

WITT NATIONAL NETWORK NEWSLETTER

APRIL 1994

PRE-CONFERENCE

EDITION

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ALLIANCE OF
WOMEN IN TRADES,
TECHNOLOGY,
OPERATIONS &
BLUE COLLAR WORK

Notes from Your Conference Co-ordinator

This is the Official Newsletter of the WITT National Network published four times a year and distributed to all members in good standing.

Please send us material and information you would like to see shared in this publication. We extend a special invitation to all of our labour market partners and alliances to collaborate with our editorial committee in future editions.

Sincere Thank-you's to all the contributors, and apologies for all that didn't find inclusion in this issue, but look for the New, Improved and Larger, June Conference Edition.

Your Editors:
Marcia Braundy
Erin Linington
Hélène de Montigny

DTP: Kathy Einarson
– Graphic Design
Winnipeg, MB

Are you ready? The countdown is on for the 1994 WITT Conference, **"Building Bridges – Building Partnerships"**! We have lined up many outstanding workshop leaders and special events.

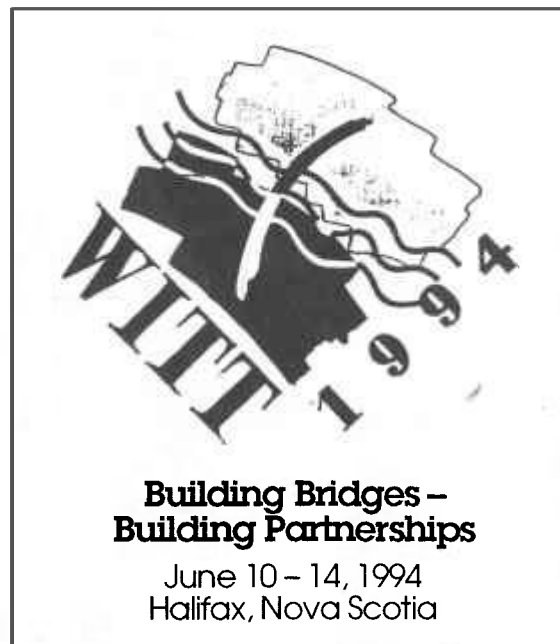
Over thirty women and men on our conference planning committees are working hard to ensure that this conference lives up to the quality and excitement of our previous conferences.

I hope that everyone is now aware of the date change for the conference which has been rescheduled for **June 10th–14th at Dalhousie University in Halifax**. As a result, our conference brochure has only recently been mailed out.

If you need information about the conference you can contact Tricia Robertson at ph: (902)422-0750 or fax:(902)422-0969 or by writing to 6256 Lawrence St., Halifax, Nova Scotia B3L 1J9. If you want to register, send a cheque payable to WITT Na-

tional Network – Conference to Tricia Robertson at the above address.

It has been a wonderful experience talking with people all over the country. I look forward to meeting you all in Halifax!



WITT NN Human Resource Council

After 3 years under I.A.S. Funding; working with government, trainers and educators, labour and business representatives, the WITT NN is pleased to announce the WITT H.R.C.

Sector councils are independent bodies which typically bring together the employee and employer representative to plan and implement strategies for labour market deployment and adjustment. While sector councils have been defined along standard industrial codes (eg. Mining, Auto Parts), WITT fills a Cross Sectorial niche of gender equality in trades, technology, operations and blue collar work.

As the relationships with different sector councils develop, WITT NN HRC will be available to deliver custom designed workshops and presentations. For example: the impact of contract

clauses on women in TTO/BCW, or mechanisms of support for women in the workplace. One other service is the two day forum at the National Conference where labour market partners meet to discuss innovations and issues for women in TTO/BCW.

For WITT front-line women, a 1-800-WITT number, conferences, training, support services and group health insurance for individual members, are some of the products WITT intends to develop to ensure the self-development of WITT women, as well as a constant supply of qualified females in TTO/BCW.

We look forward to further establishing relationships with other equity groups which will realize the best practices both in the workplace, and within the WITT National Network.

National Co-ordinator's Report

Marcia Braundy

WITT National Network Human Resource Council

The big news is that after 5 months of waiting, our WITT National Network Human Resource Council has finally been signed off by Lloyd Axworthy, Minister of Human Resources Development Canada (HRDC. Yes folks, there is yet another acronym, but this one may stick.) We would particularly like to thank Louise Nichol, Terry Lister, Joyce Rankin, Maggie McDonald and Paul Scott who worked very hard up til the last moment to submit a first class proposal, and the staff at HRDC for their ongoing support.

The DataBank!

As a part of this initiative, we will be getting on with the business of setting up our National Data Bank Inventory of TTO/BCW women. For those who have been following this issue over the past few years, this databank will have several components and women may chose to participate in any or all areas. Some of these are:

- A registry for employment
 - A registry of those willing to present as a role model
 - In-depth research on WITT issues
 - Conferences and networking opportunities
 - Available Programs/Resources/Materials
 - Equity Consultants listing
- Please contact the National office if you or someone you know is interested in participating.

Launching "Integrating WITT"

The Halifax Conference, **Building Bridges - Building Partnerships, June 10-14** will be the launching site for "Integrating WITT: Strategies to Welcome Women in Trades, Technology, Operations and Blue Collar Work". This new innovative tool is a self-administered checklist, and can be used by Health & Safety or Equity Committees, Employment Equity personnel, individual WITT women and CEO's to examine and develop your organization's potential for successful recruitment, selection, training and retention of women in these fields. The feed-back from our field pilots

has been enthusiastic and we look forward to a very successful launch.

Since the last full meeting in October, the National Office has been extremely busy, and so have I as the National Coordinator. We were asked to identify potential resource people and instructors for a women's TTO project in Pakistan, and one of those we recommended, Hannah Hadikein was chosen. Joyce Rankin, has been chosen as one of the Canadians on the Beijing Planning Committee for the next major UN Conference on Women to be held in September, 1995. We continue to receive requests for information that will only be available when the DataBank is up and running. Meanwhile, we try to meet those requests as best we can.

National Apprentice Survey - 1994

I have been attending the Advisory Committee of the National Apprentice Survey as the Equity representative. It is good to see that the impetus for increased information on women, visible minorities, aboriginal people and people with disabilities in apprenticeship training is coming from several members of the committee. WITT has been able to provide good input, thanks to Joyce Rankin and the Winnipeg contingent, and Mary Addison from Ontario. At our recommendation, they held an all female focus group, which will assist in re-framing some questions to get the information we are looking for.

Equity in Apprenticeship

Both the BC Apprenticeship Board and the Canadian Labour Force Development Board (CLFDB) have reports and recommendations from their Equity Committees which are trying to move forward. It is a very slow process.

However, I am delighted to say, that the BC government didn't wait for the Board's approval of one of those recommendations, and has now **negotiated** Employment Equity requirements and an increase in apprenticeship training into all the provincial infrastruc-

ture contracts with the building trades, (call WITT National Office for details). At the same time, Ontario is finally going ahead with their Equity in Construction Pilot project in Niagara. The first on site training session happened last week and things are proceeding. This is a government **regulated** agreement, and the building trades balked on any modifications to hiring hall practices, but the support measures set out in the contractual requirements for bidding are excellent. As well, we have been told by Art Eggleton's office and others that there are guidelines which include equity for the federal and provincial co-chairs (call National Office for list) in each province to use in evaluating which projects will proceed with the federal infrastructure dollars. Sheila Finestone, Minister Responsible for the Status of Women, has been very interested and active in moving the government on this issue. With these pioneering initiatives, perhaps we will soon see some real change.

We hope to have one more issue of the newsletter out at the conference, in which will be my last report as WITT's National Coordinator. I look forward to the new leadership and the infusion of time and energy that will come from our new senior staff people with the WITT Human Resource Council. Hope to see you all at the conference!

Thumbs Up!

To: Kate Harrison, who through the Ship Repair Unit Atlantic Trades and Labour Council East, designated her substantial pay-cheque donation to United Way to the WITT National Network. Thanks Kate!

The activities and overall direction of the Network are undertaken by an advisory committee made up of representatives of each of the five regions who work to encourage local and provincial organizations.

REGIONAL REPRESENTATIVES

PACIFIC: Anabelle Paxton (604) 255-4565

PRAIRIE: Erin Linington (204) 772-6591

ONTARIO: Maggie McDonald ((519) 439-7743

ATLANTIC: Kate Harrison (902) 463-2784

QUEBEC ALLIANCE

Hélène de Montigny (514) 646-9060

Some WITT Organizations & Alliances

(* Indicates Newsletter)

Newfoundland WITT;
Ste 603 TD Bldg - 140 Water Street, St. Johns, NF A1C 6H6
Ph:(709)754-3670 Fax:(709)726-1831: Brenda Grzetic

WITT Nova Scotia
General Delivery, Enfield NS B0N 1N0
Ph:(902)883-2065: Brenda Daniels *

FRONT (Femmes Regroupées)
81 rue St-Jean, Longueuil, Que. J4H 2W8
Ph:(514)670-7866 Fax:(514)646-9060: Hélène de Montigny*

WISE
6519B Mississauga Road, Mississauga, Ont. L5N 1A6
Ph:(416)567-9757 Fax:(416)567-7191

ONWITT
8 St. Patrick Street, London, Ont. N6H 1P3
Ph:(519) 439-7743: Maggie McDonald

OWITT
R.R.#1, White Lake, Ont. K0J 1L0
Ph:(613)623-3816: Bettina Baum

United Trades Women
2904 Concession 8, Bowmanville, Ont. L1C 3K6
Ph:(416)263-2364: Judy Mitchell

QUINTE WITT
R.R.#4, Stirling, Ont. K0K 3E0
Ph:(613)395-1472: Natalie Moroz-Cornell

WEMA(Women's Emergency Medical Alliance)
51 Cayuga Avenue, Toronto, Ont. M6N 2G2
Ph:(416)761-1908: Donna Antonenko

Bridges Alumna Association
290 Coronation Drive, Scarborough, Ont. M1E 2I6
Roberta McDowell

Huronian WITT
Box 1836, Penetang, Ont. L0K 1P0
Ph:(705)549-3691: Angie Quinlan and Pauline Mancuso *

Kent-Lambton Women in Trades,Technology,Operations
and Blue Collar Work (TTO\BCW)
R.R.#1, West Lorne, Ont. N0L 2P0
Rebecca Kriefalusi

London Women in Trades and Technology Network
8 St. Patrick St., London, Ont. N6H 1P3
Ph:(519)439-7743: Maggie McDonald *

Ottawa Women in Technology and Trades (OWITT)
P.O. Box 5666, Merivale Depot, Nepean, Ont. K2C 3M1 *

Thunder Bay WITT
155 Oak Avenue, Thunder Bay, Ont. P7B 4W3
Ph: (807)767-3822: Lois Tilson

Organization of Black Tradesmen and Tradeswomen of
Ontario
22 College St., Suite 104, Toronto, Ont. M5G 1Y6
Ph:(416)921-5120

MBWITT
656 Kingsway Avenue, Winnipeg, Man. R3N 0H2
Ph:(204)772-65191: Erin Linington *

SASKWITT--Regina
3524 Victoria, Regina, Sask. S4T 1M1
Ph:(306)522-4157: Denise Needham *

Alberta Women in Trades and Technology
R.R.#6, Box 4, Site 5, Edmonton, Alberta T5B 4K3
Ph:(403)475-4279: Tammy Lee Becker

Calgary WITT
707 Radcliffe Rd. SE, Calgary, AB T2A 6C1
Ph: (403)235-4619: Candy Korecki

Kootenay Women in Trades and Technology
R.R.#1, Winlaw, B.C. V0G 2J0
Ph:(604)352-3872: Sherry Nicholson

Kamloops WITT
1095-7th Avenue, Kamloops, B.C. V2C 3V3
Ph:(604)372-0732: Cari Beckett

Vancouver WITT
Apt.110-2254 McGill Street, Vancouver, B.C. V5L 1C4
Ph:(604)255-4565: Anabelle Paxton

SCWIST Resource Centre
#140-515 W. Hastings Street, Vancouver, B.C. V6B 5K3
Ph:(604)291-5163 Fax:(604)291-5112 E-Mail (Inter Net)
scwist@sfu.ca

Lower Mainland WITT
4240 Halley, Burnaby, B.C. V5G 3C7
Ph:(604)433-9747: Elise Goin

South Island WITT
2271 Benko Road, R.R.#1, Mill Bay, B.C. V0R 1P0S
Ph:(604)474-1128

Sunshine Coast WIT
S2, C18, RR#1, Gibsons, B.C. V0N 1V0
Ph:(604)886-3654: Judie Myers

Yukon Territory
P.O. Box 3913, Whitehorse, Yukon Territories Y1A 5M6
Ph:(403)667-3006;399-4715: Betty Irwin

Northwest Territories WITT
Arctic College, Kitikmeot Campus,P.O.Bag #200,
Cambridge Bay, NT X0E 0C0
Ph:(403)983-7234 Fax:(403)983-2404: Louise Hickey

The Women ARE Out There!

Last year in rural British Columbia, on Vancouver Island, several trades courses were offered specifically for women – one exploratory course based on **WITT Standards & Guidelines**, as well as carpentry and electronics. In all cases the response from qualified candidates far outnumbered available positions, yet we continue to hear employers, unions and government officials, including apprenticeship representatives bemoan the “fact” that they cannot increase the numbers of female working in technical areas...

So much rests on how the recruitment is done.

At WITT's Sectoral Partnership Meeting in December we heard the report from CARS (CDN Automotive Repair & Service Council) in which our input was invited to develop a 2 year “Careers in Motive Power” program involving 50/50 gender participation. When CARS was ready to recruit, they hired WITT members in Winnipeg and London to assist in the selection process.

At Fanshawe College in London, 55 of the 71 applicants were women, much to the credit of Maggie McDonald, WITT's Ontario Rep and a WITT Instructor at the college. Of those, 26 were selected (on the basis of “achievement and capability in reading, math and mechanics” and a grade 12 or equivalent) to be interviewed. Of those, 12 women were selected into the program along with 9 men. Mike McGrath, President of the CARS Council sent an unsolicited letter to the Area Manager of the local Canada Employment Centre saying, “All these candidates showed enthusiasm and a high level of self-confidence and

personal motivation. They knew why they wanted to take the program and had some knowledge of the motive power industry. They were a pleasure to interview. Without the assistance of WITT we would not have seen as many qualified women. In light of the CARS



experience, I would like to endorse the WITT program and encourage their continued successful operations.” We have recently heard that instructors are asking to teach in the program because the quality of the learning is so high!

At Red River College in Winnipeg, out of the 34 candidates interviewed, 18 were

women, and 11 were accepted into the program along with 10 men. WITT member Joyce Rankin worked on the recruitment. At New Brunswick Community College at Moncton, 18 of the 39 candidates were women, 12 were chosen, along with 10 men. The combined drop out rate after 3 months in these programs is 3%, or 1 man and 1 woman, a low almost unheard of in trades related programs.

When CARS initially decided to sponsor 50/50 programs, they were not sure they would be able to identify as much as 50% qualified female candidates and because they were committed, they came to us for some assistance in recruitment. When all was said and done, the high calibre of the majority of female applicants led them to increase the percentage of women in their program. This may have started as an employment equity special measure, but the highly qualified nature of the women candidates led them to increase the percentages on the basis of merit as well.

If you want to be an exhibitor or know of any exhibits that you would like to see at the conference, please let us know. Betty Sketchley, our exhibit coordinator can be contacted at (902)435-6466 or call Tricia Robertson, WITT Conference Coordinator.

Exhibitors have the opportunity

to market their educational services, tools, products and resources to conference participants.

The number of exhibit booths are limited and will be rented on a “first come-first served” basis.

The cost is \$300 + GST if paid in full by April 30th and \$325 + GST after that date.

CONFERENCE
ExhibitorS



F.R.O.N.T.


Femmes regroupées en options non traditionnelles

Nouvelle Alliance

Hélène de Montigny

En septembre 1993, F.R.O.N.T. se rendaient à Halifax pour participer aux réunions du comité consultatif et du comité organisateur du congrès de juin 1994 de WITT (Women in trades, technology, operations and blue collar work) dans le but de voir ensemble quelle genre de collaboration était possible et désirable entre les deux organismes.

WITT est un organisme pan/canadien dont le mandat premier est la défense, la promotion et le support des droits des femmes en matière d'emploi non traditionnel. Son intervention se situe au niveau du recrutement, de la formation et de l'embauche. Un mandat et un rôle qui rejoignent tout à fait les nôtres. C'est pourquoi F.R.O.N.T. a répondu à l'invitation de nos "sisters"; ces deux jours de réunions nous ont permis d'établir les règles du jeu d'une collaboration que nous appelons une **alliance** (qui sera d'ailleurs le nouveau nom du bulletin de liaison de WITT et qui sera diffusé au Québec en version française)

Cette alliance de F.R.O.N.T. et WITT est unique en ce qu'elle prévoit une collaboration quant à l'élaboration de politiques, la révision de tendances, l'échange de contacts, de personnes ressources, d'expertise et de documents. F.R.O.N.T. maintient son autonomie et ne devient pas membre de WITT. Il s'agit plutôt d'une concertation qui inclut des réalités aussi diverses que celles des travailleuses autochtones des Territoires du Nord-Ouest et celles des minorités visibles de l'Ontario. Cette diversité est une richesse que nous nous devons d'exploiter à son maximum.

Ainsi, suite à ces discussions avec WITT le conseil d'administration de F.R.O.N.T. nommait Hélène de Montigny représentante de F.R.O.N.T. à WITT; elle siège au comité consultatif sans toutefois avoir droit de vote. Ces modalités sont de celles qui font l'objet de pourparlers et seront vraisemblablement ajustées et votées lors de l'assemblée générale de WITT en juin '94.

Cette assemblée générale s'inscrit dans les activités du congrès de WITT qui se tiendra les 10 au 14 juin prochain à Halifax en Nouvelle-Écosse. Ce congrès qui se tient aux deux ans est un événement non traditionnel d'envergure qui rassemble plus 300 travailleuses non traditionnelles offre une soixantaine d'ateliers et des

occasions multiples de "batir des liens" avec des travailleuses des quatre coins du Canada. C'est une occasion unique qui stimule, encourage et ressource.

Nous espérons que la délégation québécoise sera encore plus grande que celle du dernier congrès (Ottawa 1992); pour y arriver nous devons explorer toutes les possibilités de subvention. Les travailleuses qui sont à l'emploi de grandes entreprises pourront faire appel à leur employeur et à leur syndicat soit par le biais des comités de condition féminine ou des responsables des programmes d'équité. Les autres devront faire preuve de plus d'imagination... mais nous y travaillerons ensemble. Les fonds sont aussi restreints chez WITT que chez F.R.O.N.T. et les gouvernements distribuent les subventions au compte goutte. Il ne faut pas désespérer pour autant.

Pour vous donner un avant gout de ce congrès lisez le feuillet **Bâtir des liens-Bâtir un partenariat**. Vous recevrez le dépliant officiel du congrès d'ici peu. À noter que F.R.O.N.T. est le contact WITT au Québec.

F.R.O.N.T. (Femmes regroupées en options non traditionnelles) est un organisme provincial qui regroupe des travailleuses en emplois non traditionnels et des intervenantes préoccupées par la place des femmes dans ces secteurs d'emplois. Issues des quatre coins du Québec, elles se rejoignent pour créer un réseau de soutien, d'écoute, de référence, d'éducation, de promotion et de pression. F.R.O.N.T. est un organisme à but non lucratif dont le siège social est à Longueuil, en banlieue de Montréal.

**1994
WITT Conference
SELLS OUT!**

Avoid this predicament – register early! Registrations are going fast and the brochure has just been mailed out.

SKILLS CANADA

May 17-20
Copp's Coliseum, Hamilton
Ontario

"BREAKING NEW GROUND" 1st Canadian Skills Competition

There will be student competitors from high schools, colleges and apprenticeship programs across Canada presenting their technical skills to business, government, educators and the public at large.

Gold Medal Winners will represent Canada at the 1994 United States Skills Olympics in Kansas City, Missouri—June 26–July 1, 1994. Canadian Gold Medal Winners will also be eligible for a chance to represent Canada at the 1995 International Youth Skills Olympics in Lyon, France.

The 1994 Competition, will share coverage with a Technical Trade Show, a Career Fair and the 1994 Canadian Vocational Association Conference.

Skills Canada is seeking volunteers, partners and sponsors. For Additional Information Contact:

Skills Canada
4 Cedar Pointe Drive
Unit D, Barrie Ontario
L4N 5R7
Phone: (705)734-91 Fax:
(705)734-1448

Fun & Learning

We promise to make every effort to ensure that this conference will sharpen your skills while you have fun. Check your registration brochure for details on optional sight seeing tours and the evening of celebration and entertainment at the "lobster extravaganza".

Jacana News

JANCANA or The Job Accommodation Network in Canada: Accommodating persons with disabilities in the workplace. JAN is a toll-free International Information network and consulting resource to enable qualified workers with disabilities to be hired or retained. It brings together information from many sources about practical ways of making accommodations for employees and applicants with disabilities. This cost-free service offers employment solutions for: Employers, employees, service organizations, Canadians with disabilities, human resource professionals, and rehabilitation professionals.

Promoted in Canada by The Canadian Council on Rehabilitation & Work, the toll-free number is: 1-800-JANCANA (1-800-526-2262) between 8AM to 8PM EST. Funding is provided in

Canada by Employment and Immigration Canada. For further information contact; The Canadian Council on Rehabilitation & Work, 410-167 Lombard Avenue, Winnipeg, Manitoba R3B 0T6 (204) 942-4862, TDD (204)944-0341; Fax: (204)944-0753.

SEND POSTERS!

Please send me TTO/BCW posters to display at the conference. Make sure that there is a contact number attached for people to call if they would like to place and order.

If you are not attending the conference but would like to exhibit your manuals or resources, send them along. All potential purchases will be forwarded to you. In return, WITT National Network will get to keep your display examples for its library.

Tricia Robertson

WITT NATIONAL NETWORK

Two administrators for the WITT / Human Resource Council
(Sector Council)

The successful candidates will: administer the project; ensure continuation of funding; chair meetings; supervise support staff; prepare and manage approved budget with proper accounting procedures; implement council policies. Bilingualism is an asset; English is the working language. The ideal candidates have experience in and commitment to issues facing women in trades, technology, operations and blue collar work; excellent communication skills and knowledge of management of non-profit organizations.

Council Administrator: Develop, market & deliver programs to sector council partners; liaise with business, labour, government & educators; manage product development including market analysis, product pricing & front line sales.

Education Administrator: Develop & market educational products; catalogue current resources; design & deliver training to educators; secure memberships from educational institutions & associate members; liaise with business, labour, government, & education partners.

Southern Ontario based, with extensive travel across Canada. Both positions are full time: \$45,000 per annum, commencing ASAP after May 8, 1994. Please submit resumes by April 22, 1994 to: WITT National Network, RR#1, Winlaw, B.C. V0G 2J0. Fax: 604-226-7954. Interviews: May 7 - 8, Toronto, Ontario.

WITT NATIONAL NETWORK MEMBERSHIP

WITT National Network is an education and advocacy organization that promotes and assists in the recruitment, training and successful employment of women in trades, technology, operations and blue collar work.

TERMS OF MEMBERSHIP

• **REGULAR**

A regular member will be an individual female who is interested in the achievement of the WITT National Network's goals and objectives and who has fulfilled obligations of fees as indicated in the Structure Support Document.

• **ASSOCIATE**

These are open to individuals, groups, unions, businesses, etc. interested in supporting the goals of the WITT National Network. Associ-

ate members have voice but may not vote at the National Conference. They may sit as committee members, but cannot serve as members of the National Advisory Committee, nor as provincial / territorial National Representatives or Alternates.

WITT National Network
8 St. Patrick St., London, Ont. N6H 1P3 (519) 439-7743

ANNUAL MEMBERSHIP FEES

REGULAR: \$15.00 or 1 Hour's Wage (whichever is higher)

OCCUPATION _____

EMPLOYER / UNION _____

ASSOCIATE:

- Individual Associate Membership \$30
- Local WITT Groups \$50
- Local Unions Associations and Groups \$60
- Education Institutions \$100
- Employers with under 500 Employees \$100
- National/Umbrella/Union Organizations \$125
- Corporate \$175

Name: _____

Address: _____

Phone: _____

Organization: _____

(GST is included in the membership fees)

WITT National Network
8 St. Patrick St., London, Ont. N6H 1P3 (519) 439-7743

For any donation received above the amount of your membership fee, you will receive a tax deduction receipt.