a contrived outcome or an abnegation of responsibility by the Centre for Women. While the union women now

carry the responsibility of forming and giving strength to the coalition, the Centre for Women does feel an obligation to the non-union women. During the conference the non-union women made a strong statement of their desire to be included in an effort to unite for recognition and better treatment. We will try to support the aspirations of unorganized working women by some further action, in the hope that the coalition will help us in this effort and remain sensitive to the larger unorganized segment of the female work force.

A truly representative organization for working women is probably not feasible at present. There are many barriers to overcome. Conflicts between different union affiliations, between views of professionals and trade unionists, between young and old, and between political parties have to be faced and resolved so that a diversified group can find a basis for functioning. We hope that the conference was a step in this direction.

What the conference demonstrated was the strong motivation of women to take action to improve their situations. The women attending were not passive observers but vocal participants engaged in the very real struggle to work out problems. Their energy and commitment is the source of future action. The first meeting to form the coalition has been held, with 75 women attending (see Appendix C), and a steering committee is making plans for a founding convention in the fall. We hope to see the movement begun at the Women in the Work Force conference carried forward on as many fronts as possible.

APPENDIX A

INTERIM FINANCIAL STATEMENT (To June 30, 1975)

INCOME

Grants:	
Secretary of State, Canada	3,500.00
Women's Programs Division, Ontario Ministry of Labour ...	1,000.00
Registration fees	2,410.00
Carling-O'Keefe donation	47.25
Sale of conference buttons	42.80
Total	7,000.05

ANTICIPATED INCOME

Labour Council of Metropolitan Toronto	1,000.00
---	----------

EXPENSES

Honoraria for speakers, panelists, and workshop leaders ...	1,020.00
Child-care personnel and supplies	244.01
Travel for speakers	393.25
Audio-visual technician	41.25
Food expenses	2,006.00
Bus transportation from subway	336.50
Custodial services	120.00
Registration expenses	68.58
Publicity (brochure and conference buttons)	448.19
Office supplies and duplicating expenses	135.33
Miscellaneous expenses	8.51
Total	4,821.62

ESTIMATED ADDITIONAL EXPENSES

Printing of Conference Report	1,500.00
Mailing of Conference Report	100.00
Duplicating costs	15.00
Conference audio and video tapes	250.00
Total	1,865.00

Note: All funds remaining after outstanding expenses are paid will be transferred to the coalition which was established at the conference for its founding convention as well as to assist the Centre for Women in preparing a follow-up program for unorganized working women.

APPENDIX B

SATURDAY, MAY 3rd:

- 9:00 a.m. - Registration
- 9:30 a.m. - Keynote Address:
"Have Trade Unions Let Women Down?"
Rosemary Brown, M.L.A., B.C.
- 10:45 a.m. - Workshops:
"Womanpower in The Trade Union Movement"
(3 sections for each workshop)
1. Leadership Development
 2. Your Rights In Your Union
 3. Special Problems of Immigrant Women
 4. The Wage Issue
- 12:00 p.m. - LUNCH
- 1:30 p.m. - Panel Discussion:
"Action Out of Anger"
Mary Cornish, Labour Relations Lawyer
April Coulton, Amalgamated Clothing Workers
Sandy Steinecker, Community Worker, Y.W.C.A.
- 3:00 p.m. - Workshops:
"Strategies for Action" (10 sections)
Action Group (members of this group to continue
through to Sunday formulating resolutions and
future action)

SUNDAY, MAY 4th:

- 9:30 a.m. - Panel Discussion:
"Is Legislation the Answer?"
Evelyn Armstrong, United Electrical Workers
Marnie Clarke, Director, Women's Bureau
Kay Eastham, Director, Women Crown Employees
- 10:45 a.m. - Workshops:
"Issues for Working Women" (4 sections each)
1. Child-Care Problems
 2. Doing Two Jobs
 3. Political Action
- Action Group (continued from Saturday)
- 12:30 p.m. - LUNCH
- 1:30 p.m. - Concluding Remarks:
"Towards a Better Future For Working Women"
Yvonne Trower, Ontario Nurses Association
- 2:00 p.m. - Report from Action Group

Women
in the
Work Force

IT'S
ABOUT
TIME!

NOTICE OF FOLLOW UP MEETING TO THE CONFERENCE

DATE: THURSDAY, June 12, 1975

TIME: 7:30 p.m.

PLACE: 33 Cecil Street, Toronto, Ontario

(Please tear off along the dotted line and deposit in the boxes available throughout the room)

O.P.E.I.U.
Local 343

I'm interested in attending the above meeting on _____ ☐

I cannot attend the meeting on _____ but I would like

Humber College to placed on the mailing list for future meetings. ☐
C.S.A.O.
0029811

NAME: _____

ORGANIZATION: _____

ADDRESS: _____

TELEPHONE: _____

APPENDIX D

TELEGRAMS:

The following telegrams were sent in accordance with the desire of the plenary session and signed, Women in the Work Force Conference, 297 participants. Toronto newspapers were informed immediately following the conference.

To: Prime Minister Trudeau
Otto Lang, Minister of Justice, Ottawa
Jerome Choquette, Minister of Justice, Quebec

The Women in the Work Force Conference supports the action of the Amnesty Committee for Dr. Morgentaler which calls for:

- a) the cabinet to use its Royal Prerogative to commute the sentence of Dr. Morgentaler and
- b) to release Dr. Morgentaler immediately

To: John MacBeth, Minister of Labour, Queen's Park

The Women in the Work Force Conference demands that the provincial Minister of Labour enforce the minimum wage of \$2.40 per hour and that bonuses and commissions, fringe benefits, etc. previously enjoyed be unaffected by such enforcement.

To: William Davis, Premier of Ontario

We demand the resignation of the Minister of Labour because of his admitted inability to comprehend and enforce the equal pay for equal work legislation in the Province of Ontario.

APPENDIX E

PLANNING COMMITTEE FOR WOMEN IN THE WORK FORCE CONFERENCE

Shelley Acheson	-	Ontario Federation of Labour
Pauline Anidjar	-	Association of Commercial and Technical Employees
Angela Arkell	-	Canadian Union of Public Employees, Local 1000
Evelyn Armstrong	-	United Electrical Workers
April Coulton	-	Amalgamated Clothing Workers
Renate Krakauer	-	Centre for Women, Humber College
Leslie Lawlor	-	community person
Donna Lee	-	Centre for Women, Humber College
Iona Samis	-	formerly Canadian Food and Allied Workers
Florenz Seychuk	-	Office and Professional Employees International Union
Debbie Stickle	-	Labour Council of Metro Toronto
Yvonne Trower	-	Ontario Nurses Association
Susan vander Voet	-	Opportunity for Advancement Project, Centre for Women

APPENDIX F

PARTICIPANTSWOMEN IN THE WORKFORCE CONFERENCE

Shelley Acheson
Ontario Federation of
Labour
15 Gervais Dr, Suite 202
DON MILLS, Ontario

Judith Adam
Mayor's Task Force on
the Status of Women
6th Floor, East Tower
City Hall
TORONTO, Ontario

Jane Adams
106 Bernard Avenue
TORONTO, Ontario
(F.O.C.A.S.)

Jane Aiton
100 Leeward Glenway
TORONTO, Ontario

Pauline Anidjar
A.C.T.E.
15 Gervais Drive
DON MILLS, Ontario

Angela Arkell
244 Eglinton Ave E
TORONTO 12, Ontario
(C.U.P.E.)

Barbara Armitage
58 Sherwood Ave
Apt 12
TORONTO, Ontario

Euraline Armstrong
2260 Weston Road
WESTON, Ontario
(I.C.W.U.)

Evelyn Armstrong
United Electrical Workers
411 Clendenon Avenue
TORONTO 9, Ontario

Audrey Austin
Citizenship Bureau
Ministry of Culture and
Recreation
24th Floor, 400 University
TORONTO, Ontario

Christine Baird
343 Lakeshore Road East
Apt 2
MISSISSAUGA, Ontario
(C.U.P.E.)

Abigail B Bakan
197 Dovercourt Road
TORONTO, Ontario

Sandra E Bannick
4 Palmerston Square
TORONTO, Ontario
M6G 2S7

Pat Barbour
2601 Bathurst Street
Suite 402
TORONTO, Ontario
M6B 2L5

Liz Barkley
112 Winchester Ave
Apt 3
TORONTO, Ont. M4X 1B4
(O.S.S.T.F.)

Judy Barnes
1100 Hillier Street
PETERBOROUGH, Ontario
(U.E.W.)

Kathy Beeman
54 Cecil Street
TORONTO, Ontario
(C.U.P.E.)

T. Bell
13 San Vitoway
TORONTO, Ontario

Lois Bedard
82 Mayfield Avenue
TORONTO, Ontario

Bonnie Best
24 George Street
ALLISTON, Ontario

Janice Best
7 St Dennis Drive
Apt 907
DON MILLS, Ontario
(O.P.E.I.U.)

Judith Biggin
90 Queens Avenue
TORONTO, Ontario
(B. & C.)

Ann Bishop
6171 Bathurst Street
Apt 310
WILLOWDALE, Ontario

Linda Blackwood
108 Isabella Street
Apt 918
TORONTO, Ontario
M4Y 1N6

Danielle Bonnah
150 Farnham Ave
Apt 306
TORONTO, Ont. M4V 1H5
(A.C.T.E.)

Anu Bose
22 Leopold Street
TORONTO, Ontario

Ken Boston
109 Hiscock Blvd
TORONTO, Ontario

Christine Bottineau
58 Main Street
NEW MARKET, Ontario

Cathy Bowell
Dept of Manpower and
Immigration
2180 Yonge Street
Canada Square
TORONTO, Ontario

Joyce Bowerman
10 Swiss Hts Road
R R #2
OSHAWA, Ontario

Jean Bratrud
119 Spruce Street
OTTAWA, Ontario
(P.S.A.C.)

Barb Breckon
R R #3
TIVERTON, Ontario

Bev Broadfoot
7 Ackes Avenue, Apt 2610
TORONTO, Ontario

Rosemary Brown, MLA
4750 Belmont Avenue
VANCOUVER, B.C.

Wendy Bryans
302 High Park Avenue
TORONTO, Ontario
(O.I.S.E.)

Bea Bryant
408 Osiris Drive
RICHMOND HILL, Ontario
(F.W.T.A.O.)

Wendy Butt
Metro Toronto District
Council of C.U.P.E.
99 Park Home Crescent
WILLOWDALE, Ontario

D Carla Calhoun
159 Woodbine Ave, Apt 3
TORONTO, Ontario

Barbara Cameron
4 Devonshire Pl
TORONTO, Ontario

Margaret Campbell, Q.C.
314 Jarvis St
TORONTO, Ontario

Melisa Campbell
16 Earl Grey Road
TORONTO, Ontario

Glenna Carr
Women's Co-ordinator, TEJA
Frost Bldg North
6th Floor, Queen's Park
TORONTO, Ontario

Tina Cartwright
53 Bimbrok Road
SCARBOROUGH, Ontario

Ellen Chapman
Citizenship Bureau
Ministry of Culture and
Recreation
24th Floor
400 University Avenue
TORONTO, Ontario

Veda Chapman
200 Gateway Blvd, Apt 406
DON MILLS, Ontario
(C.S.A.O.)

Dorothy Cheyne
R R #1
KEETLEBY, Ontario

Lee Chiodo
1920 Weston Road, Apt 1403
WESTON, Ontario
(I.C.W.U.)

Mary Chircoop
106 Brampton Road
WESTON, Ontario. M9R 3J9
(Ceramic Workers)

Alice Chwist
545 The West Mall
Apt 707
ETOBICOKE, Ontario

Marnie Clarke
34 Kings Lynn Road
TORONTO 18, Ontario

Shirley Clark
370 Dixon Road
Apt 104
WESTON, Ontario

Vicki Clifton
165 Erskine Ave, Apt 203
TORONTO, Ontario
M4P 1Y8
(O.N.A.)

Annette Clough
169 Howland Ave
TORONTO, Ontario. M5R 3B7

Beth Collen
665 Eaglemount Cres
MISSISSAUGA, Ontario
(O.P.E.I.U.)

Barbara Compton
3 Superior Avenue
TORONTO, Ontario
(U.S.W.)

Fay Conetta
14 Tacoma Avenue
TORONTO, Ontario
M4T 2B2
(C.U.P.E.)

Patricia Connelly
377 Ridelle, Apt 514
TORONTO, Ontario

Mary Cornish
87 Fuller Avenue
TORONTO 3, Ontario

Beryl Cote
63 Wellington Road
LONDON, Ontario
(C.U.P.E.)

Mary Corkery
67 Golfview Ave, Apt 2
TORONTO, Ontario

Jean Cottam
31 Rockway Cr, Apt 8
OTTAWA, Ontario
K2G 0M3

M Coulter
165 Spalding Avenue
DOWNSVIEW, Ontario

April Coulton
Amalgamated Clothing
Workers
33 Cecil Street
TORONTO, Ontario

H R Cowley
237 Erskine Avenue
TORONTO, Ontario
M4P 1Z6
(Radio Women)

Ruth Crechiola
243 Edgemont St S
HAMILTON, Ontario
(O.P.E.I.U.)

Rosemary Cruise
37 Madison Avenue
TORONTO, Ontario

Anita Dahlin
Human Rights Commission
125 Brock Street
SAINT STE MARIE, Ontario

Terry M Dance
York University
4700 Keele Street
DOWNSVIEW, Ontario
(York Univ Staff Assoc)

Irene Das
40 Homewood Ave, Apt 2804
TORONTO 5, Ontario
(C.U.P.E.)

Marl Day
55 Eglinton Ave E
TORONTO, Ontario

Joyce Denyer
191 Wanless Avenue
TORONTO, Ontario

Lynn Dillon
2 - B Rockway Crescent
SCARBOROUGH, Ontario
(C.U.P.E.)

Jacqueline Dineen
17 Addington Ave
WILLOWDALE, Ontario
(C.S.A.O.)

Georgie Dobbie
882 Fennell Ave E
HAMILTON, Ontario

Pearline D'Oyley
826 College St
TORONTO 174, Ontario
(C.U.P.E.)

Sue Dosso
66 Isabella St, Apt 201
TORONTO, Ontario
(C.U.P.E.)

Myrna Dubie
2369 Lakeshore Blvd
TORONTO 14, Ontario
(U.S.W.)

Murray Dufoe
67 Golfview Ave, Apt 2
TORONTO, Ontario
(C.U.P.E.)

L K Dunn
260 Grantham
Apt 202
ST. CATHARINES, Ontario
(C.U.P.E.)

Kay Eastham
Women Crown Employees
Office
Ministry of Labour
10th Floor
400 University Avenue
TORONTO, Ontario

Ruth Edge
Centre for Women
Humber College
P.O. Box 1900
REXDALE, Ontario

Judith Ellis
110 Broadway Ave, Apt 46
TORONTO, Ontario
(O.N.A.)

Joanne Esson
43 Dunblaine Cres
BRAMALEA, Ontario
(U.E.W.)

B Farnum
6020 Bathurst Street
TORONTO, Ontario

Carol Felker
72 Maxwell Crescent
LONDON, Ontario

Mary Findlay
686 Little Street
PETERBOROUGH, Ontario
(U.E.W.)

Barbara Fisher
15 Tobemory Drive
Apt 1602
DOWNSVIEW, Ontario

Jessie Forbes
740 Kennedy Rd, Apt 5L
SCARBOROUGH, Ontario

Don Fralick
C/o I.C.W.U.
TORONTO, Ontario

Lucy Frederick
3455 Oakglade Crescent
MISSISSAUGA, Ontario
L5C 1X4

Doug Free
704 Carnaby Street
KINGSTON, Ontario
(C.U.P.E.)

Valerie R Freeman
28 Helene St N
Apt 209
MISSISSAUGA, Ontario

Anna Furchella
Citizenship Bureau
Ministry of Culture and
Recreation
24th Floor
400 University Ave
TORONTO, Ontario

Brenda Gallagher
11 Kingswood Road
TORONTO, Ont. M4E 3N4

Sue Gill
21 - 35th Street
TORONTO, Ontario

Wendy Ganev
31 Dupont Street
TORONTO, Ontario

Mary Garreaux
64 Ringway Crescent
REXDALE, Ontario

Doreen Gold
142 Lynbrook Drive
HAMILTON, Ontario

Valerie Graham
R R #2
NEWMARKET, Ontario
(C.U.P.E.)

Susan Green
1710 Woodruff Ave
OTTAWA, Ontario
(P.S.A.C.)

Gloria Greff
63 O'Hara Avenue
TORONTO, Ontario
(O.P.E.I.U.)

Patricia Grinstead
2150 Mississauga Road N
MISSISSAUGA, Ontario
L5H 2K7

Charmie Guettel
44 Dewson
TORONTO, Ontario

Adele Gugino
70 Esther Lorrie Drive
Apt 604
REXDALE, Ontario

Opal Hamill
96 Lappin Avenue
TORONTO, Ontario
(U.E.W.)

Kathy Hamilton
100 Spadina Road
Apt 506
TORONTO, Ontario
(C.U.P.E.)

Veronica Harper
106 Gledhill Avenue
TORONTO, Ontario
M4C 4K8

Anne Harrington
268 Poplar Plains Road
Apt 801
TORONTO, Ontario
(O.N.A.)

Beulah Harrison
606 First Street
LONDON, Ontario
(U.A.W.)

Mary Hassard
165 Spadina Avenue
TORONTO, Ontario
(C.Y.C.)

Joanne Hoffman
451 Bloor St E
Apt 205
TORONTO, Ont. M4W 1J1

Joyce Holden
2575 Danforth Avenue
Apt 915
TORONTO, Ontario

Marianne Rose Holder
415 Parkside Drive
TORONTO, Ontario
M6R 2Z7

Natalie Horbatiuk
32 Maynard
TORONTO, Ontario

Yvonne Hornby
86 Humberside Avenue
TORONTO, Ontario
M6P 1J8

Pam Horton
715 Finch Ave W
Apt 701
DOWNSVIEW, Ontario
(York Univ Staff Assoc)

Helen Hughes
Ontario Hydro F20
77 Bloor Street
TORONTO, Ontario

Carol Humphrey
25 Rambler Dr, Apt 101
BRAMPTON, Ontario
(Women's Centre)

Val Hunnius
11 MacMaster Ave
TORONTO, Ontario
(O.P.E.I.U.)

Virginia Hunter
678 Broadview
TORONTO, Ontario
(York Faculty Assoc.)

Elaine Hygaard
148-B Elm Street
THUNDER BAY, Ontario
(C.U.P.E.)

Janet L. Jackson
291 Grove St E
BARRIE, Ontario
(U.E.W.)

Marilyn Job
304 Brunswick Avenue
Apt 5
TORONTO, Ontario

Elaine Johnson
615 Huron Street
TORONTO, Ontario

Mary Ann Johnston
207 Rink, Apt 303
PETERBOROUGH, Ontario
(U.E.W.)

Naomi Jolliffe
42 Grange Ave
TORONTO, Ontario
(C.U.P.E.)

Walker Jones
81A Harlandale Avenue
WILLOWDALE, Ontario

Pat Kearney
780 Eglinton Ave W
Apt 206
TORONTO, Ont. M59 1E9
(O.N.A.)

Doris Kelly
757 Dundalk Drive
LONDON, Ontario
(U.A.W.)

Isabel Kert
Citizenship Bureau
Ministry of Culture and
Recreation
24th Floor
400 University Ave
TORONTO, Ontario
(T.E.S.L.)

Pat Kerwin
C/o Canadian Labour Congress
OTTAWA, Ontario

Marlene Keutsch
280 Wellesley Street
Apt 703
TORONTO, Ontario

Elizabeth Keyes
C/O Canadian Food and
Allied Workers, Local 725
Suite 302, 15 Gervais Dr
DON MILLS, Ontario

Holly Kirkconnell
93 Parkside Dr
TORONTO, Ontario
(P.S.A.C.)

Margaret Klym
1484 Altona Road
PICKERING, Ontario
(O.P.E.I.U.)

Julie Knipe
55 Emmett Ave
TORONTO, Ontario
(I.C.W.U.)

Renate Krakauer
Centre for Women
Humber College
Box 1900
REXDALE, Ontario

Irene Enid Kusela
40 High Park Avenue
Apt 1608
TORONTO, Ontario
(I.C.W.U.)

Natalie LaRoche
119 Euclid Avenue
TORONTO, Ontario

Linda Latendresse
TIMMINS, Ontario
(C.U.P.E.)

Nancy Lawand
55 St Clair Ave E
Apt 810
TORONTO, Ontario
(Secretary of State)

Leslie Lawlor
154 Lake Promenade
TORONTO 14, Ontario

Chris Lawrence
30 Sword Street
TORONTO, Ontario
(Times Change Women's
Employment Service)

Nancy Lawrence
Ontario Hydro
1053 Main Street W
HAMILTON, Ontario
(C.U.P.E.)

Lynda Leahy
61 Princess Street
PETERBOROUGH, Ontario
(U.E.W.)

Donna Lee
Centre for Women
Humber College
Box 1900
REXDALE, Ontario

Rose Lees
C.S.A.O.
20 Jackson St W
HAMILTON, Ontario

Helen Lenshyj
Citizenship Bureau
Ministry of Culture and
Recreation
25th Floor, 400 University Ave
TORONTO, Ontario.

Leslie Lewis
153 Beresford Avenue
TORONTO, Ontario
(Women's Bureau)

Rita Lockhart
26 Conference Blvd
WEST HILL, Ontario
(C.U.P.E.)

Nancy Logeman
88 Bloor St E, Apt 2602
TORONTO, Ont. M4W 1A7
(C.U.P.E.)

Sandra Lore
36 Amelia Street
TORONTO, Ontario

Mary Lucyk
3275 Homark Drive
MISSISSAUGA, Ontario
(A.C.W.A.)

Margaret Luxton
77 Major Street
TORONTO 4, Ontario

Sharon Lyons
C/o Canadian Food & Allied
Workers, Local 175
Suite 302, 15 Gervais Dr
DON MILLS, Ontario

Laura MacDonald
159 Maple Avenue
BARRIE, Ontario
(U.E.W.)

Jess MacKenzie
26 Lennox Street, Apt 2
TORONTO, Ontario

Dorothy MacKinnon
2A Humberwood Ave
TORONTO, Ontario
(C.U.P.E.)

Sandra MacEachern
236 Sterling Road
TORONTO, Ontario

Kay MacPherson
41 Glengowan Road
TORONTO, Ontario. M4N 1Q1
(N.A.C.)

Phyllis MacRae
3 Ella Street
OTTAWA, Ontario. K1S 2S3

Lerna Magdy
237 Eileen Ave
TORONTO 9, Ontario
(I.U.E.)

Jill Manny
115 Eglinton Ave West
Apt 2
TORONTO, Ontario

Marquerite Marquez
3560 Yonge Street
Apt 102
TORONTO, Ontario

Philinda Masters
165 Spadina Ave
TORONTO, Ontario
(Women's Information Centre)

Melodie Mayson
25 Gulliver Road, Apt 704
TORONTO, Ontario
(York Univ Staff Assoc)

Myma Mather
138 Brunswick Ave
TORONTO, Ontario

Marilyn Matsen
190 Bruce Street, Apt 2
LONDON, Ontario

Mrs L Mazurk
R R #1
Bickle Drive
OSHAWA, Ontario

Donna McCombs
TORONTO, Ontario
(O.S.S.T.P.)

Judith McCallum
366 Markham St, Apt 4
TORONTO, Ontario
(Women's Community
Employment Centre)

Helen McEachern
St Stevens Court
Apt C208
ISLINGTON, Ontario
(O.P.E.I.U.)

Maureen McCormick
37 Madison Ave
TORONTO, Ontario

Mary McGuire
2 Superior Ave, Apt 27
MIMICO, Ontario
(U.S.W.)

Mary Jane McKinlay
9 Prince Charles Dr
ISLINGTON, Ontario
(C.U.P.E.)

Robertta McLay
33 Clark Avenue
THORNHILL, Ontario
(C.U.P.E.)

Claire McLellan
195 Shagnessy Blvd
Suite 715
WILLOWDALE, Ontario
(Women's Communication
Centre)

Agnes McLorinan
Manpower & Immigration
2180 Yonge St
Canada Square
P O Box 25
TORONTO, Ontario
(P.S.A.C.)

Evelyn McKee
20 Cottingham Road
TORONTO, Ontario. M4V 1B2

Shirley McMillan
212 Mt Albion Road
HAMILTON, Ontario

Archie McMillan
212 Mt Albion Road
HAMILTON, Ontario
(C.U.P.E.)

Sharon McNay
R R #3
TIVERTON, Ontario
(C.U.P.E.)

Helen McWilliams
R R #3
TOTTENHAM, Ontario

Terry Meagher
Ontario Federation of Labour
Room 202, 15 Gervais Drive
DON MILLS, Ontario

Irene Menzies
61 Princess Street
PETERBOROUGH, Ontario
(U.T.W.A.)

G Messenger
212 Roselawn Ave
TORONTO, Ontario
(C.U.P.E.)

Mabel Metcalfe
149 Farnbrook Road
SCARBOROUGH, Ontario
(C.U.P.E.)

Linda Michaels
383 Woburn Avenue
TORONTO, Ontario
(I.A.M.)

Denese Mitilinellis
555 Broadview Ave
Apt 1409
TORONTO, Ontario

Joanne Miko
88 Wellesley St E
Apt 107
TORONTO, Ontario
(C.S.A.O.)

Diana Moeser
332 Palmerston Blvd
TORONTO, Ontario
(G.A.A.)

Emma Montebello
37 Farley Crescent
WESTON, Ontario. M9R 2A5
(Ceramic Workers)

Bernie Moore
174 Darlington Drive
WEST HILL, Ontario
(U.E.W.)

Melanie Moore
C/o Y.W.C.A. Bongard House
80 Woodlawn Ave
TORONTO, Ontario

Karen Morin
140 Erskine Avenue
TORONTO, Ontario
(O.N.A.)

Joan Morris
15 - 41st Street
TORONTO 510, Ontario
(O.P.E.I.U.)

Lynda Moss
264 Weldrick Road
RICHMOND HILL, Ontario
(U.E.W.)

Ann Mowey
57 Lombardy Crescent
SCARBOROUGH, Ontario

Gale Munroe
545 The West Mall
Apt 922
ISLINGTON, Ontario
(A.C.W.A.)

Evelyn Murialdo
Centre for Spanish-
Speaking Peoples
107 Dupont Street
TORONTO, Ontario

Patricia Neilson
305 A Sommon Avenue
TORONTO, Ontario

Marilyn E Newberry
48 Laverock Ave
Apt 301
RICHMOND HILL, Ontario
(C.U.P.E.)

Monique Newton
Citizenship Bureau Minist
of Culture and Recreation
24th Floor
400 University Avenue
TORONTO, Ontario

Lorraine Nichol
3430 Brandon Gate Drive
Unit #3
MISSISSAUGA, Ontario

Sue Nicholls
366 Mary Street N
Apt 2
OSHAWA, Ontario
(C.U.P.E.)

Corileen North
456 Merton Street
TORONTO 7, Ontario

Rita Norton
1 West Humber Blvd
TORONTO, Ontario

Christine Nugent
2369 Lakeshore Blvd W
Apt 220
TORONTO, Ontario
(Communications Union of
Canada)

Dorothy Nuttley
5 Capri Road
Apt 1002
ISLINGTON, Ontario
(Ceramic Workers)

Sophie Ogurian
43 Bannan Ave
TORONTO, Ontario. MBX 1T9

Susan Ogurian
43 Bannan Avenue
TORONTO, Ontario. MBX 1T9

Maureen O'Halloran
268 Poplar Plains Road
Apt 801
TORONTO, Ontario
(O.N.A.)

Mrs S A O'Hara
120 Rosedale Valley Rd
Apt 507
TORONTO, Ontario. M4W 1P8

M. T. Okoljoshov
135 Tyndall Ave
Apt 914
TORONTO, Ontario
(U.E.W.)

Evelina Pan
55 Homewood Avenue
KITCHENER, Ontario
(O.P.E.I.U.)

M. Partridge
400 Grenfell St, Apt 325
OSHAWA, Ontario
(U.A.W.)

Beverley Phillips
30A Government Rd.
TORONTO, Ontario. MBX 1V9
(M.T.A.M.R.)

Elizabeth Plumb
9 Donwoods Road
TORONTO, Ont. M4N 2E9

Elsie Porter
1684 Tourangeau
WINDSOR, Ontario
(O.C.A.W.)

Sherry Powell,
Citizenship Bureau
Ministry of Culture and
Recreation
24th Floor
400 University Avenue
TORONTO, Ontario

Sheri Powell
109 Lytton Blvd
TORONTO, Ont. M4R 1L5

Dorothy Quiggin
Centre for Women
Humber College
P O Box 1900
REXDALE, Ontario

Judith Ramirez
589 College Street
TORONTO, Ontario

Nijola Ritchie
11 Rochefort Drive
Suite 127
DON MILLS, Ontario

Alma Roberts
Children's Services Bureau
Hepburn Building
Queen's Park
TORONTO, Ontario

Dorothy H Robertson
37 Eden Place
Apt 103
TORONTO, Ontario

Jennie Robertson
23 Dunraven Drive
TORONTO, Ontario

Mrs J Rosenthal
49 Belvedere Blvd
TORONTO, Ontario
MBX 1K5
(O.P.E.I.U.)

Marilyn Roycroft
Legislative Assembly Bldg
Queen's Park
TORONTO, Ontario

Betty Ruff
923 St Clair Ave W
Apt 301
TORONTO, Ontario

April Rushton
1352 Poprad Avenue
BAY RIDGES, Ontario

Christine Sauchuk
80 Beverley Street
TORONTO, Ontario

Joy Schweizer
15 Grand Avenue
West Court
Apt 3
LONDON, Ontario

Rosanna Scotti
Secretary of State Office
55 St Clair Ave E
TORONTO, Ont. M4T 1M2

Kate Selbom
523 St Clarens, Apt 2
TORONTO, Ontario

Nancy Seppala
1835 Bayview Ave, Apt 325
TORONTO, Ontario, M4G 3E3
(C.N.A.)

Denis Sexton
C/o Canadian Food & Allied
Workers
Suite 302, 15 Gervais Dr
DON MILLS, Ontario

Florenz Sychuk
1355 Silver Spear Road
Apt 1108
MISSISSAUGA, Ontario
(O.P.E.I.U.)

Geraline Shapiro
10 Cloverhill Road
HAMILTON, Ontario
L9C 3L6

Janet Sheldon
298 Markham Road
RICHMOND HILL, Ontario

Barbara Shields
Women's Bureau
10th Floor
400 University Ave
TORONTO, Ontario

Florence Shields
33 Clark Ave
THORNHILL, Ontario
(U.A.W.)

Ted Simmons
15 A Schell Ave
TORONTO, Ontario
(C.U.P.E.)

Agnes Siwick
21 Park Blvd, Apt 211
TORONTO 14, Ontario
(A.C.W.A.)

Elizabeth Smith
Ontario Federation of
Labour
15 Gervais Dr, Suite 202
DON MILLS, Ontario

Diane Smith
246 John St, Apt 7
ARNPRIOR, Ontario

Elizabeth Sobie
393 Melrose Street
TORONTO, Ontario
(C.S.A.O.)

Helen Souter
28 Benfrisco Crescent
SCARBOROUGH, Ontario
(C.U.P.E.)

Mary Spratt
31 The Palisades
TORONTO, Ontario
(United Steel Workers)

Iva Stanley
300 B Queen St, Apt 7
SCARBOROUGH, Ontario
(F.O.C.A.S.)

Sandy Steinecker
Y.W.C.A.
Bongard House
80 Woodlawn Avenue
TORONTO, Ontario
(F.O.C.A.S.)

Zoya Stevenson
382 Montrose Avenue
TORONTO, Ontario

Debbie Stickle
Labour Council of Metro
Toronto
15 Gervais Dr, Suite 203
DON MILLS, Ontario

Judy Stoffman
592 Palmerston Ave
TORONTO, Ont
(Women's Bureau)

Jeanette Swanson
219 Wright Ave
TORONTO, Ontario

Mary Switzer
83 Claver Avenue
TORONTO, 19, Ontario
(U.E.W.)

Debbie Tarshis
5 Auburn Ave, Apt 1
TORONTO, Ontario

Patricia Thomson
C/o Canadian Food and
Allied Workers
Local 633, Suite 302
15 Gervais Drive
DON MILLS, Ontario

Virginia Thomson
87 Jameson Avenue
Apt 506
TORONTO, Ontario
(C.U.P.E.)

Enid Thornton
Citizenship Bureau
Ministry of Culture and
Recreation
24th Floor
400 University Ave
TORONTO, Ontario

Yvonne Trower
Ontario Nurses Association
33 Price Street
TORONTO, Ontario

Barbara Trudell
130 Falingbrook Road
TORONTO, Ontario

Linda Turnbull
28 Frankdale Avenue
TORONTO, Ontario
(I.L.G.W.U.)

Margot Trevelyan
135 Albany Avenue
TORONTO, Ontario

Mary Trew
77 Winchester Ave
Apt 10A
TORONTO, Ontario

Ann Tryell
15 Cougar Court
Apt 908
SCARBOROUGH, Ontario

Susan vander Voet
Centre for Women
Humber College
P O Box 1900
REXDALE, Ontario

Francis Wacey
571 Kingsway
LONDON, Ontario
(C.U.P.E.)

Barbara Waisberg
15 Coldstream Avenue
TORONTO, Ontario
(F.O.C.A.S.)

Lyn Walker
293 Wright Avenue
TORONTO 3, Ontario
(A.C.W.A.)

Lois Wattam
21 Clissold Road
TORONTO, Ontario
(C.U.P.E.)

Barbara Watts
100 Clement Road
WESTON, Ontario
(A.C.W.A.)

Wendy Weeks
1227 King St W
HAMILTON, Ontario

Edith Welch
606 First Street
LONDON, Ontario
(U.A.W.)

Donna Weldon
3228 Yonge Street
Apt 1
TORONTO, Ontario

Margaret Wilson
2 Assiniboine Road
DOWNSVIEW, Ontario
MBJ 111

Britta Winther
12 Pensire
TORONTO, Ontario
(C.U.P.E.)

Marjorie Witten
46 Graylee Avenue
SCARBOROUGH, Ontario
(O.P.E.I.U.)

Lynda Whittick
478 Oshawa Blvd N
OSHAWA, Ontario

Hazel Wigdor
2323 Lakeshore Blvd W
Apt 213
TORONTO 14, Ontario

Maryon Wilke
34 Leith Hill Road
Apt 110
WILLOWDALE, Ontario

Francis Wilkinson
969 Johnathon Drive
MISSISSAUGA, Ontario

Wenda Williams
146 Northwood Drive
WILLOWDALE, Ontario
(P.S.A.C.)

Lil Wright
775 Steeles Avenue
Apt 201
WILLOWDALE, Ontario
(U.E.W.)

Addie Wyatt
Amalgamated Meat Cutters
and Butcher Workmen of
North America
2800 N Sheridan Road
CHICAGO, Illinois
U.S.A.

Neil Young
411 Clendenan Avenue
TORONTO, Ontario

Karen Zeppa
182 1/2 Lisgar Street
TORONTO, Ontario
(C.U.P.E.)

