#### Jane Irene Armstrong Fond

Prepared by: Azure Pham Date: November 2023

#### COLLECTION LEVEL DESCRIPTION

Dates: 1998-2005

Extent & Physical Description: 1 box, 39 folders

Class of materials specific details: 102.4m of textual & graphic material, 30 Photographs, 2 CDs, 1 USB

#### ADMINISTRATIVE HISTORY OR BIOGRAPHICAL SKETCH

Jane Irene Armstrong was a UAW/CAW (now Unifor) national representative from 1980-2004. Her work from the outset involved integrated paid and unpaid work which was encouraged for all from the rank-and-file leadership to national staff of the union.

Social unionism is integral to the history of the United Auto Workers union, then the Canadian Auto Workers union when it split from its American origins in 1985 and carries on in the present. It is a philosophy that recognizes the role of trade unionism goes beyond the conditions of the workplace to struggles that encompass the working class in their communities and around the world. To paraphrase the words of Mozambique leader, Samora Machel, 'solidarity is not an act of charity but an act of mutual respect'.

For the decade of the 1980s, Armstrong was an integral part of the South African Congress of Trade Unions Solidarity Committee (SACTU Solidarity Committee) working to build anti-apartheid solidarity within the Canadian trade union movement. Whether working evenings or weekends or arguing on the mic of conventions such as the Canadian Labour Congress for stronger actions, it was participation in internationalism, "An Injury to One is an Injury to All".

Work to eliminate child labour increased in intensity in the 1990s with unions exposing, around the world, children polishing gemstones, working in agriculture such as coffee and cocoa and enslaved in brickworks, rug making and soccer balls in India and Pakistan. In my capacity as a national representative, Armstrong worked with various organizations including Free the Children in the 1990s in addition to my role as CAW Communications Director (1994-2004). As well in the mid 1990s she was elected Vice-President of the Ontario Federation of Labour (OFL) where the issue of child labour catapulted on to the national news with the 1995 OFL convention speech by 12- year- old, Craig Kielburger. [See Kielburger, Craig, 1998, Free the Children, Chapter 2]. The extraordinary financial pledges made from the floor of the convention were placed in a trust fund and Armstrong chaired the discussions which settled on supporting an organization in India dedicated to freeing children from bonded and slave labour, the South Asian Coalition on Child Labour (SACCS).

Free the Children shifted away from eliminating child labour to other endeavors and Armstrong left the organization but continued with the labour movement to advocate for political change to ban child labour and enforce the rights of the child for education. To that end, Armstrong was part of the Canadian Labour Congress delegation to the International Labour Organization (ILO) meetings of 1998-1999 to create a new instrument, #182, to eliminate the worst forms of child labour.

The Canadian Auto Workers union continued to financially support the South Asian Coalition on Child Labour (SACCs) led by Kailash Satyarthi and in 2003, Armstrong was sent by the CAW to India to

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observe the work at Bal Ashram in India, built by SACCS that the OFL and later, the CAW supported financially. In 2014 Kailash Satyarthi received the Nobel Peace Prize.

While Armstrong worked on other issues: universal childcare, women's issues, she was not unique, as thousands of trade unionists worked paid and unpaid on a host of local, national and international issues.

The Ontario Federation of Labour created in 1957, serves as an umbrella group for working people and their unions.

The Canadian Auto Workers Union is now Unifor. Unifor was formed on August 31, 2013, and marked the union of the Canadian Auto Workers union (CAW) and the Communications, Energy and Paperworkers Union of Canada (CEP). Unifor is now Canada's largest private sector union.

The South Asian Coalition on Child Servitude was founded in 1989 in Delhi India. Their aim is to create a child labour free society, where all children attend school; identify, liberate, rehabilitate and educate children in servitude through direct intervention, coalition building and mass mobilization.

#### **SCOPE & CONTENT**

The material is comprised mostly of textual records from the Ontario Federation of Labour, the Ontario Auto Workers Union, and the South Asian Coalition on Child Servitude. Photographic (physical & digital) and moving image files are also included. The material content covers the topic of child labour, more specifically information related to the Bal Ashram Trust.

**Restrictions on access:** No Restrictions on access

Language: English and Hindi

**Arrangement:** Material was not arranged in any discernible order besides keeping documents from the same folder together. Files placed together during the donation have been kept together. The files are arranged into series.

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Date: November 2023

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#### SERIES LEVEL DESCRIPTIONS

Series 1.0: Ontario Federation of Labour

**Date range**: 1997-1998

**Extent**: 18.6m of textual records (7 Folders)

Scope and content: Documents between the Ontario Federation of Labour, Children's Trust Fund, and

South Asian Coalition on Child Labour.

Arrangement: Material was not arranged in any discernible order. Files placed together during the

donation have been kept together.

Access: Open

For further details, see file list in appendix.

Series 2.0: Canadian Auto Workers Union

**Date range**: 1997-2002

**Extent**: 3.4m of textual records (2 Folders)

**Scope and content:** Documents pertaining to Canadian Auto Workers site visit in India.

Arrangement: Material was not arranged in any discernible order. Files placed together during the

donation have been kept together.

Access: Open

For further details, see file list in appendix.

Series 3.0: South Asian Coalition on Child Servitude

**Date range**: 1998-2004

Extent: 60m of textual records (22 Folders)

Scope and content: Documents about South Asian Coalition on Child Labour.

Arrangement: Material was not arranged in any discernible order. Files placed together during the

donation have been kept together.

Access: Open

For further details, see file list in appendix.

**Series 4.0:** News Clippings **Date range**: 1998-2003

**Extent**: 5.6m of textual records (4 Folders)

**Scope and content:** News articles in English and Hindi about child labour.

Arrangement: Material was not arranged in any discernible order. Files placed together during the

donation have been kept together.

Access: Open

For further details, see file list in appendix.

Series 5.0: Miscellaneous: Guidebooks and Maps

**Date range**: 1998-2000

**Extent**: 14.8m of textual records, 1 map (4 Folders)

#### Jane Irene Armstrong Fond

Prepared by: Azure Pham Date: November 2023

Scope and content: Series consists of guidebooks for India and maps.

Arrangement: Material was not arranged in any discernible order. Files placed together during the

donation have been kept together.

Access: Open

For further details, see file list in appendix.

**Series 6.0:** Photographs

Date range: n.d.

Extent: 30 photographs

**Scope and content:** Series consists of coloured photographs of various Bal Ashram events in India. **Arrangement:** Material was not arranged in any discernible order. Files placed together during the

donation have been kept together.

Access: Open

For further details, see file list in appendix.

Series 7.0: Digital Records Date range: 2003-2005 Extent: 2 CD, 1 USB

Scope and content: Series consists of digital records.

Arrangement: Material was not arranged in any discernible order. Files placed together during the

donation have been kept together.

Access: Open

For further details, see file list in appendix.

Prepared by: Azure Pham Date: November 2023

# APPENDIX A: BOX AND FILE LIST

| File Number | File Title  | Date Range    |  |
|-------------|---|---------------|--|
| 2023.02.001 | ITEM 1 IN A FOLDER: Correspondence, "OFL/SACCS agreement"/ between Jane Armstrong and Kailash Satyarthi   | Jan. 29, 1998 |  |
| 2023.02.002 | ITEM 2 IN A FOLDER: "Agreement between OFL Children's Trust Fund and South Asian Coalition on Child Servitude (SACCS)"  Note: Incomplete                          | 1998          |  |
| 2023.02.003 | ITEM 3 IN A FOLDER: "Agreement between OFL Children's Trust Fund and South Asian Coalition on Child Servitude (SACCS)"  Note: Incomplete                          | Mar. 30, 1998 |  |
| 2023.02.004 | ITEM 4 IN A FOLDER: "Agreement between OFL Children's Trust Fund and South Asian Coalition on Child Servitude (SACCS)"  Note: Complete with a receipt at the end  | Mar. 30, 1998 |  |
| 2023.02.005 | Brochure, "Ontario Labour attacking Child Labour"   | Nov. 1998     |  |
| 2023.02.006 | ITEM 1 IN A FOLDER: Correspondence, "OFL/FREE THE CHILDREN REHAB CENTRE PROJECT" / between Carol Phillips and Jane Armstrong                                      | May 11, 1998  |  |
| 2023.02.007 | ITEM 2 IN A FOLDER: "Project to develop a Transitory Rehabilitation/Education Centre for Freed Bonded Children Interim Evaluation Report"  Note: Light marginalia |               |  |
| 2023.02.008 | ITEM 1 IN A FOLDER: Correspondence, "Evaluation of India"/ between Jane Armstrong and Patrick Quinn   |               |  |
| 2023.02.009 | ITEM 2 IN A FOLDER: "Agreement between 1997 Steelworkers Humanity Fund Inc. and South Asia Coalition on Child Servitude (9706-BA)"                                |               |  |
| 2023.02.010 | ITEM 3 IN A FOLDER: Photocopy, "A Crusade of 16 Years Stop Child Servitude"   | n.d.          |  |
| 2023.02.011 | ITEM 4 IN A FOLDER: "Project to develop a Transitory<br>Rehabilitation/Education Centre for Freed Bonded<br>Children Interim Evaluation Report"                   | [1998?]       |  |

| SERIES 2.0: Canadian Auto Workers Union |  |                |  |
|---|--|----------------|--|
| File Number                             | File Title   | Date Range     |  |
| 2023.02.012                             | ITEM 1 IN A FOLDER: Email Correspondence, "Evaluation of India Project" / between Jane Armstrong and Patrick Quinn   | Sept. 30, 1997 |  |
| 2023.02.013                             | ITEM 2 IN A FOLDER: "Patrick Quinn Evaluation of OFL/SACCS Project India" / [by Patrick Quinn]   | n.d.           |  |
| 2023.02.014                             | ITEM 3 IN A FOLDER: Correspondence, [Advice of credit] / HSBC Group  | Aug. 11, 1997  |  |
| 2023.02.015                             | ITEM 4 IN A FOLDER: Photocopy, "Receipt" / Key<br>Travel   | Aug. 13, 1997  |  |
|   | Note: Light annotations  |                |  |
| 2023.02.016                             | ITEM 5 IN A FOLDER: Photocopy, [Airplane tickets]  Note: Light annotations   | [1997?]        |  |
| 2023.02.017                             | ITEM 6 IN A FOLDER: "Hotel Accommodation"  | [1997?]        |  |
| 2023.02.018                             | ITEM 7 IN A FOLDER: Photocopy, "YWCA Of Delhi 1997<br>Blue Triangle Family Hostel [Invoice]"   |                |  |
| 2023.02.019                             | ITEM 8 IN A FOLDER: Photocopy, "[Accommodation cash receipt]" [1997?]  |                |  |
| 2023.02.020                             | Email Correspondence, "India Project" / between Jane Armstrong and Patrick Quinn  Oct. 1, 1  |                |  |
| 2023.02.021                             | ITEM 2 IN A FOLDER: Correspondence, "246 million<br>Children Working During World Days for Children" /<br>between Anne Chetwynd and Global March Against<br>Child Labour | Nov. 19, 2002  |  |
| 2023.02.022                             | ITEM 1 IN A FOLDER: Correspondence, "Education - A Fundamental Right" / between Jane Armstrong and Kailash Satyarthi   | Dec. 6, 2001   |  |

| File Number  | File Title  | Date Range    |
|--------------|---|---------------|
| i ne ivambei | The Title   | Date Range    |
| 2023.02.023  | "Press Release discussing the details regarding child     | Feb. 12, 2003 |
|              | labour found in a secret raid organized by Bachpan        | ,             |
|              | Bachao Andolan" / by R.S. Chaurasia                       |               |
| 2023.02.024  | ITEM 1 IN A FOLDER: Photocopy, [Email                     | Feb. 4, 2004  |
|              | correspondence with Dr. Debdutt Panda]                    |               |
|              | Note: 2 copies  |               |
| 2023.02.025  | ITEM 2 IN A FOLDER: Photocopied Press Clippings,          | Feb. 2, 2004  |
|              | "55 bonded labourers freed from stone quarries" / The     |               |
|              | Times of India  |               |
|              | Note: 2 copies  |               |
| 2023.02.026  | ITEM 3 IN A FOLDER: Photocopied Press Clippings,          | Feb. 1, 2004  |
|              | "12 child labourers rescued from dhabas" / Hindustan      |               |
|              | Times   |               |
|              | Note: 2 copies  |               |
| 2023.02.027  | ITEM 4 IN A FOLDER: Photocopied Press Clippings,          | Feb. 2, 2004  |
|              | "55 bonded labourers rescued from Haryana" / Deccan       |               |
|              | Herald  |               |
|              | Note: 2 copies  |               |
| 2023.02.028  | Empty book post/registered mail Envelope with postal      | n.d.          |
|              | stamps / addressed to Jane Armstrong                      |               |
|              | Note: Envelope with the SACCS address and Jane            |               |
|              | Armstrong's CAW address                                   |               |
| 2023.02.029  | ITEM 1 IN A FOLDER: Project Report, "Child Labour         | 2001          |
|              | Rehabilitation Centre" / SACCS                            |               |
| 2023.02.030  | ITEM 2 IN A FOLDER: Photocopied Correspondence,           | Oct. 25, 2001 |
|              | "Ref: Project #2001-60" / Between Michelle Bondt and      |               |
|              | V.N. Mani   |               |
| 2023.02.031  | ITEM 3 IN A FOLDER: Printed Email Correspondences         | 2001          |
|              | / between CAW International Department and V.N. Mani      |               |
| 2023.02.032  | "Agreement between The Canadian Auto Workers'             | Nov. 20, 2001 |
|              | Social Justice Fund and South Asian Coalition on child    |               |
|              | Servitude (SACCS) L-6, Kal Kaji, New Delhi, 110 019,      |               |
|              | India"  |               |
| 2023.02.033  | Project Proposal, "Rehabilitation Centre near Jaipur (Bal | [199-]        |
|              | Ashram)"  |               |

| 2023.02.034 | 023.02.034 [Annual Report], "Stepping into a Child friendly Millennium"   |                           |
|-------------|---|---------------------------|
| 2023.02.035 | [Booklet], "Bal Ashram: A Retreat to Bring Back the Childhood"  | [200-]                    |
|             | Note: 2 copies  |                           |
| 2023.02.036 | Annual Report, "We shall Fight! We shall Win!"  | 2001                      |
| 2023.02.037 | [Brochure], "Bal Mitra Gram Child Friendly Village"   | [200-]                    |
| 2023.02.038 | [Report], "Half yearly Activity Report of Bal Ashram"   | July 1 – Dec. 31,<br>2002 |
| 2023.02.039 | ITEM 1 IN FOLDER: [Email Correspondence], "Re: Visit Schedule"/ Anne Chetwynd   | Jan. 27, 2003             |
| 2023.02.040 | ITEM 2 IN FOLDER: [Brochure], "India Welcomes You Tourist Map"  | n.d.                      |
| 2023.02.041 | ITEM 3 IN FOLDER: [Handwritten note]  | [2003?]                   |
| 2023.02.042 | ITEM 4 IN FOLDER: [Schedule for Ms. Jane's Bal Ashram Visit]  | [2003?]                   |
| 2023.02.043 | ITEM 1 IN FOLDER: [Email Correspondence] "Project Transit Rehabilitation Centre near Alwar (Rajasthan)" / Between Jane Armstrong, Marc Kielburger and Kailash Satyarthi | Jan.6, 1998               |
| 2023.02.044 | ITEM 2 IN FOLDER: Photocopied, "Phased Schedule of Workplan" [1998?]  |                           |
| 2023.02.045 | ITEM 3 IN FOLDER: Photocopied, "The works estimate by architect vis-a-vis our revised proposal" [1998?]   |                           |
| 2023.02.046 | Case History about past child labourers n.d.  |                           |
| 2023.02.047 | "A Project Proposal for Establishing a Transitory n.d. Rehabilitation Cum Educational Training Centre for Freed Bonded Children"  |                           |
| 2023.02.048 | ITEM 1 IN FOLDER: [Email Correspondence], / April 5 Between Jane Armstrong and V.N. Mani  |                           |
| 2023.02.049 | ITEM 2 IN FOLDER: "Shiksha Yatra Update" n.d.   |                           |
| 2023.02.050 | Note: An update on an educational campaign  ITEM 3 IN FOLDER: "Activity Report Bal Ashram" Apr. – Dec   |                           |
| 2023.02.051 | 2.051 ITEM 4 IN FOLDER: Project Proposal, "Rehabilitation Centre Near Jaipur (Bal Ashram)"  |                           |

| 2023.02.052 | ITEM 5 IN FOLDER: "Summary Report of the Follow-<br>up 2002"  |      |
|-------------|---|------|
| 2023.02.053 | Report, "Every Child Counts New Global Estimates on Child Labour" / International Programme on the Elimination of Child Labour (IPEC) and Statistical Information and Monitoring Programme on child Labour (SIMPOC) |      |
| 2023.02.054 | "Administrative Chart of Bal Ashram"  | n.d. |
| 2023.02.055 | Brochure, "Global March Against Child Labour" n.d.  |      |
| 2023.02.056 | ITEM 1 IN FOLDER: Brochure. "Celebrate Diwali by Lighting Lamps! Not by Blasting Childhood!!"   |      |
| 2023.02.057 | ITEM 2 IN FOLDER: Flyer. "Celebrate Dewali by Lighting Lamps Not by Blasting Childhood"  n.d.   |      |
| 2023.02.058 | Brochure, "Breaking the shackles of servitude since n.d. 1980" / SACCS  |      |
| 2023.02.059 | Brochure, "Child Friendly Trade A SACCS Initiative"   | n.d. |
| 2023.02.060 | Brochure, "Shiksha Yatra India Marches for Education" Jan. 21 – Ju 2001   |      |
| 2023.02.061 | ITEM 1 IN FOLDER: [Newsletter] Freedom Now Vol. 2 Oct Dec. 20 Issue 8   |      |
| 2023.02.062 | ITEM 2 IN FOLDER: [Newsletter] Freedom Now Vol. 3 July – Se Issue 11  |      |

| SERIES 4.0: News Clippings |  |              |
|----------------------------|--|--------------|
| File Number                | File Title                                       | Date Range   |
| 2023.02.063                | Child relief and you                             | Nov. 4, 1998 |
|                            | Note: Published in City Life                     |              |
| 2023.02.064                | Child Labour News Service                        | Dec. 1, 2002 |
|                            | Note: Copied in an email from Child Labour News  |              |
|                            | Service to Anne Chetwynd                         |              |
| 2023.02.065                | No! To Child Labour & Sweatshops                 | 1998         |
|                            | Note: Published in STA Bulletin Surrey Teachers' |              |
|                            | Association, Volume 7 Edition 2                  |              |
| 2023.02.066                | ITEM 1 IN FOLDER:                                | 2003         |
|                            | Note: News clippings are written in Hindi        |              |
| 2023.02.067                | ITEM 2 IN FOLDER:                                | 2003         |
|                            | Note: News clippings are written in Hindi        |              |
| 2023.02.068                | ITEM 3 IN FOLDER:                                | 2003         |
|                            | Note: News clippings are written in Hindi        |              |
| 2023.02.069                | ITEM 4 IN FOLDER:                                | 2003         |
|                            | Note: News clippings are written in Hindi        |              |

| SERIES 5.0: Miscellaneous: Guidebooks and Maps |   |            |
|--|---|------------|
| File Number                                    | File Title                                      | Date Range |
| 2023.02.070                                    | An Activist's Guide for Challenging Child Labor | n.d.       |
| 2023.02.071                                    | Your Complete Guide to the Sub-Continent        | Aug. 1998  |
| 2023.02.072                                    | Map   | n.d.       |
| 2023.02.073                                    | Ramkrishna Jaidayal Harmony Award 2000          | 2000       |

| SERIES 6.0: Phot | tographs  |      |  |  |
|------------------|---|------|--|--|
| File Number      | File Title Date Range   |      |  |  |
| 2023.02.074      | ITEM 1 IN ALBUM: BAL ASHRAM Group Photo   | n.d. |  |  |
| 2023.02.075      | ITEM 2 IN ALBUM: Bal Ashram Organized Programme for Making Village Free of Child Labour | n.d. |  |  |
| cit2023.02.076   | ITEM 3 IN ALBUM: Children Participating in Dussereah Festival                           | n.d. |  |  |
| 2023.02.077      | ITEM 4 IN ALBUM: Doctor Examining Children  | n.d. |  |  |
| 2023.02.078      | ITEM 5 IN ALBUM: Children Learning Painting Job   | n.d. |  |  |
| 2023.02.079      | ITEM 6 IN ALBUM: Children Learning Electrical Jobs                                      | n.d. |  |  |
| 2023.02.080      | ITEM 7 IN ALBUM: Children Doing Carpentry Work (Vocational Training)                    | n.d. |  |  |
| 2023.02.081      | ITEM 8 IN ALBUM: Non-formal Education   | n.d. |  |  |
| 2023.02.082      | ITEM 9 IN ALBUM: Welding Job Vocational Training  | n.d. |  |  |
| 2023.02.083      | ITEM 10 IN ALBUM: Children Learning Songs   | n.d. |  |  |
| 2023.02.084      | ITEM 11 IN ALBUM: Capacity Building Workshop for Activist/Trainers                      | n.d. |  |  |
| 2023.02.085      | ITEM 12 IN ALBUM: Fixing Hand Pump for Water Supply                                     | n.d. |  |  |
| 2023.02.086      | ITEM 13 IN ALBUM: Children Participating In "Firecrackers Boycott Campaign"             | n.d. |  |  |
| 2023.02.087      | ITEM 14 IN ALBUM: Cultural Programme  | n.d. |  |  |
| 2023.02.088      | ITEM 15 IN ALBUM: Children Singing Folk Songs   | n.d. |  |  |
| 2023.02.089      | ITEM 16 IN ALBUM: Children Enjoying Holi Festival                                       | n.d. |  |  |
| 2023.02.090      | The Site of the New Ashram Viewed from the Road n.d.                                    |      |  |  |
| 2023.02.091      | No Description  | n.d. |  |  |

| 2023.02.092 | Children At SACCS Village Meeting                                 | n.d. |
|-------------|---|------|
| 2023.02.093 | No Description  | n.d. |
| 2023.02.094 | Areshi, A 6 Year Old Former Domestic Servant, Nas "" Mukti Ashram | n.d. |
| 2023.02.095 | Evening Games At "" Ashram  | n.d. |
| 2023.02.096 | No Description  | n.d. |
| 2023.02.097 | Children At SACCS Meeting   | n.d. |
| 2023.02.098 | No Description  | n.d. |
| 2023.02.099 | Organized Games and Dancing at Mukti Ashram                       | n.d. |
| 2023.02.100 | Children Practice New Writing Skills At "" Ashram                 | n.d. |
| 2023.02.101 | Dinner At Mukti Ashram  | n.d. |
| 2023.02.102 | Kailash Satyarthi Speaking at Village Meeting                     | n.d. |
| 2023.02.103 | Photocopy, [Photograph]   | n.d. |

| SERIES 7.0: Digital Records |  |            |
|-----------------------------|--|------------|
| File Number                 | File Title   | Date Range |
| 2023.02.104                 | ITEM 1 IN FOLDER: Email Correspondence / From Umesh K. Gupta | 2005       |
| 2023.02.105                 | ITEM 2 IN FOLDER: CD, "THE NEW HEROES"                       | n.d.       |
| 2023.02.106                 | CD, "Speak Your Mind"/ by Ravina Tandon                      | n.d.       |
| 2023.02.107                 | USB, [Bal Ashram Photographs]                                | 2003       |
|                             | Note: Includes handwritten photo list identification         |            |

#### Jane Irene Armstrong Fond

Prepared by: Azure Pham Date: November 2023

| Supplied | Letter | by Jane | Armstrong |
|----------|--------|---------|-----------|

Transcription:

Page 1/2

October 2023

To Whom It May Concern:

I donate this material in recognition that "facts", documents inform history.

The union movement is about more than wages, benefits and working conditions in one plant. It is also about internationalism: 'An injury to one is an injury to all'.

With respect to the campaign to eliminate child labour it is struggle for centuries and continues to this day.

The document submitted are about one aspect: funds for SACCS

1. The Ontario Federation of Labour Convention "pledged \$150,000" from many union locals. The actual submission of funds was less than that, closer to \$100,000. Every union by-law require the membership to VOTE on donations over a minimum amount before a cheque can be written. Hence some local pledged money but could not get the requisite votes.

#### Page 2/2

- The Ontario Federation of Labour established a trust fund and decided to send the entire
  amount to support the establishment of an ashram in India for children freed from child labour.
  The SOUTH Asian Coalition ON CHILD SERVIDTUDE (SACCS) was led by Kailash Satyarthi
  Satyarthi Received the NOBEL PEACE PRIZE in 2014
- 3. Other documents recognize the continuing support for SACCS from the CANADIAN AUTO WORKERS union (CAW) later called UNIFOR
- 4. Social justice at home and abroad is one struggle.

Sincerely Jane I Armstrong

Former OFL Vice President

CAW National Communications Director 1994-2004