

Ontario Committee on the Status of Women

November 10, 1975

Meeting with the Minister of Labor

Using the case of the Portuguese cleaning women, as background information, we make the following recommendations:

1. That the government ensure fair wages and the right to unionize by:
 - (a) First, sub-contracting only with companies which subscribe to fair wage policy guidelines established by the Ministry of Labor.
 - (b) Secondly, by phasing out the practice of sub-contracting for its service employees.
2. That there be regular publication of all Employment Standards cases (male and female) with their decisions and the grounds for their decisions.
3. That changes be made in existing labor legislation to include:
 - (a) Amendment of the Employment Standards Act (Section 49) to provide the same procedural guarantee for an employee which are provided to an employer - namely, the right to a hearing by an independent referee (as set out in Section 50); and the application of Part I of the Statutory Powers Procedure Act which is presently excluded by Section II (III) of the Employment Standards Act.
 - (b) Implementation of the concept of equal pay for work of equal value.
 - (c) Equalization of pensions and benefits for men and women.
4. That relationships within the Ministry, its branches and related regulatory bodies, such as the Human Rights Commission, and agencies, such as the Women's Bureau, be clarified as to their individual roles and the quality of communications between them. At present, it appears to the general public that there is a lack of co-ordination on specific cases which may interfere with the achievement of real justice.

Attending for OCSW: Lorna Marsden
Pat Lundie
Wendy Lawrence
Marjorie Cohen
Cathy Morrison
Madeleine Parent
Laurell Ritchie

- reorg. of Ministry -- esp. re regional
 - more emphasis on solving cases, & co-ord. between agencies
 - 1 person at ADM level will be esp. for seeing cases thru
- ~~AK~~

- pregnancy leave

- personal opinion -- 17-18 weeks is enough (she compares China)
- she mentions day care in China -- 1/2 hr. twice a day visit from mother to child after 72 ~~hr.~~ hr. leave
(Madeleine mentions less ~~work~~ asked of such women)
- she asks re paternity leave? -- we have no answer re its period

- we would like to see yearly fact sheet from Women's Bureau

- subcontracting - changes in Emp. Standards ^{Relat. Act} should aid employees trying to organize (July 75)
- Clarke says 10 are coming; one in mail; Steph. ~ produce simple complaint cases in public.

Steph. suggests info. on daycare ^{available to} ~~for~~ Women Crown Employees be made publicly avail.

- we should study effects of heavy labor on women (Carrall raised)
- St. wants ^{more} flexible maternity leave allowance

- ~~sex~~

fair wage guidelines are being tied to larger package re fairness in payment ind. min. wage

-- St. mentions 80% of Ont. min. wage earners are secondary family earners or single people

- Human Rights Com. now close under Ministry's jurisdiction

- St. mentions understaffing here; problem of general budget cuts is being fought by Ministry

- Clarke - offer of hearing to Portuguese women is coming from Emp. Standards