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## FAMILY SECTION

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SECTION B, THE HERALD, Wednesday, March 11, 1987 - Page 1

### Chamber forum

## Pay equity loopholes says Caplan

By MARY-LIZ SHAW  
(Herald Special)

If the pay equity bill currently before Ontario's Justice Committee is left unchanged, 85 per cent of businesses in the province will be exempt from the legislation, according to MPP Eleanor Caplan.

"Bill 154 proposes to enforce equal pay for work of equal value in Ontario through job evaluation schemes. At a recent meeting of the Halton Hills Chamber of Commerce, Ms. Caplan noted the legislation will apply only to businesses which employ more than ten people.

Businesses which qualify for the exemption represent 15 per cent of working women in the province.

However, pay equity is a necessary step in improving the status of women in the workforce in Ontario, she said. Since 1972 the wage gap between men and women has narrowed only four per cent; in 1984, men earned an average of \$28,385 while women earned an average of \$18,234.

"There has been an unconscious discrimination of women in business," Ms. Caplan said. "Right now women who are university graduates earn the same as men who are high school graduates."

Pay equity legislation is a more desirable option than affirmative action programs or enforcing equal pay through collective bargaining, Ms. Caplan added.

"If we move women into higher paying jobs, who will fill the jobs they leave?" she said. "And in collective bargaining equal pay rarely makes it to the table."

If passed, Bill 154 will take six years to implement. All businesses in Ontario employing more than ten people will have to come up with job evaluations according to their particular needs, she said.

Patrick Moran, a labor relations lawyer for Fitz Morley addressed concerns over the pay equity bill such as high costs to businesses and methods of enforcing it.

"If you can't come up with your own evaluation system, the government will come up with one for you," he said. "It will create a lot of business for consultants and lawyers."

A further bone of contention, Mr. Moran said, is the amount of paperwork the legislation will cause. Government representatives touring the province will require forms and documentation proving a correct pay equity plan is in place.

"It won't be impossible, but it will be very, very difficult," Mr. Moran said.

Mr. Moran noted most unions do not support the bill because it will undermine their bargaining positions. The legislation allows for "red circling" of jobs that are currently over-valued. Pay rates for those jobs would then be stalled to allow other positions to catch up.

"You will have trouble red circling jobs in unions," Mr. Moran said.



Cindy Murnaghan (centre) is Georgetown District High School's 1987 Snow Queen. She was selected from a group of nine girls March 6. Standing with her are Monique Tobin (right), the first runner up, and Deb Hall, the second runner up. Paula Hagen was selected Miss Congeniality. (Herald photo)

### Taking winter's chill away



Standing with her escort, Dave Barrow, is Georgetown District High School's Snow Queen for 1987, Cindy Murnaghan. She was picked at the high school pageant March 6. Monique Tobin was the first runner up and Deb Hall was selected second runner up. The girls were scored on their interview with the judges, appearance and costume. The six finalists were also marked on their answer to a final question. (Herald photo)

### Says police chief

## More policemen needed to handle growing cities

By SANDY CAMPBELL  
(Herald Staff)

The Halton Regional Police Force is seeking an 8.3 per cent increase in its budget which goes before Regional Council in April.

For the Halton taxpayer with a property assessed at \$4,500, policing will cost \$7 more in 1987, said Joseph Rinaldo, the director of finance and regional treasurer. The 1987 bill will be \$115.

Assuming, as predicted, that Regional taxes increase 6.5 per cent in 1987, the proposed police budget will be 53 per cent of Halton's expenses, said Mr. Rinaldo. The 1987 police budget is \$22,646,300.

The finance committee approved the police budget March 4. Regional Council will almost probably approve the finance committee's recommendation, Mr. Rinaldo said.

Regional council votes on the police budget when it votes on the entire Regional budget April 8.

"This is not a bare bones budget. This is a consequence budget," said Police Chief James Harding when the budget came before the finance committee. An increasing population and crime rate in Halton are two causes for the increase in spending.

Since 1985 the population of Halton has increased by almost about 7,500 people. Most of that increase has been in the south. Oakville's assessment increased by 8.7 per cent and Burlington's assessment grew 3.5 per cent in 1986.

"Expressed in basic terms, Halton has more people to serve with fewer resources," Chief Harding said. The 1986 increase in calls was 2,340 or 2.9 per cent over 1985.

To answer those needs, more staff need to be hired. The 1987 budget includes new positions for eight police officers, four cadets and eight civilian staff at a total cost of \$305,250. Some of the new positions will involve hiring new people, others will be changes within the force.

When police board members began to work on the 1987 budget, the increase in spending was calculated at 11.8 per cent. To bring the increase down to 8.3 per cent, crime stoppers, the victim assistance pro-

gram and the auxiliary police program and more had to be cut. These programs will be considered again for the 1988 budget, Chief Harding said.

"We're not saying that auxiliary police and crime stoppers are not important. There are just other things more important now," Chief Harding said. Hiring more staff to deal with the increase in calls is a bigger priority, he said.



Chief James Harding

Although councillors present at the finance committee meeting were pleased the police budget was reduced to 8.3 per cent, they reminded the police board of the expenses of other regional agencies. "Everything we give the police affects other agencies negatively," Oakville Mayor William Ferras said.

As an example, Chairman Peter Pomeroy mentioned the Children's Aid Society has been held at or below inflation for years. "I think the police are very responsible in financial planning and service provided," Chairman Pomeroy added.

To reduce the pressure on Halton Police, Chief Harding suggested municipalities hire more bylaw enforcement officers. Between Oct. 1 and Dec. 31 1986, 78 per cent of police calls were about private parking and parking by-laws, Chief Harding said.

Halton's success in crime prevention is the result of crime prevention programs rather than responding to calls after a crime has been committed, Chief Harding said. Even with the increase in crime during 1986, crime has decreased in Halton 29 per cent during the last five years.

### In the hills

#### Immunizations

There will be an immunization clinic held the second Tuesday of each month from 1:30 - 4 p.m. at the health department on 83 Main Street in Georgetown.

Sponsored by the Halton Regional Health Department, the clinic requires appointments. Call 877-2223.

#### Y spring fitness

The Acton YMCA is meeting your fitness needs by offering morning and a new evening fitness class this Spring. Morning classes are twice per week from 9 - 10 a.m. with weekly "weigh-ins" for those trying to shed those extra pounds. Evening fitness classes begin the week of March 30 every Tuesday and Thursday from 8 - 9 p.m. Phone 853-1070.

#### AIDS talk

Jane Buchan will be speaking on AIDS at the Acton Red Cross Annual General Meeting and Awards Night March 16. The meeting begins at 7:30 p.m. at the Christian Reformed Church on Highway 7 in Acton. Volunteers will be honored. Everyone is invited and coffee and dessert will be served.

#### Be involved

Spring is headed our way, and it's time to get and become more involved in the community. Volunteer work is an excellent way to meet new people, learn new skills and fill your time productively. If you are thinking of getting back into the work force but need more experience, consider working as a volunteer receptionist, assisting in a child care program, or helping out at a hospital. There are a wide range of different volunteer opportunities currently available. To find out more about these, contact the North Halton Volunteer Bureau, a program of the Social Planning Council, at 877-3219.

#### Federal contract

A Georgetown company has won a federal contract worth \$215,869, the Department of Supply and Services has announced. Varian Canada Inc. will supply electron tubes for the Defense Department.—Ottawa Bureau

### Recruiting for parents

The Halton Children's Aid Society's 1987 foster parent recruitment campaign is under way across the Region of Halton. The Society is seeking singles, couples and families who can commit even a year to the life of a child. Homes are desperately needed, more acutely in Burlington, but also in Oakville, Milton, Georgetown and Acton. Becoming a foster parent involves a process of screening and training and daily expenses are paid.

More foster parents are needed as we strive to place children in their home city or town so that they can stay in the same school and community. Homes for adolescents are in very short supply, and often involve a short break from their family or a longer stay. For further information contact the agency at 878-2375.

## Children marvel at lady safety officer

By CHARLIE GIBBS  
(Herald Special)

A woman police officer who tours elementary and middle schools receives her share of raised eyebrows when she visits.

Const. Susan Delaney is the new safety patrol officer for Halton Hills, replacing Const. Bill Phipps Feb. 16.

"It's funny to hear young children say: 'oh look! a lady policeman!'" Const. Delaney, who was raised in the town of Azilda, Ontario (near Sudbury), graduated with a Bachelor of Arts from Laurentian University in 1982 and joined with the Halton Regional Police Force that same year. She was transferred to Oakville three years later, and is now returning to Halton Hills.

"I have an outgoing personality, and I think that I can be a positive influence on the children that I see," she said.

In monthly classroom presentations to students in Grades K - 2, Const. Delaney covers such safety concerns as bus and pedestrian safety, bicycles, strangers and street crossing.

"For the younger grades, it is basically just an introduction to the police officer," she said. "I'm really looking forward to the



Const. Susan Delaney

work," Const. Delaney said. "It's a challenge and an opportunity to use my creativity to promote safety through the police force."

The presentations involve learning materials such as films, puppets, visual examples, and, of course, the legendary Elmer the Safety Elephant.

"The kids love Elmer," Const. Delaney said with a smile. "Children are for the most part more open (than adults). They like to touch you and talk to you in the younger grades."

Const. Delaney has a number of ideas for her new position. "I'd like to eventually work with the 4-H groups, and continue our work with the Block Parents. Rural safety is

another area which has great potential," she said.

There are a number of projects currently being planned by the Halton Regional Police which involve safety. Safety Village, for example, is a miniature town being built in Oakville which is designed to give students a practical, hands-on view of safety in our society. The village is a two acre site which has 30 battery-powered cars and motorcycles that travel 3 1/2 miles per hour around model-sized buildings, street lights, cross walks and railway crossings.

"Its purpose is to familiarize children with traffic laws and safety with a hands-on experience," Const. Delaney said.

Safety Village is expected to open May 11, at a cost of \$200,000, which is entirely community-funded. Local sponsors such as Tim Horton's and Canadian Tire are paying for the construction of their own model building in the village.

"I think it's very important because of two reasons," Const. Delaney said. "Number one, it provides the children with hands-on training which is far more memorable than listening to someone recite rules which they

should know. Secondly, it's a fun way and a positive way of joining the community and the police force together in an educational surrounding."

### Cool Cats hot as chefs

By CHRIS POWW  
(Herald Special)

BALLINAFAD—The March 3 meeting of the Ballinafad 4-H Cool Cats began with the 14 members reciting the 4-H pledge. The roll call was answered with "what is our favorite meal away from home?"

After reading minutes of the last meeting, we split up into two groups and half of the members worked on meeting five while the other half went into the kitchen.

The group baked pizza and cooked pudding and the group thought both turned out alright.

We then shared the menu with the rest of the group. The meeting was adjourned at 8:52 p.m. The next meeting is March 10.

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