



# Air Traffic Specialists

Local 2245 CAW Canada  
Women's Committee

Unto each season is  
born a woman of  
great wisdom...  
perhaps you're the  
one....- Jami Akers -



## Why Have A Women's Committee



### Did you know that:

- Our union encourages each Local to set up an active Women's Committee as a means of involving more women in our union
- Women's Committees are guaranteed under Article 41 of the CAW Constitution
- Locals are obliged to set aside minimum funding to be used by Women's Committees per Article 17, Section 12 of the CAW Constitution

### The overall purpose of the committee is:

- To increase participation of women in our union
- To encourage women to run for elected positions such as the Executive, Bargaining, or Health and Safety committees within your local
- To build women's rights in your workplaces and your community
- To identify and work on issues of particular concern to women in your local
- To gain equality and to achieve our goals

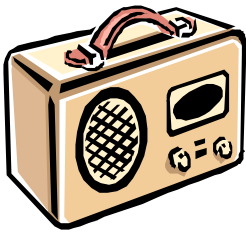
**The Women's Department at the CAW is responsible for coordinating our policy on all matters concerning equality issues and encouraging all members in our union to play an active role. The women's department can be contacted in confidence with respect to racial, sexual and homophobic harassment.**



## Terms of Reference Women's Committee Local 2245

### ELECTION OF MEMBERS

The Executive Board will elect the Committee Chairperson from candidates in good standing from within CAW Local 2245. The Committee Members (up to five) will be selected from the general membership of CAW Local 2245. In the event more than five (5) members express interest in the positions, the selection will be by a random draw of names from all names submitted and accepted by the Elections Chairperson of Local 2245.



### TERM OF OFFICE

The Chairperson and Committee Members will serve a three (3) year term from the date of selection. The selection period will be the same month as the ATSAC Local 2245 Tri-annual Convention. The call for members will be made sixty (60) days prior to convention.

### PURPOSE AND GOAL

The purpose and goal of the committee is to encourage active participation by all members. The committee will help educate the membership on the benefits of union activism. The Women's Committee will work to involve and encourage women to take an active role in the local union. The committee will work at identifying and breaking down barriers for women's participation in the workplace, in society and in the union.

The committee will help group's plan, promote, organize and advertise events, which encourage our members and families to participate in activities outside the workplace.

The Executive Board will allot the committee an annual budget. The committee will establish guidelines for the distribution of funds and will provide input to the Executive Board. The committee may provide financial support to groups or individuals in the form of sponsorship and/or material goods. This support will only be for Committee approved activities that will benefit the member. All requests for financial support shall be made in writing on the approved form and must be received at least thirty (30) days prior to the commitment date. The committee will review all requests for support and will advise the member of the decision within fourteen (14) days of receipt of the request by the Committee Chairperson. The decision will be determined by a majority vote and will be forwarded to the Local Union President. The committee is committed to be fiscally responsible.

The Local Union President and Financial Treasurer will review all expenditures of the committee. The Board of Trustees will monitor all financial expenditures of the committee.

The Chairperson will report all committee activities to the Executive Board. The committee will publish a bulletin quarterly for distribution to the membership.

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**Male and female represent the two sides of the great radical dualism. But in fact they are perpetually passing into one another. Fluid hardens to solid, solid rushes to fluid. There is no wholly masculine man, no purely feminine woman.**

**Margaret Fuller**

## About the Women's Programs Department



The Women's Department of the National Union has a rich history in our struggle for women's greater equality in the workplace, in the community and within the union itself. The department develops women leadership through our Women Activists Program, an annual Women's Conference, and CAW Women's Committees and Networks, which organize around common issues and fight for change. Mobilizing CAW women on equality issues and other union priorities strengthens the connection of women to the union, which means building a stronger movement as we fight for all our members' rights.

Contact the department:

email: [women@caw.ca](mailto:women@caw.ca)

local phone: 416-495-6548

toll free phone: 1-800-268-5763

## Find out how far women have come in management, what's holding them back and why.

### On the up?

Between 1974 and 1998 the number of women company directors increased by a stunning 600 per cent. An example of women smashing, through the glass ceiling? Proof that women have now finally got it all? Well, not exactly. By 1998 the number of women company directors had increased to an all time high of... 3.6 per cent! Less than four in every hundred directors are women. The situation is slightly better in lower management grades, nearly one in five (18 per cent) of all managers are women.

### Stuck in a rut

Women have entered into junior management grades in increasing numbers in the last 25 years – the increase in women managers from 1974 to 1998 was 1,000 per cent – and around half of all women at work have a female boss. But the higher up an organization's hierarchy you go, the fewer women you see. And in male dominated industries women managers are few and far between – nearly nine in ten men working in the UK have a male boss. Even in female dominated sectors like nursing men are more likely to be promoted than women. Although there are more women managers in nursing than men, a disproportionate number of men who go into nursing rise to senior grades.

This is what people mean when they talk about a glass ceiling. Women are starting to move up into management positions, but they reach a certain point and don't seem to go any further. So what's happening? Women managers themselves surveyed by Ashridge Management Centre named stereotypes and assumptions about what they would and wouldn't do as the single most important factor that had held them back in their careers. In contrast men said it was the lack of a sponsor or mentor that had held them back. Unfortunately discrimination still seems to be a problem at senior levels, particularly when appointments are made informally without a proper recruitment procedure. But one of the biggest barriers to women is the long hours expected of senior managers, which make it difficult to combine a management role with other responsibilities, particularly children.



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**“Generosity is giving more than you can, and pride is taking less than you need.**

[Kahlil Gibran](#)

### **The factors**

The long hour's culture is so common in the UK, that many people assume that it's inevitable. When women talk about wanting flexible or family friendly hours they are seen as at best unrealistic and at worst uncommitted to the company. Few people question whether these long hours are necessary, or whether people might actually work better if they had more time off. In many workplaces there is a macho 'culture of presenteeism'; you have to be seen to be there, and nobody wants to be the one to go home on time, let alone early. But in many European countries the opposite is true – if your car is still in the car park after six o'clock it's a sign of failure, proof that you can't do your job properly.

Women are still suffering from the assumption that the average employee is a man, with a wife at home to look after his children, and arrange his social life so that he doesn't have to worry about losing touch with friends and family. This doesn't work for women, and increasingly it doesn't work for men either, who don't want to have the distant relationship with their children they had with their own father, and whose female partners are not willing to take on the full burden of childcare and housework. Ultimately smashing the glass ceiling is about re-thinking the balance between work and home, recognizing that a change in hours is not just better for women, it's better for men too.

### **New research suggests women handle stress better than men.**

Stress evokes very powerful reactions, but researchers recently revealed that stress-coping tactics are very different in men and women. A recent study by the University of California, Los Angeles (UCLA), published in the July 2000 edition of US journal, Psychological Review, claims that the clichéd 'flight or fight' response to stress applies only to men, not women. In the face of stress, women display a very different reaction, focusing on social relations – what the researchers termed a 'tend and befriend' response.

According to a report released by UCLA, the study 'based its findings on analysis of hundreds of biological and behavioral studies of response to stress by thousands of humans and animal subjects'. It was revealed that rather than fleeing or becoming belligerent as was previously assumed, women seek social contact, especially with other women, and spend time nurturing their children, to cope with stress.

### **Stress, the difference**

In a stressful situation, both sexes produce the hormone oxytocin. Shelley E. Taylor, the study's main researcher, suggests that this hormone has a significant effect on the body and 'Animals and people with high levels of oxytocin are calmer, more relaxed, more social and less anxious. In several species, oxytocin leads to maternal behaviour and to affiliation.' But the manner in which this hormone reacts with the gender-specific hormones oestrogen and testosterone, the study suggests, marks an end to the similarities between male and female stress. The testosterone in men counteracts the calming effects of oxytocin, while women's oestrogen enhances it.

**LOCAL 2245  
CAW CANADA**

**Women's  
Committee**

**Chair: Ruth  
Beilman**



**Committee  
Members:**

Linda Craig  
Helen Lang  
Corrine Melmoth  
Tammy Wotherspoon

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**www.**

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Although this gender-based difference is believed to be hormonal, it may have an evolutionary bent. As the traditional protector of children, a 'fight or flight' response would be unsafe for pregnant women, preventing them from shielding their children from impending danger. Women developed a distinctive response that allows them to build relationships and form unions that benefit them and their offspring, taking advantage of the safety of a group.

Taylor stresses, 'I hope women don't find it offensive. But the fact is they have their own response to stress, and it's different from men's. That we've been largely oblivious to this ever since the "fight or flight" concept was first introduced in the 1930s is astonishing'.

She also admitted that her research could be open to misinterpretation by some wanting to restrict women to specific roles. 'We're trying very hard not to have people say, "Aha! We always thought that women should be at home taking care of their children.'" In humans, any carer can provide that kind of nurturing behavior. It doesn't have to be the mother.' She emphasized that the study is not meant 'to say anything about what women should do'.

By facing stressful situations coolly, women may keep their bodies healthier. Taylor also speculates that the 'tend and befriend' response may hold clues as to why, on average, women live longer than men.

### **What has Local 2245 accomplished?**

We have sent two sisters to the CAW National Women's Conference at Port Elgin. See the attached report.

We have provided support to a member participating in a Cancer fundraiser.

We have provided harassment guidance and assistance to several sisters.

