

Joyce Beaton

Women 40-60: rigid, resist re-training, won't be promoted

Part Two in a Four-Part Series

Marie-Louise Taylor's survey on the forgotten generation of women 40 to 60 was answered by employers. Results showed the average employer doesn't differentiate too much in connection with female employees in this age bracket.

However, some of the complaints mentioned by employers were that the employees are not flexible, but rigid to change in their work pattern, sometimes resistant to re-training, unwilling to accept promotion and the responsibility that goes with it.

To a minor degree a complaint was women showed lack of discretion regarding privileged information.

Also mentioned was the fact that many employees took very little interest in the welfare of the company for which they were working.

Personal calls

Other complaints were the habit of some employees using company time for personal business, such as making and receiving personal telephone calls. This habit resulted in the tying up of company lines which should be at all times available for company business.

Loss of time from their jobs due to illness, family or otherwise were also listed as complaints.

Brief to governments

In her brief to the provincial and federal governments as well as to employers Ms. Taylor made the following recommendations:

Many employers take the attitude that there is no point in hiring a mature woman because they feel it would be a waste of time and money as they consider these women only have a few years left to work.

By the same token, if an employer hires a 20-year-old and trains her, he has no guarantee as to how long she will stay on the job, because she may leave to get married, to have a family, to move to another city, to travel, or just to change the type of work she is doing if she doesn't like it. Chronological age means nothing.

Wisdom of age

Many 70-year-old women can do more in a day than some 40-year-olds, or even 20-year-olds. The advantage of a mature woman is that she has, through having lived and endured many things in her life, obtained wisdom and experience which comes only with the passing years, and wisdom is a commodity which cannot be taught.

Why is it that when a box number is given in a large newspaper the location of the job is not designated? The information would enable a job applicant to know whether she should apply for the position, taking into consideration the fact that she has a car, or has to depend on public transportation.

Is it not possible for applicants to be advised by phone that the position has been filled, or, as an alternative, a brief mimeographed form sent to the applicants to let them know the position has been filled?

Expect several jobs

Another form of discrimination used against many mature workers is the expectation that this person do several jobs for the one salary. A suggestion which could be seriously considered in the hiring practice is a written, not verbal, agreement which would state the starting salary, and at what future periods that salary would be subject to review, without the employee having to bring up the subject on her own.

A practice which is becoming common south of the border is to make public to all employees any salaries and promotions given in order to maintain morale. There is nothing more demoralizing for an employee to learn via the grapevine, or accidental gossip, that another employee working alongside has received a hefty raise, or promotion with no explanation given.

Instant managers

Regarding young university graduates who become "instant managers", there is still much to be said for the apprenticeship system, whereby a person in charge has had to start at the bottom, knows every facet of the business and by the time a senior position is reached is acquainted with the problems of the employees at every level.

Wedding

Weatherill - Hood

Grace Anglican Church, Milton was the setting for the exchange of wedding vows in the marriage of Joan Catherine Hood to David Weatherill. Rev. Dr. G. W. Brownell of Burlington officiated at the double ring ceremony. Nancy Nova was the soloist and sang "Until" and "Wedding Song" accompanied by Diane Canel on guitar. Robert Argall was the organist.

The bride was given in marriage by her father. Miss Pat Pipher of Burlington was maid of honor. The bridesmaids were Patti Hood, sister of the bride, Carol Nova, cousin of the bride, and Mrs. Louise Scott.

Brian Carter of Hamilton was best man and the ushers were Bill Lewis, Dennis Weatherill, brother of the groom and Jeff Carter, all of Hamilton.

Special guests were the bride's grandparents Mr. and Mrs. Mel Hood of Milton and Mr. and Mrs. Harry Waterhouse of Acton.

Following the wedding a reception and dance was held at the Boyne Community Hall. Bruce Hood, uncle of the bride was master of ceremonies. About 125 attended.

The couple honeymooned in Florida. On their return they will be living in Hamilton.

Prior to the marriage, the bride was honored at four showers given by friends and relatives. Her great-aunts sponsored one at the home of Mrs. May Hoare in Acton; Carol Nova, Laurie Scott and Marina Nova gave one in Milton; Pat Pipher and Patti Hood sponsored a personal shower at the bride's parents' home in Burlington; and the groom's sister-in-law Sue Weatherill held one in Hamilton.



MR. AND MRS. DAVID WEATHERILL are pictured at the mill pond following their wedding July 19. She is the former Cathie Hood, daughter of Mr. and Mrs. Murray Hood of Burlington.

Champion Family Page

Expect 300 seniors

The fall rally of Zone 13 Senior Citizens Clubs, which groups clubs from as far away as Brampton and Waterdown, is to be held this year at the new Milton arena.

Milton Council last week agreed to let the organization have Lions Hall for \$50—the cost of cleaning up. More than 300 persons are expected to participate in the day-long event.

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Dance-Fowler vows

St. Joseph's Catholic church, Acton was decorated with yellow and mauve mums and baby's breath on July 12 for the wedding of Barbara Joan Fowler and Robert Brent Dance.

The bride is the daughter of Mr. and Mrs. Albert Fowler, 112 Bower Ave., Acton and is a key punch operator at Disston (Canada) Ltd. The groom is the son of Mr. and Mrs. Robert Dance, Milton and is employed by Ledwith's Super-Save, Milton.

Father James Smye officiated at the double ring ceremony with Mrs. A. Salt playing Ava Maria, We've Only Just Begun and Ode of Joy on the organ.

The bride's friend, Kim McIntyre, was the maid of honor. Bridesmaids were the bride's two cousins, Karen White and Catherine Smith and another friend Ann Luty. Flowergirl was Kim Dance, the groom's sister.

A friend of the groom, Jim Robertson, was the best man. The bride's brother, Bruce Fowler, the groom's brother, Jim Dance, and a nephew of the groom, Frankie Panton were ushers. Billy Panton, another nephew, was the ring bearer.

An evening reception was held at the Acton Music Centre.

Special guests at the wedding were the bride's grandmother Mrs. H. White, her grandmother and aunt, Mrs. V. McManus and her great uncle, Mr. A. McManus.

Schools

The bride attended M. Z. Bennett school and Acton high school. The groom attended Martin St. Public school and Milton high school.

The groom's parents entertained for the rehearsal party at their home in Milton.

Prior to the wedding, the bride-elect was feted to many showers. Aunts of the bride, Mrs. B. White and Mrs. G. Smith, and cousins Karen White and Catherine Smith held the first shower.

Mrs. J. McLennon and Mrs. G. Ekstein held another, as did Mrs. E. Coker and Mrs. Dave Dodgson. A fourth shower was held by Mrs. L. McIntyre, Kim McIntyre and Ann Luty.

Mrs. L. Synnot, Mrs. K. Hodgson and Mrs. Wm. Knight held the fifth event with the groom's sisters Mrs. W. Panton, Mrs. J. Dent, Miss K. Dance and Mrs. J. Dance holding the sixth. The office staff at Disston also held a shower.

A stag was held for the groom at the Sportsmen's Club in Milton.

Wedding guests were present from Kearney, Huntsville, South Porcupine, Toronto, Orillia, Brantford, Paris, Guelph, Gravenhurst, Quebec, Windsor, London, Ayr and Aberdeen, Scotland.

The newlyweds will live at 40 Maria St., Acton.

—Burlington Fire Department has estimated the loss in last week's barn fire at the George Coverdale farm at \$60,000.



BARBARA FOWLER and Brent Dance were married in St. Joseph's Catholic church, Acton. The bride is the daughter of Mr. and Mrs. Albert Fowler, 112 Bower Ave., Acton and the groom is the son of Mr. and Mrs. Robert Dance, Milton. — Wm. Stuckey Photo.

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with Dolores Melanson
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50TH ANNIVERSARY—The family of Mr. and Mrs. Clare Ford of 5357 First Line, Milton, invite you to join them on Sunday, August 31 to celebrate their 50th wedding anniversary. An open house will be held from 2 to 4 and 7 to 9 p.m. at their home. The Fords would appreciate the pleasure of your company only.

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