



# **EATONS ON LEGAL STRIKE**

\*\*\* TO OUR FRIENDS AND CUSTOMERS \*\*\*

We are members of the Retail, Wholesale & Department Store Union and employees of Eatons. In the spring of 1984, we made a democratic decision to join a union. Since then, we tried to negotiate an acceptable collective agreement with our employer.

Our efforts have failed, and in our opinion, have been frustrated by Eatons continual efforts to stall, be unmoving in their position, and toy with our sincere efforts to negotiate.

Some of the issues that remain outstanding, and which Eatons refuses to even consider as part of the agreement, are our present rights to Bereavement Leave, Jury Duty, Statutory Holidays, Vacations, Sick and Welfare Plans, Pension Plans, Lunch Hours, Coffee Breaks... and more. They further refuse to incorporate any wages and classifications in the agreement. The company wants our rights to lay-off and re-call to be primarily based on our appearance and customer profile, rather than our length of seniority with the company. These are just some of the important issues to us, as employees.

After careful consideration, and with great regret, we have no alternative but to take legal strike action.

We ask for your support. Please refrain from shopping at Eatons, using your Eatons credit card, or ordering from Eatons.

We hope to resolve our dispute quickly, and will then be more than happy to again serve you, our valued friends and customers.

Thank you for your support.

Employees of Eatons

Scarborough town Centre  
Shoppers World

Yonge & Eglinton  
St. Catherines

Bramalea City Centre  
London Warehouse Store

Issued by: RETAIL, WHOLESALE & DEPARTMENT STORE UNION ORGANIZING COMMITTEE





# **EATONS ON LEGAL STRIKE**

## ***WE NEED EACH OTHER !***

For over 100 years we, as employees of the T. Eaton Company, have had no respect, no dignity, no security, NO RIGHTS.

We are endeavouring to change this. It is a struggle that affects all of us. The legal withdrawal of our labour will pave the way for the uncertified stores, and make your task much easier.

It is imperative that we have your support and participation. JOIN US ON OUR PICKET LINES. Together, we will succeed in establishing a good collective agreement, that will ultimately benefit every employee of the T. Eaton Company, by eliminating arbitrary management decisions and favouritism.

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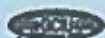
Thank you for your support.

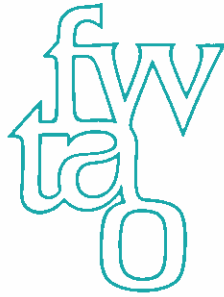
### Employees of Eatons

Scarborough town Centre  
Shoppers World

Yonge & Eglinton  
St. Catharines

Bramalea City Centre  
London Warehouse Store





FEDERATION OF WOMEN TEACHERS' ASSOCIATIONS OF ONTARIO/1260 BAY STREET, TORONTO, ONTARIO, M5R 2B8

December 3, 1984.

Chaviva Hosek,  
President,  
National Action Committee on  
the Status of Women,  
40 St. Clair Avenue East,  
Toronto, Ontario.  
M4T 1M9.

Dear Chaviva:

Enclosed is a copy of a letter to the President of Eaton's, informing him of our support of the Eaton's strikers. We believe this is an important women's strike, like the Dare, Fleck and flight attendants strikes. We hope NAC will take a strong stand on this issue of national significance.

Yours sincerely,

KS:lp  
Enc.

Kay Sigurjonsson  
Deputy Executive Director

Telephone Numbers: Local Calls - 964-1232; Area Code 807 - (416) 964-1232  
Area Codes. 519, 613, 705, Call - 1-800-268-7205  
Long Distance Calls From Area Code 416 - 1-800-268-7002





FEDERATION OF WOMEN TEACHERS' ASSOCIATIONS OF ONTARIO - 206 BAY STREET, TORONTO, ONTARIO M5R 1J5

December 3, 1984.

President,  
Eaton's of Canada,  
Eaton Centre,  
Toronto, Ontario.

Dear Sir:

Our Board of Directors, representing the 31,000 women who teach in Ontario's elementary public schools, has instructed me to express to you our serious concerns about your apparent refusal to negotiate on the most obvious employee concerns, such as seniority, and your apparent attempt to destroy union organization at Eaton's. We have to rely on media reports of the issues, so we are certainly prepared to listen to your side of the story. However, from the media we understand that the current strike has to do with the elimination of favouritism on wages and job security and the substitution of agreed and fair procedures. We do not understand how, in 1984, any company could reject these requests.

Our particular interest in this strike arises from the fact that most (eighty per cent) of the strikers are women and two-thirds are part-time workers. As a women's professional association which has been in existence for over 65 years, we know, as do most other experts on women's employment, that organization is the best way to improve circumstances for women workers. We know, as the recent federal commission on part-time workers discovered, that most part-time workers have no job protection or other rights, and we agree with the federal commission that this situation must end.

.. /

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We urge you to return to meaningful bargaining so that Eaton's of Canada does not go down in labour history as an opponent of even the most reasonable of union requests, and as an opponent of justice for women workers.

Yours sincerely,

EP:ks:lp

Edna Parker  
President



Organized Working Women  
366 Adelaide Street East, Suite 426  
Toronto, Ontario, M5A 3X9  
Telephone: 364-2161

Endorsed by the Ontario Federation of Labour

Dec. 5th, 1984

DEC 6 1984

Chaviva Hosek  
President  
National Action Committee  
Ste. 306, 40 St. Clair Ave. E.  
TORONTO, Ont.  
M4T 1M9

Dear President Hosek,

As a member group of the National Action Committee, Organized Working Women asks the NAC Executive to give leadership to women across Canada by calling for Canada-wide support of the T. Eaton employees attempt to negotiate a "first contract" with six Eaton's stores.

Furthermore, we ask that N.A.C. urge women in Toronto to help in the distribution of an informational leaflet at the entrances of the T. Eaton store on Yonge and Dundas Streets in Toronto on Saturday, December 10th. A sample of such literature is attached.

There is a need to show our solidarity to our sisters on Saturday, December 17 and Saturday, December 24th, at the locations decided upon by the union of the T. Eaton Employees, the Retail, Wholesale & Department Store Union at 15 Gervais Drive, Don Mills.

Let's encourage all women in Canada to give the Eaton's employees a proper "Christmas Present" by shopping elsewhere during the strike.

In solidarity,

ORGANIZED WORKING WOMEN

Lois Bedard, Secretary

LB/bb  
cc: Jennifer Keck  
encl.  
opeiu 343



PRESS RELEASE, FRIDAY DECEMBER 14, 1984

The National Action Committee on the Status of Women (NAC) has joined with other women's organizations and unions in co-sponsoring a day of support for the striking workers at Eaton's stores on December 15, 1984. Support rallies are being organized at key Eaton's Stores across the country, including stores in Toronto, Montreal, Halifax and Sudbury.

The rallies are being held to support the boycott of Eaton's which has been called by the Canadian Labour Congress and others. NAC wants to help the women who are struggling to get a first collective agreement. Eaton's seems intent on freezing out even the most basic of normal union rights, including seniority and grievance procedures.

"80% of Eaton's workers are women and two-thirds of these workers are part-time -- this is an important strike for all women across the country," states Lynn Kaye, NAC Executive member.

In Toronto, the rally begins at 10 a.m. at the Eaton's Centre, corner of Dundas and Yonge Streets. In Montreal, the rally begins at noon at the main store on St. Catherines Street West. Similar rallies will be held in Sudbury and Halifax at the main Eaton's stores at noon, local time.

- 30 -

Contact: Lynn Kaye 1-895-2081  
 Jennifer Keck (705) 673-5427 or 675-1151 x 217



CH, LK, JK, MCM, J

SPEECH BY CHAVIVA HOSEK, President of NAC, IN SUPPORT OF THE EATON'S STRIKERS.  
DELIVERED SATURDAY FEBRUARY 2, 1985

This strike at Eaton's is a historic event for workers in the retail sector and for women. Between 1947 and 1951 the Retail, Wholesale and Department Store Union worked to organize the workers at Eaton's and ultimately failed. At that time Eaton's wages varied depending on employees' ages, sex and marital status--the issues of that organizing drive were low pay, salary inequity and demands for a pension scheme, a grievance procedure, add a seniority system.

During that organizing drive Eaton's raised wages and introduced a very modest pension plan. As a result of that drive, workers in Ontario won improvements in the certification system which have helped other organizing drives to succeed.

Here we are in 1985 and the Retail, Wholesale and Department Store Union is working with Eaton's workers again. The issues remain exactly the same -- low pay--salary inequities, a need for a better pension system, absence of a grievance procedure or a seniority system.

- 70% of Eaton's workers work part-time
- as hourly wage rates go up, the number of hours people are allowed to work go down so that even with years spent on the job, they can never make much more money than when they began
- this strike is about the rights of part-time workers to organize -- a strike for recognition
- 3/4 of the part-time work force in Canada are women - many of whom work part-time because full-time work is not available
- they usually work for lower wages with no benefits; part-time work is the fastest growing segment of the labour force; part-time work is one reason for the continued low wages of women at Eaton's and in all parts of the Canadian economy
- part-time workers must be unionized to bargain for better wages and conditions and NAC joins the Eaton's strikers in working to improve the conditions for part-time workers.
- even though wages are no longer openly directly based on sex or age, transfers and promotions at Eaton's are often based on people's appearance -- their "attractiveness", "thinness" and "youth", and not on their ability to serve customers' needs
- lay-offs can be arbitrary with no explanations given and no recognition of seniority



This description applies to most of the women in the labour force in Canada--low pay, little opportunity for promotion, inadequate pensions or non-existent ones, no seniority protection.

In supporting this strike, we at NAC show our solidarity with the Eaton's workers, 80% of whom are women and with all the women workers in food stores, drugstores and department stores across the country. We show our solidarity with the vast numbers of part-time workers living on low wages with no benefits or protections.

This strike can and will be won if the women in this country, many of whom know what it is like to work for low wages, part-time against their will, with no benefits and no seniority rights support the Eaton's workers. When the women in Canada support the Eaton's workers by not shopping at Eaton's until this strike is settled we send a message to employers, and to governments that economic equality for women is not just a slogan for election times but a goal we will fight for and win by working together and supporting each other. We don't want to stand here 40 years from now fighting for the rights of Eaton's workers to be certified and treated fairly. Now is the time to win.

March 15, 1985

ITINERARY OF THE EATON'S STRIKERS NATIONAL TOUR

MARITIMES

Moncton, March 18 and 19. Contact John Murphy 383-0804, Norman LeBlanc 384-6632, work, 855-3172, home.

Charlottetown, March 20 and 21, Contact Nancy Doucette, 892-7331.

Halifax, March 22 and 23, Contact Leo McKay, 454-6735, Martin Hanratti, 449-2965.

WESTERN CANADA

March 18 Saskatoon, Prince Albert, North Battleford.

March 19 Saskatoon (for Saskatchewan visits call the Regina offices of the CLC, 525-6137.)

March 20 and 21 Winnipeg and Flin Flon.

March 22 Winnipeg.

March 23 Winnipeg, St. Vital, and Stenbeck.

March 24 From Winnipeg to Kenora: Kenora Activities.

March 25 From Kenora to Fort Frances: Fort Frances Activities.

March 26 Fort Frances to Thunder Bay; Thunder Bay Activities in the evening.

March 27 One striker to Atikokan, and another in Thunder Bay all day.

March 28 Thunder Bay.

March 29 Thunder Bay, then going to Sudbury from 4 o'clock p.m.

March 30 Sudbury all day.

March 31 Return to Toronto.

Itinerary - cont'd

Tentative plans are being made for Quebec tour in early April.

Information received from Charles Bauer of the CLC.

613-521-3400

MS/mh  
Mar.15/85