

# Contents

|  |     |
|--|-----|
| <b>Author's Preface</b> by <i>Ellie Belew</i>                                | 9   |
| <b>Foreword</b> by <i>Megan Cornish</i>                                      | 11  |
| <i>Abbreviations</i>   | 16  |
| <i>Key Characters</i>  | 17  |
| <b>A Time for Transformers</b>   | 19  |
| <i>Forces leading to creation of the Electrical Trades Trainee program</i>   |     |
| <b>First Sparks</b>  | 33  |
| <i>Socialist feminist Clara Fraser strives to build a successful project</i> |     |
| <b>Breaking In</b>   | 43  |
| <i>Hiring proceeds amid City Light walkout</i>                               |     |
| <b>Affirmative Action Warriors</b>   | 59  |
| <i>Women battle for training against sabotage from the top</i>               |     |
| <b>Powering Forward</b>  | 71  |
| <i>Trainees file discrimination complaint and face repercussions</i>         |     |
| <b>Congratulations, You're Fired</b>   | 89  |
| <i>Laid-off trainees sue for their jobs</i>                                  |     |
| <b>The People v. City Light</b>  | 105 |
| <i>Clara Fraser's long fight against political and sex discrimination</i>    |     |
| <b>Back on the Grid</b>  | 125 |
| <i>Women trainees are rehired into a changed work climate</i>                |     |
| <b>Full Circle</b>   | 143 |
| <i>City Light exposed as CERCL fights life-threatening harassment</i>        |     |
| <b>Afterword</b> by <i>Doreen McGrath</i>                                    | 177 |
| <b>Appendices</b>  |     |
| 1. <i>ETT Close-ups</i>  | 184 |
| 2. <i>The IBEW Local #77 Strike of 1975-76</i>                               | 187 |
| 3. <i>General Chronology</i>   | 190 |
| 4. <i>Timeline of Affirmative Action and Anti-Discrimination Laws</i>        | 199 |
| <b>Notes</b>   | 204 |
| <b>Index</b>   | 220 |