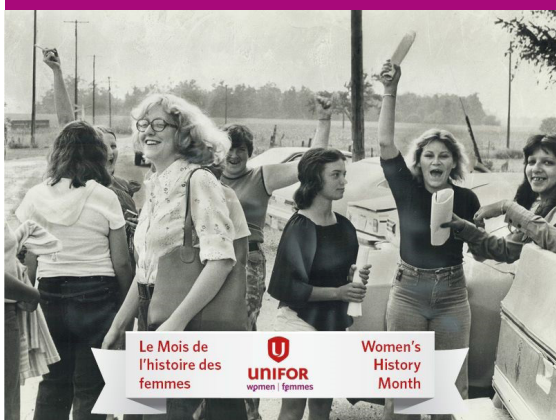




October is Women's History Month! Here, we're recognizing the women who led the Winnipeg Strike in 1919. When the Winnipeg Trades and Labour Council appealed for a general strike in support of the metal workers, the first to walk out were the "Hello Girls," Winnipeg's telephone operators. They left their posts at 7 am ahead of the 11 am general strike, significantly preventing bosses' ability to communicate. Women are leaders in our movement, yesterday, today and tomorrow.



We're recognizing the women who won all workers the right to have Rand reflected in legislation and in their collective agreements.

Workers at Fleck, an auto-parts plant in Centralia, Ontario were predominately women earning slightly more than minimum wage. In the fall of 1977, the UAW organized the majority of the workers and certified Local 1620. By March of the following year, a first collective agreement was still not settled. The company refused to agree to the UAW demand for union security and the automatic dues check-off. According to management at Fleck: "Employees should be free to be members of a union or free not to be."

The ensuing strike lasted 163 days, where strikers faced an astounding show of police force. Five and a half months after the strike began, a settlement was reached and the workers won a raise. They also won a Labour Relations Board order for compulsory payment of union dues. This strike led to a change in the Ontario Labour Relations Act requiring employers to put compulsory dues payment in the collective agreement (the "Rand formula") when requested by the union.

This important strike changed labour law and the labour movement. It was a key strike in enshrining the Rand Formula, which was named after the justice, Ivan Rand, of the Supreme Court of Canada, making it law for everyone and highlighting the need for 1st contract legislation.

Read more about where our rights come from: [https://www.unifor.org/sites/default/files/documents/document/part\\_5\\_-\\_fleck\\_strike\\_r.pdf](https://www.unifor.org/sites/default/files/documents/document/part_5_-_fleck_strike_r.pdf)



Women have long played a key role in the labour movement. This #WomensHistoryMonth, we're highlighting some of these inspiring activists, like Joy Langan, MP Mission-Coquitlam, British Columbia.

Born in 1943, in Rossland, B.C, Langan was a politician, labour activist and writer who spent her life fighting for women's rights and working people.

Langan was elected to Parliament in 1988, along with five other NDP feminists. Their commitment led to increased awareness of gender parity and legislation relevant to women. True to her roots as a working woman, Langan served as the labour critic for the NDP.

After leaving Parliament in 1993, Langan became a national representative for the Communications, Energy and Paperworkers Union (CEP).



In recognizing October as #WomensHistoryMonth, we're sharing stories of the women without whom the labour movement would not be where it is, such as Mable Elmore. Elmore is a Vancouver-Kensington NDP politician from BC who made history in 2009, when she became the first person of Filipino heritage elected in British Columbia Legislature.

As MLA, Elmore represents Vancouver-Kensington and serves as Opposition Spokesperson for Immigration, Temporary Foreign Workers and also as Deputy Finance Spokesperson. In legislature, she has also supported the development of a plan for women's economic equity.

Prior to her election as MLA, Elmore worked as a transit operator for 10 years. Over that time she played an active role within her union, Canadian Auto Workers Local 111, led successful campaigns as a transit advocate and strongly advocated for LGBTQ+ rights.



As #WomensHistoryMonth draws to a close, we pay homage to the women who were integral in pushing for the rights we have now, and the women who are moving the needle today. Carol R. Hughes, three-term Member of Parliament, is one such woman, who has represented Algoma-Manitoulin-Kapuskasing, Ontario after being elected as Member of Parliament in 2008. As Deputy Critic for Aboriginal Health and a member of the Aboriginal Affairs & Northern Development Canada Committee, she is a prominent voice in the call for a national inquiry into murdered and missing Indigenous women. She is also known for fighting to save passenger rail service in Northern Ontario and preserve good jobs. Before entering politics, Hughes was a CEP member and regional representative for the Canadian Labour Congress. While in parliament, she has introduced legislation to expand access to Employment Insurance benefits and to require mandatory reporting of workplace accidents and occupational diseases.