

Pay equity laws threatening home care warns Red Cross

By **KAREN SMITH**
The Champion

Complying with current pay equity laws will kill Red Cross home care service because it can't afford to pay up, said a spokesman for the organization's Ontario division.

The Red Cross is calling for amendments to make wage requirements for all homemaker agencies more equitable to avoid closing its service, which is used by 70,000 elderly people in 90 Ontario communities, including Milton.

"We have been working for a year with the ministries of labour and health to ensure there is no disruption to our clients," said Allen Prowse, Red Cross Ontario zone general manager.

"Given the government's emphasis on community care, we are calling on legislators to eliminate the unintended impact of the existing pay equity law on the future of home care in Ontario. This matter must be remedied so that our service continues to the clients and the government's priorities for home care can be preserved."

However, the walls are closing in as wages are due to jump from an average of about \$10 to 11 per hour to approximately \$17 per hour on January 3.

The service is provided to 472 clients in north Halton, keeping many of them out of nursing homes, said Valerie Cook, manager of Red Cross Homemaker

Services in Halton. In July, 64 homemakers put in 7,492 hours making 4,349 visits to clients in Milton and Halton Hills.

Ten of Halton's clients are more than 100 years old, Ms Cook said.

Homemakers services include bathing, cooking and light housekeeping.

The Red Cross posted its pay equity plan in 1990, using a method that compares unrelated jobs held mostly by women to jobs within Red Cross held mostly by men, said Red Cross president Gabrielle Moule.

The organization's smaller competitors in homemaker services achieved pay equity by another method known as the proxy option, which capped pay equity obligations at 3 per cent of overall payroll.

But the proxy option was recently overturned by a court ruling that Ontario's attempt to cap salaries violated equality guarantees in the Canadian Charter of Rights and Freedoms.

"I'm sure that once the Ontario legislators realize that the pay equity requirement represents a one-time pay hike of 45 per cent, that common sense will prevail," said Ms Moule.

"Surely they'll recognize that no employee — particularly a non-profit agency — can possibly absorb that kind of an increase and continue operating."

Closing down would mean laying off 350 home care workers in Halton and a total of 6,400 across Ontario.

Suspect arrested for bank jobs

Police have arrested a 45-year-old Mississauga woman alleged to be the 'Floppy Hat Bandit'.

The bank robber, nicknamed for the wide-brimmed hat she wore while holding up 10 banks in Halton, Peel and Mississauga, made off with \$20,000 in the heists from July, 1996 to September, 1997.

One of the targeted banks was the National Trust at Milton Mall, which was robbed on August 7, 1996.

The robber never made threats with weapons, just simply gave the bank tellers a note demanding money, said Det. Sgt. Ron Welsh of Halton Regional Police.

Police arrested the woman Wednesday without incident after she was spotted and followed by investigators.

She was scheduled for a bail hearing in Brampton court yesterday (Thursday).

Milton
AUTOMOTIVE DIRECTORY

	WILSON DR.	4
3	STEELES AVE.	2
	ONTARIO ST.	1
	BRONTE ST.	MAIN ST.

MILTON IMPORT CAR CENTRE
DIV. OF GERRUD INC.
Specialists on Volkswagens Fuel Injection & Diesels
WE SERVICE WHAT WE SELL.
STORE
YOUR BOAT, TRAILER OR R.V. IN OUR COMPOUND... YOU GET THE KEY!
GERHARD & RUDY 583 MAIN ST. E.
878-5330

JIM & KEN are pleased to announce that **STEVE DUDAS** has joined their team of licensed technicians to help expand their services to include exhaust work at:
AACORN RADIATOR AND AUTOMOTIVE SERVICE
More than just a rad shop.
Specialists in Customer Satisfaction
637 Main Street East, Milton
(905) 878-2076

McCORMACK AUTO SERVICES
• Licensed Mechanic
• General Repairs
• Tune Ups
• Brakes
• Air Conditioning
• Computer Diagnostic
D.O.T. Inspection Station
• Rust Proofing
JOHN MCCORMACK
85 STEELES AVENUE, UNIT 6, MILTON
878-0870

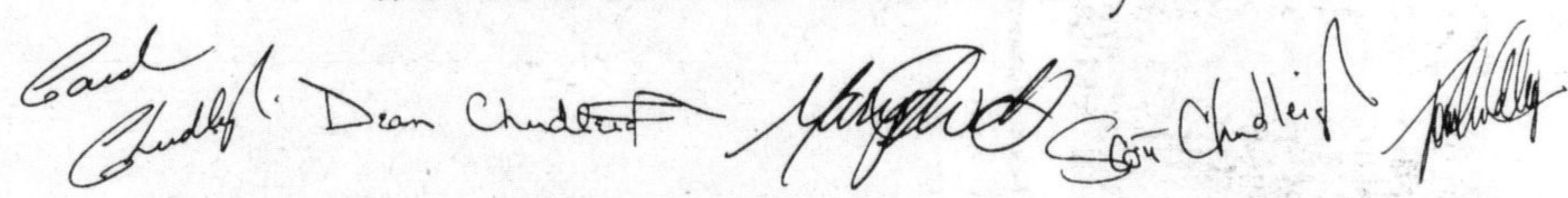
BLACKBURN AUTOMOTIVE
General Auto Repair
Robert Steele
761 Main Street, East
Milton
Bus: (905) 878-2433
Fax: (905) 338-0160

Look for this Automotive Directory every Tuesday, to help you locate your Automotive Service Professional.

- | | |
|------------------|-------------------|
| Ilga Aboltins | Geoffrey Davies |
| Heather Bailey | Bryan Eaton |
| Amy Boycott | Sean Figueiredo |
| Joan Brewer | Scott Glass |
| Darrell Burton | Lindsey Harrold |
| Janine Corbin | Adrienne Hunter |
| Lindsay Darling | Christopher Kenny |
| Lousie Duffield | Daniel Lasby |
| Brian Felstein | Robin Liska |
| Daniel Gillis | Wendy McCaslin |
| Michael Harris | Laura Meriam |
| Andrew Hummel | Meredith Murphy |
| Angelika Jaremek | David O'Drowsky |
| Rosa Kowal | Andrew Pearson |
| Nicole Liska | Marc Robert |
| Tristan McCallum | Heather Rooke |
| Candice Meloche | Ian Runnalls |
| Katherine Murphy | Richard Sherwin |
| Alicia New | Damon Stead |
| John Paul | Lisa Van Altena |
| Michelle Rayner | Geoffrey Webster |
| Dawn Rooke | Michelle Wood |
| Susan Ruddell | Bonnie Arsenault |
| Bruce Shannon | Natalie Beaulieu |
| Erin Smith | Jenny Bradley |
| Jessica Trerise | David Brown |
| Emma Webster | Roger Clark |
| Tim Wilson | Krista Cunney |
| Rita Albin | Pamela Davis |
| Krystal Bard | Jay Enair |
| David Bradley | Scott Findlay |
| Gloria Brown | Sean Graham |
| Deanna Butwell | Heather Harrold |
| Natalie Creces | Emily Hunter |

At this time of Thanksgiving

Chudleigh's Apple Farm wishes to thank all the men and women on our staff, and their families, for their support during our apple harvest.
We couldn't do it without you!



- | | | | | | |
|---------------------|---------------------|-----------------|----------------|---------------------|--------------------------|
| Bryan Kenny | Melissa Robert | Patricia Bagley | Tony Galizia | Philip Mulkins | Manjinder Singh |
| Jed Laughren | Connie Rooyakkers | Justin Beaumont | Marc Gregoire | Andrea Myronyk | Robert Twiss |
| Ponniiah Loganathan | Carol Russell | Melanija Bray | Jeffrey Hertz | Aislinn O'Higgins | Meredith Vaux |
| Jenna Masciantonio | Patricia Sherwin | Lukas Burnes | Mike Hutchison | Melanie Rabenda | Robert Willson |
| Amanda Mulkins | Alex Thomas | Julie Conroy | Debbie Kenny | Julie Robinson | Neil Bagley |
| Sarah Murray | Klaas Van Tol | Shelley Cyr | Irene Lawrence | Shirley Rosenbersky | Bernardo Benitez |
| Helen O'Drowsky | Amy West | Rosalind Davis | Brian Loughlin | Jennifer Sales | Cliff Brewer |
| Paul Pearson | Agustin Zavala-Leon | Andrea Fagnani | Joni McLean | Bev Siegner | Cheryl Burnside |
| | | | | Julie Tipping | Cleo Chmielinski |
| | | | | Judy Vanzutphen | Guillerm Chavez-Espinoza |
| | | | | Angelique White | Gordon Darling |
| | | | | Matthew Bagley | Judy deBlauw |
| | | | | Christy Bell | Leslie-Ann Fagnani |
| | | | | Kathy Breakey | Scott Gilbert |
| | | | | Daina Burnes | Lucy Gurjew |
| | | | | Adam Canning | Candice Hugo |
| | | | | Heather Cunningham | Margaret Ismond |
| | | | | Teri-Lee Davison | Elizabeth Kowal |
| | | | | Lindsey Fairley | Janet Lightle |
| | | | | Patrizia Gerace | Helen McBride |
| | | | | Carolyn Grisold | David McLean |
| | | | | Katie Hopkins | Kimberly Mikkelsen |
| | | | | Sarah Hutton | Jacqueline Nelissen |
| | | | | Melissa Kotack | Kimberly Pemberton |
| | | | | Gail Leopardi | Muriel Rayner |
| | | | | Ryan May | Mary Beth Robertson |
| | | | | Jana McLean | Stephanie Rodrigues |
| | | | | Marg Mulley | Ryan Schofield |
| | | | | Amanda Nelissen | Valerie Slavin |
| | | | | Steven Oleszkowicz | Natalie Vandermaaden |
| | | | | Ashley Ramsden | Jamie Warren |
| | | | | Linda Robinson | Zak Wilson |
| | | | | Gabriel Rosenbersky | |
| | | | | Derek Sandles | |