

Challenge



NEWSLETTER OF THE ONTARIO COALITION FOR BETTER DAYCARE

IN THIS ISSUE

Vol. 6 No. 2, May 1988

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**Queen's Park Beat: Provincial Policy News
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10 Worst Paying Jobs

(Reprinted from the Financial Post April 26, 1988)

Ottawa — Canada's 16,700 daycare workers are the worst-paid people in the country, according to Statistics Canada figures obtained by The Post.

The government agency which released a list of the 10 best-paid jobs in Canada last week, furnished the figures for the 10 worst-paid jobs on request.

After day-care workers, who earned an average of \$8,900 a year, came the 8,700 housekeepers in private households, whose average income was \$10,300 in 1985, according to data collected in the 1986 census.

Third on the list were the 49,200 waitresses, waiters, hosts, hostesses and others involved in food and beverage service whose average income was \$11,100. The 12,500 crop-farm workers in Canada earned an average of \$11,800 in 1985, while the 150 people who called themselves trappers or were in related work earned an average of \$11,900.

Bartenders earned an average of \$12,400 a year. Lodging cleaners not working in private households had an average income of \$12,600. Livestock-farm workers earned an average of \$12,900.

Next came eyelet pounders, boners, brushers, dampeners and ribboners - who fabricate, assemble and repair textile, fur and leather goods. Their average annual income was \$12,900.

Tenth on the list were workers who described themselves as laborers in the service sector but did not give further details. They had an average income of \$13,000.





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CHILD CARE CHALLENGE

Volume 6, No. 1

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The Child Care Challenge is a publication of the Ontario Coalition for Better Child Care, a non-profit, non-governmental Coalition with the goal of achieving a high quality, universally-accessible, non-profit, publicly-funded, comprehensive child care system in Ontario and Canada.

If you are interested in becoming a member, please contact Sue Colley, the Executive Coordinator at the Coalition Office.

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CANADIAN CHILD CARE ADVOCATES CONVERGE ON EDMONTON MEETING

Provincial Day Care Directors Meet with Advocates - Federal Negotiators Refuse

New evidence decisively showing that the federal government's National Strategy on Child Care is a containment strategy and not an expansion strategy was the subject on the minds of Canadian child care advocates in Edmonton on February 14th. The delegation included advocates from across Canada: Nova Scotia, Quebec, Ontario, Saskatchewan, Alberta, including representatives of provincial coalitions, the Canadian Day Care Advocacy Association, the National Action Committee on the Status of Women and Saddle Lake Reserve.

Child care advocates appeared at the multilateral meeting between provincial day care directors and federal officials from the Department of Health and Welfare to deliver their message.

The advocates had uncovered a document prepared for the Special Committee on Child Care which was not released as part of the background documentation. This document informs the MPs that 72% of Canadian families with children under 6 (and presumably about the same percentage for children from 6 to 12) could potentially receive daycare subsidies under the Canada Assistance Plan. (CAP).

Secondly, a document prepared for Department of Health and Welfare in 1985 states that if the CAP cost-sharing provisions

were fully used by the provinces, spending on child care for pre-school children could rise to \$3.6 billion per year. Compared to this potential federal liability the proposed new strategy will be limited to \$1 billion per year after seven years - a real bargain for the federal government - a bad bargain for child care!

And thirdly, Department of Health and Welfare officials have now confirmed that the 200,000 "subsidized" spaces promised in the federal statement include spaces with any kind of subsidy and are not necessarily like the more generous subsidies for low-to-middle income Canadians currently being funded under the Canada Assistance Plan. In other words the new "subsidized" spaces may be only two or three dollars cheaper than regular child care, doing very little to make child care more affordable. This is in contrast to the statement made by Jake Epp in the House on December 3rd when he clearly implied that the increased 200,000 subsidized spaces would be similar to the 100,000 full or close to full subsidies which now exist for lower income Canadians.

All of this evidence indicates that the federal government was fully aware of the potential of the open-ended funding under CAP; that the new program was aimed at curtailing those possible expenditures and that provinces who have ambitious plans to deal with the demand for child care over the next decade will reach real

stumbling blocks by 1991 or 1992.

In fact, we project that the number of subsidized spaces will not triple over the next seven years as Mr. Epp professes (from 100,000 to 300,000). The number of truly subsidized spaces i.e. with all or more than half of the cost paid by the government will not even double and may not even rise by 50% over the next seven years. This is a lot less than the current rate of growth, than the needed rate of growth, or than the federal government's estimation of increased spaces.

The only way the government can ensure a growth of 200,000 spaces is by ensuring that these are "very partial" subsidies and not the deeper subsidies to low-to-middle income Canadians that currently exist. The problem is, then, that this program may offset the increased costs to some middle-to-high income Canadians but will not ensure that low-to-middle income Canadians - for whom there are currently not enough subsidized day care spaces - will receive very much more under the new Strategy.

Child care advocates across Canada are now even more concerned. The National Strategy on Child Care is not a strategy but a band-aid measure; it limits the amount of dollars available for expansion and will not, in the long run, encourage expansion and improvement of the system.

CHILD CARE PICTURE CAMPAIGN WINDS UP IN OTTAWA

PRIME MINISTER REFUSES TO ACCEPT INVITATION TO VIEW PHOTOS

The Prime Minister did not attend the Exhibition of the Child Care Picture Exhibition in Ottawa on April 22-24. Two giant photo albums had travelled across Canada between February 27 and April 22, 1988, collecting pictures of children and statements from workers and parents about the government's proposed National Child Care Strategy. Events demonstrating advocates' opposition to the Government's Child Care Plan were held in every province, in large communities and small.

These photos were on exhibition at the Canadian Day Care Advocacy Association's conference in Ottawa on April 22-24, 1988 and the Prime Minister was asked to attend the Exhibit and see just what Canadian parents and child care workers thought of the government's Plan!

The Picture Book travelled across the country making stops in the Northwest Territories, the Yukon, B.C., Alberta, Saskatchewan, Manitoba, Ontario, Quebec, New Brunswick, PEI, Nova Scotia and Newfoundland. In each province, local activists organized a range of events including open houses in day care

centres, displays at local malls, public meetings, campfires, and a shredding ceremony in Edmonton where child care advocates shredded the briefs they had presented to the Special Committee on Child Care - after all, the views presented in these briefs was not seriously considered.

In Ontario, the Albums travelled to Hearst, Sarnia, Sault Ste. Marie, Thunder Bay, Waterloo, Windsor, Toronto and Ottawa. In general, advocates were pleased with the response and the extent of press coverage.



FREE TRADE FORUM

The Threat to Non-profit Child Care in Canada

(Reprinted from the Toronto Star, April 21, 1988)

This fall, while Canadian and American trade negotiators hammered out final details of the free trade agreement, child care advocates fearfully speculated about the future of child care in Canada.

It was rumoured that new federal proposals would flow funds to commercial child care businesses, encouraging American companies to cross the border to operate in this country and ending our ability to create our own high quality child care system. Speculation that the free trade agreement would include human services as tradeable items further fueled these concerns.

The details of both the free trade deal and the federal child care strategy are now public. The potential effects of the combination are alarming.

U.S. Child Care Policy

Child care policy in the United States is more poorly developed than that of any of the industrialized (and many non-industrialized) countries; indeed, the United States even lacks a national maternity leave policy. An effort to establish a national child care policy failed with former President Richard Nixon's veto of a major bill in 1971, and an

attempt to upgrade federal child care standards was derailed in the late 1970s. There is no provision for funding child care services *per se* and in President Ronald Reagan's era, subsidies for low income children have become almost impossible to secure.

In the absence of a national policy and public funding, child care in America is viewed as a commodity sold in the marketplace. The gap is partly filled by businesses that primarily aim at the middle class market. Increasingly, these are operated by a few multi-million dollar corporations with substantial venture capital and the capacity to expand into new markets.

Currently, our federal government imposes no barrier to the establishment of American child care businesses in Canada nor to the subsidization of families using these services under the social assistance provisions of the Canada Assistance Plan. Some provincial governments have established their own criteria. Manitoba, Saskatchewan, Quebec and Nova Scotia have limited the growth or support of commercial services; others, such as Alberta, have encouraged and heavily subsidized commercial operations.

The recently announced federal proposals set a dangerous precedent. For the first time, provinces may use federal funds to fund businesses directly and provide subsidies in commercial programs more easily. Child care advocates fear that this will act as an incentive to American companies, with their large pools of

capital, to locate in Canada.

Government Denials

Throughout the fall, Barbara McDougall, Minister Responsible for Women's Issues, and Welfare Minister, Jake Epp, said that child care had been explicitly excluded from the free trade agreement. Indeed, it is not listed as a tradeable service in the provisions of the trade agreement that specifically deal with services. Interpretations of other portions of the agreement, however, suggest that it could be impossible for a provincial government to deny U.S. entrepreneurs access to public funding for child care in Canada.

Further, the agreement could make it impossible for a government to deny American companies funds available to other child care programs, even capital funds. Trade observers believe it likely that one section, Clause 2011 could give rise to a pressure point against the development of a non-profit child care system.

The impact of the free trade agreement on the development of a child care system in Canada is a matter of interpretation and conjecture. There are, however, red flags that indicate danger, and we would be well-advised to heed them. For Canada, child care, like health care, education and other human services, should not be a trading matter - free or otherwise.

Martha Friendly
Child Care Resource and Research Unit
University of Toronto



Sudbury

The Parent-Child Resource Centre in Sudbury is now in full swing. The Centre is limited to 100 parents who must be members and operates four days a week: 2 mornings; 2 afternoons and Tuesday evenings between 6 to 8 p.m.

Ottawa

Glebe Day Care has received \$853,000 towards the cost of a new \$1.283 million child care and resource centre. The centre will offer space for 65 children, plus private home day care and other resources.

Greenboro Day Care has put the shovel in the ground of their new \$750,000, 63 space preschool centre opening in September.

The Ottawa-Carleton Day Care Association, the Federation of Parents Day Cares and CUPE have written letters of concern to the Regional Municipality about the operations of the Children's Castle Day Care - a commercial for-profit day care program - because it has experienced a 400% turnover rate in the last year and pays workers \$12,000 per year; \$14,000 for head teachers. These organizations are asking the Regional Municipality of Ottawa-Carleton to implement contract compliance for wages and benefits of all workers in non-regional centres.

The Ottawa-Carleton Day Care Association is also preparing a brief to the Regional Municipality asking for funding of preparation time for day care staff in their per diems.

There is a lot of discussion in Ottawa about the distribution of the new direct grant. The workers in non-regional CUPE day cares are distributing the grant equally to all staff at the day care centres and are incorporating the amounts into their collective agreements.

London

On February 25, 1988 the London Coalition held a public meeting at the Central Public Library. This Meeting was intended to be a Municipal Lobby of 10 municipal and provincial politicians. None of the invited politicians attended, including Premier David Peterson, Solicitor-General Joan Smith, and our Mayor Tom Gosnell. Our Coalition received such responses as: "I'm not comfortable with the day care issue" or "I don't remember receiving an invitation".



We did have an audience of 90 people from our day care community. The media was invited also, but only one representative from a community newspaper "The London Alternative" attended. The issues discussed were: The Municipal Role, Pay Equity, "New Directions For Child Care", Profit vs Non-Profit Care and ECE as an attractive profession. We then viewed the video "Child Care: The Price of Profit".

The London Coalition meets once a month and prints a newsletter every 4th month. We need your support. For more information, call Brenda Rooms, (H) 519-439-7198

Brockville

On Wednesday, April 20, 1988, the Coalition group sponsored an information meeting on the provincial direct grant program in Brockville. Morley Burwash from the COMSOC Kingston Area Office came to outline the guidelines.

About 20 people attended the meeting to ask questions and understand the program better. Although the local politicians were invited, none attended.

Waterloo

The coalition has been very busy. We attended, along with many of our members, the Waterloo Regional Health and Social Services Committee Meeting on Daycare on November 25, 1987 at Knox Presbyterian Church. We thank the committee for their concern about daycare in Waterloo Region.

The reports list the problems we have come to know so well; lack of infant care; lack of after school care; remuneration and working conditions in home daycare; the exclusion of certain groups of university students from subsidy. There was also an interesting report on farm daycare.

In 1988, we will be concentrating on the municipal and federal elections. We will also be approaching the school boards to work with them on after school care and general daycare in their new schools. We will also continue our presentations to the Region from time to time. So far the response from the Regional Daycare personnel has been helpful and the Health and Social Services Committee is sympathetic.

Toronto

The Metro Toronto Day Care Coalition has been actively working to keep the City of Toronto's day care grant. Because of the introduction of the provincial direct operating grant, the City of Toronto has been reviewing its own grant policy and withdrawal had been rumoured. This would not only mean that day care workers in Toronto's non-profit centres (earning an average \$18,600) would lose their chance of achieving parity with day care workers in Metro day care centres (earning an average \$23,000), but for some workers it would mean a NET LOSS in wages because the provincial grant will not provide as much as the City grant.

The City of Toronto Neighbourhoods Committee is now recommending that centres receive \$138,470 to cover the shortfalls between the existing City Grant and the provincial grant. Next month, the Committee will receive a staff report and decide whether to continue the City Grant in addition to the provincial direct operating grant as a method of achieving parity with Metro day care workers.

By the time this newsletter arrives, the Metro Day Care Coalition will have a staff coordinator.

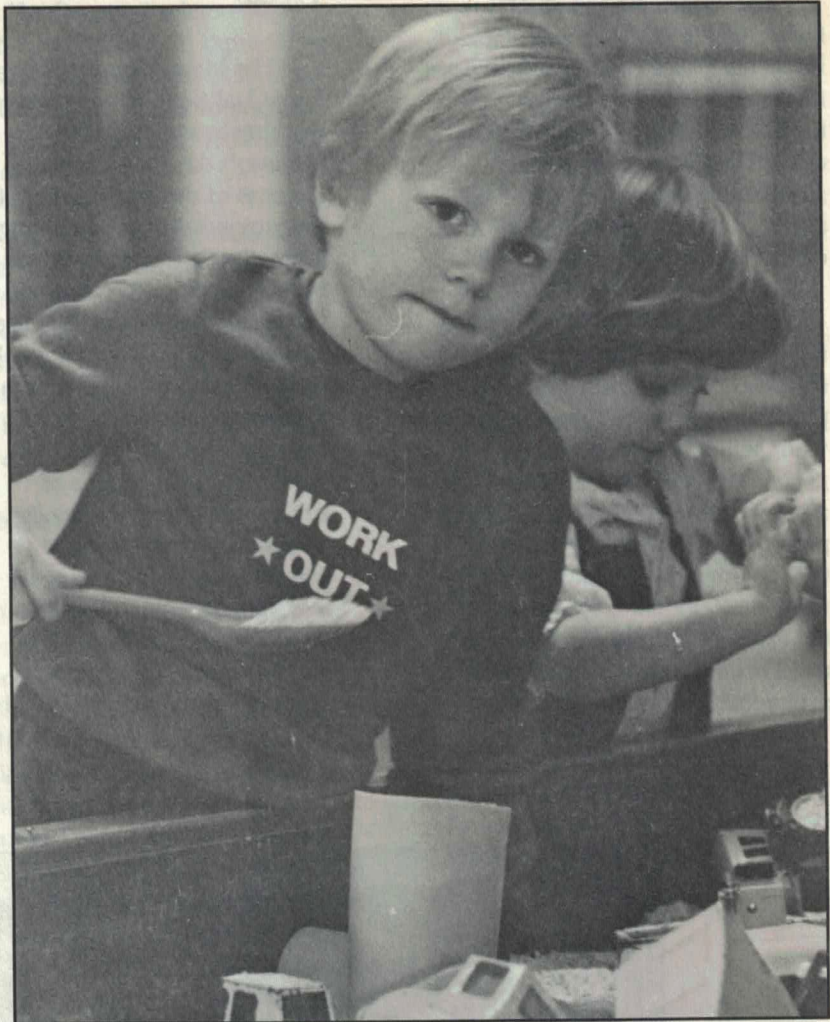


BUDGET NEWS

Last month, Ontario Treasurer Robert Nixon presented his 1988-89 Budget in the House. Not much was said this year about child care - most of it got said last year. \$289 million is being provided for child care programs through the Ministry of Community and Social Services. This spending includes \$43 million in direct operating grants for non-profit centres, with the costs shared by the federal government.

Contrary to promises made in New Directions, Ontario will also provide its share of direct operating grants for commercial centres. This is justified because the federal contribution has been promised, but is not yet available, under the National Child Care Strategy.

\$11 million of the 1988-89 school capital allocation has been dedicated to the construction of child care facilities in new and expanding schools. In total, the Treasurer promises that child care spending will increase by 68% over 1987-88.



NEW CAPITAL ALLOCATIONS

The Ministry of Community and Social Services has available \$13.9 million for capital spending on child care projects this year. Allocations are as follows:

\$1.5 million to be held over from last year's commitments
\$2 million for discretionary capital under the incentives program (for projects under \$55,000)

\$6.2 million for capital entitlement to the four regions; distribution as follows based on child population:

-Central Region	38%	\$2,356,000
-Southwest Region	31%	\$1,922,000
-Northern Region	11%	\$682,000
-Southeast Region	20%	\$1,240,000

\$4.2 million held in reserve in case it is needed for equipment costs to support the 41 Ministry of Education projects.

Basically, this means that the area offices can "hard plan" to

\$6.2 million and "soft plan" the rest (based on the above percentages). As soon as the capital needed for the Min. of Education projects has been confirmed, the balance will be distributed to area offices for further capital projects.

If your group is trying to secure capital funds without success, ask your area office for a copy of its Capital Plan - both the hard and the soft. If it's not enough, now is the time to start lobbying for more!

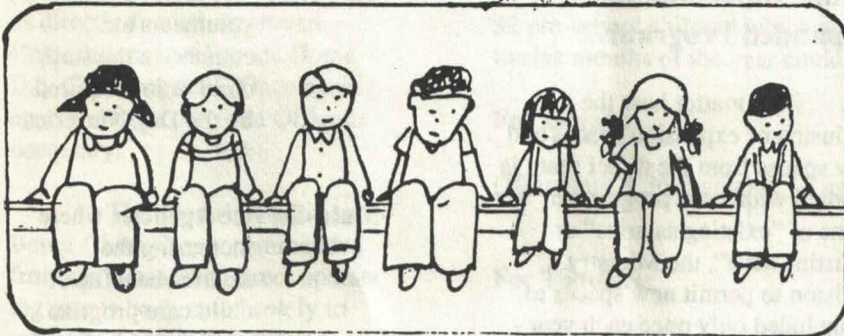
THE YEAR OF THE DOG

Most members of the Coalition will be aware that the Ministry of Community & Social Services has implemented, retroactive to January 1, 1988, a system of direct operating grants (DOGs) for licenced child care programs in the non-profit sector. Provision has also been made for similar funding to go to centres in the commercial sector as well ... but more about this later.

A booklet entitled: *Child Care Direct Operating Grants, Guidelines and Procedures: Non-profit Sector* has been produced and should be available from your local Area Office of the Ministry of Community & Social Services.

As you know, the Coalition has had representation on the *Funding Advisory Committee* along with other community representatives and Ministry staff. Over the course of the last few months, this group has made recommendations to the Child Care Steering Committee, made up exclusively of Ministry staff, who then made their own recommendations to the Minister.

A number of the recommendations from the Funding Advisory Committee have been omitted from the guidelines and in some cases, we consider these omissions create significant weakness in the administration of the grant and the implementation of the Ministry's stated objective: "The government is determined that future child care growth will be in the non-profit sector."



What is a Non-Profit Child Care Program?

It was the opinion of the Advisory Committee that a clear and unambiguous definition of "non-profit" was necessary to ensure that commercial centres which were considering conversion to non-profit status, and new non-profit programs which are developed, were structured to reflect genuine parental and community influence and power to control the administration of the centre. Some

members of the Funding Advisory Committee suggested the following requirements for non-profit status in licenced child care programs:

1. That the Ministry require (not just recommend) that all non-profit boards for licenced child care have at least seven members, of whom at least one third are parent/users.
2. That all parent/users of the service be members of the corporation by right. Membership may

also include other community members, staff, etc.

3. That each board must call an annual meeting for the election of board members by the general membership and for the presentation of a financial statement.

4. That the Ministry allow up to the end of December, 1988 for non-profit boards to come into compliance with the above.

5. That the Ministry prepare pamphlets for distribution to all parents upon registration of their children in a licensed program which contains information on:

- their automatic membership in the corporation, voting rights, etc.
- the responsibilities of the board
- the roles and responsibilities of the Ministry and other government agencies, e.g. public health
- space for the program to add the names of their board members, meeting dates, etc.

6. That the Ministry embark on public education around this and that board development programs be encouraged and supported.

7. That multi-service agencies, including municipalities, establish mechanisms for parental involvement such as parent advisory committees for each centre or private home day care agency specifying the processes and responsibilities.

The Coalition will continue to urge the Ministry to adopt an unambiguous and appropriate definition of a non-profit child care program.

How Will the Direct Operating Grant Be Used?

The Ministry is clear that funds are to be used "to increase existing staff salaries and/or benefits and to increase payments to providers". What is not clear is the meaning of the phrase "existing staff salaries". In some communities this has been taken to mean "the salaries of existing staff" - that is, only those staff positions which are connected to the children included in the enrollment base defined as of November 30, 1987. This interpretation would mean that staff connected to any expansion of a program after November 30, 1987 and continuing until January 1, 1989, could not share in the direct grant funds. The discrepancies this could create within staff groups in the same centre are a matter of serious concern to expanding programs.

Other communities appear to have interpreted the phrase "existing staff salaries" to mean the existing salaries of staff. This interpretation would mean, in theory at least, that the direct funds should be applied to the salaries of all program staff. In the case of an expanded program, where the new spaces were not included in the enrollment base for the calculation of the grant, staff attached to these new spaces could also share in the grant. Although this would permit the centre to treat all staff more fairly - and not penalize those who were working with the "new" children, it would mean that all staff working in this kind of program would receive less benefit from the grant than their colleagues who worked in a centre not involved in any expansion.

Another wrinkle of the "existing salaries" interpretation is that there is no indication of a date. The question then becomes: "Existing as of when?" In Hamilton-Wentworth, due to some bizarre circumstances there, it was suggested that this be interpreted to mean existing as of November, 1986 (no that's not a typographical error - 1986). This was to get around the fact that the Municipality was reducing the per diem rates and the centres were having to use the direct money to replace, in part, the amount they were losing from the daily fees for subsidized children and not to enhance salaries which were "existing" in 1988.

What About New and Expanded Programs?

No matter how the exclusion of expansion spaces and new spaces from the direct grant is handled within the program in terms of "existing salaries" or "existing staff", the Ministry's decision to permit new spaces to be included only once each year - on November 30 for inclusion as of January 1 of the following year - there is no doubt that this decision will act as a deterrent to the growth which is so desperately needed.

Ministry officials have indicated that they hope the lack of direct grant for these new spaces will be accommodated within the "start-up" funds granted to new programs. It is a little difficult to be optimistic about this strategy as start-up funds are already often

inadequate and hard to obtain, and there is no guarantee, at this point, that such funds would be made available for all new non-profit spaces.

What are "Special Circumstances"?

Within the guidelines, programs are directed to use the direct funds for the improvement of salaries, benefits and provider payments. However, there is provision for what the Ministry has termed "special circumstances". These are programs which do not have a formal ongoing funding relationship with the Ministry and which fall within the following definitions:

- Parent Co-ops where parent volunteers are counted in the staff/child ratios required by the Day Nurseries Act
- Multi-Service Agencies where increasing the salaries/benefits of child care program staff would impact on the wage levels of non-child care staff for which the DOG may not be used.
- Unionized Settings where the agreement precludes increasing the salaries and benefits of program staff within the terms of the collective agreement.

Within these defined "special circumstances", priority for staff salaries/benefits still exists, with the second priority being the reduction of the actual rates charged to parents. In these "special circumstances", if the program wishes to use any of the funds for the second priority, special application must be made to the Area Office for an exemption, demonstrating, in writing, why grant funds cannot be used for staff salaries and benefits. No commitment can be made until approval of the Area Office is received.

Another group of centres is also automatically eligible to file an alternative plan for the use of the funds. These include centres and programs operated by Municipalities and Indian Bands as well as directly funded Approved Corporations and Private Home Day Care Programs. Once again, approval from the Area Office is necessary.

The Ontario Coalition for Better Child Care recommended from the outset that direct operating grants be directed solely to wages and benefits **without exception**. This position was not, however, accepted by the Ministry.

When presented with these "Special Circumstances" by the Ministry, it was the strong opinion of many members of the Funding Advisory Committee that, for the first year at least, these "special circumstances" should be evaluated and decisions made centrally - at the Child Care

Branch - in order to ensure consistent interpretation. This recommendation was not accepted and, instead, each Area Office will determine permitted "special" use of the funds and the Child Care Branch will monitor the results.

The Coalition (along with other community representatives) is concerned that this autonomy of the Area Offices in the early stages of this new program will result in the perpetuation and indeed, the increase of the inconsistencies in policy and practices which currently exist around the province.

What is "The Formula" for Calculation of The Direct Operating Grant?

Complete details about the funding formulae can be obtained from the Guidelines, but it might be of interest to indicate how the formula works with a practical example. Essentially, the formula weights factors of age, hours of operation, and months of service, with a point system, the result of which is then multiplied by a dollar value to determine the annual (or quarterly) grant.

$$\text{(Operating Capacity X Age Weightings) X Months Open} = \text{Total Points}$$

On an annual basis, a centre with an enrollment of 10 infant, 15 toddler and 32 pre-school children which operated from 7:00 a.m. until 6:00 p.m. for twelve months of the year could expect to receive:

For Infants:

$$\frac{(10 \text{ Infants X } 36 \text{ Points}) \text{ X } 12 \text{ months}}{1} = 4,320 \text{ POINTS}$$

For Toddlers:

$$\frac{(15 \text{ Toddlers X } 24 \text{ Points}) \text{ X } 12 \text{ months}}{1} = 4,320 \text{ POINTS}$$

For Pre-school

$$\frac{(32 \text{ Pre-school X } 15 \text{ Points}) \text{ X } 12 \text{ months}}{1} = 5,760 \text{ POINTS}$$

The point value allowed to this centre totals: 14,400 POINTS

In 1988, each point is valued at \$4.12 for the year. As a result, in this example, the centre would receive a direct grant, divided into quarterly payments of \$14,832. and totalling \$59,328 for the year.



"Because I don't call this 'happily ever after!'"

The statutory requirement for staff in this example is eleven people - ten staff to meet ratio requirements and one supervisor/director. If the grant was equally divided among these staff, the gross amount per staff would be \$5,393.45. Of this amount, approximately 6% would be deducted for the employer's portion of mandatory benefits (C.P.P., U.I.) with the remaining

amount to staff for improvements to salaries and benefits with appropriate deductions for income tax, and employee contributions to C.P.P., U.I.C., and Workers Compensation if applicable.

If the centre Board of Directors decided to share the direct grant with support staff, then each person on the program staff would receive a lesser portion. Boards of Directors are also

permitted to differentiate between program staff and give more to one position or person than another, but no one individual can receive more than \$5,500 "maximum increase". All employed program staff must receive a portion of the grant.

Private Home Day Care Agencies use the same formula but the point value for each child is the same: 11.5 points for every child,

regardless of age. In addition, the funds are divided between agency staff and provider payments in a proportion which is determined by the Agency.

If you have questions about how the direct grant is being administered, and cannot obtain satisfactory information from those in charge of your program or the Area Office of the Ministry, please contact the Coalition (Collect) and we will do what we can to help you. (Tel: 416-532-4031)

What About the Commercial Sector?

You will be aware that the Minister announced recently that, in the absence of final agreement for a cost-sharing arrangement with the federal government which would facilitate the funding of direct operating grants to commercial programs, the Ministry would initiate implementation of direct funding to for-profit programs in an amount which reflected the provincial share - that is 50% of the total direct grant - effective April 1, 1988.

The Coalition is shocked that the Ministry would take this

course of action in complete contradiction to its promise in New Directions. There has been no announcement by the Ministry of any plan to develop non-profit child care in Ontario and the money is just being handed over to the for-profit sector without any requirement for public accountability. What safeguards will the Ministry put in place to monitor how these funds are spent? Will there be any special provision for disclosure in the for-profit sector in view of the need for accountability for these public funds?

We have been in touch with the Minister, and will continue to communicate to him, our opposition to the funding of the for-profit sector. Mr. Sweeney has confirmed his commitment that direct grants will be available only to commercial sector programs which were licenced or "in process" as of December 7, 1987. We have also urged the Minister to discontinue purchase-of-service contracts for new commercial programs as well - as part of a consistent approach to the development of the non-profit child care system which the Ministry is on record as supporting.

WE STRONGLY URGE YOU TO MONITOR THE SITUATION IN YOUR AREA AND TO KEEP THE COALITION INFORMED OF THE WAY THE DIRECT OPERATING GRANT IS BEING USED IN YOUR AREA PROGRAM. REMEMBER, SINCE THESE ARE PUBLIC FUNDS, INFORMATION ABOUT THEIR USE IS ALSO PUBLIC AND SHOULD BE MADE AVAILABLE THROUGH YOUR AREA OFFICE OR BY WAY OF A REQUEST UNDER THE FREEDOM OF INFORMATION ACT. ALL OF US SHOULD BE GRATIFIED THAT OUR WORK TO ACHIEVE DIRECT FUNDING HAS FINALLY PAID OFF. IT SHOULD HAVE A POSITIVE IMPACT ON CHILD CARE STAFF WHO HAVE BEEN IDENTIFIED BY STATS CANADA AS THE LOWEST PAID GROUP OF WORKERS IN THE COUNTRY! (WHAT A DUBIOUS DISTINCTION!) KEEP WORKING IN YOUR COMMUNITY AND WITH THE COALITION AND LET'S HOPE THE NEXT STEP FORWARD DOESN'T TAKE TEN OR TWENTY YEARS!

Lesley Russell
Hamilton Day Care Coalition

Wicks' Outcasts



PRIVATE HOME DAY CARE REVIEW

The Ministry of Community and Social Services is proceeding with its review of private home day care services in the province of Ontario. Included in this project is a literature review which will be available in the late spring. It reviews licensing, regulating and program information on family day care programs in other countries and in the different Canadian jurisdictions. An annotated bibliography on family home day care will be available this summer.

The Ministry is also conducting a survey of private home day care in Ontario. Agency questionnaires have been distributed to agency staff and questionnaires will also be distributed to providers, parents and home visitors. This survey is being carried out by the Norpark Consulting Company and the analysis will be prepared during June/July.

The combined analysis of the Consultants' Report and the Literature Review will provide the basis for new policy recommendations and a full consultation paper will be distributed in early 1989. The Ministry is particularly concerned about the high turnover rates of providers.

If you have any information or views on family home day care programs, the **Ontario Coalition for Better Child Care** would be pleased to hear from you.

FEDERAL-PROVINCIAL NEGOTIATIONS

It appears that some of the pressure we have placed on the federal government over the last few months has had some effect. We understand that the federal government has now acknowledged that their cost projections for the child care programs were inadequate, even misguided, and have returned to the drawing board to recast their projections. Meanwhile, the provinces are proceeding to prepare their own submissions for spending requests to the federal government. The bilateral and multilateral meetings to date have not really reached the negotiation stage; rather, they have centred on information-sharing, clarification of terminology and policy objectives, etc.

Nevertheless, the federal government is still planning to stick to its legislative timetable, which involves tabling the legislation in June, proceeding through Committee to 2nd reading and preparing for 3rd reading in the House in the early Fall.

It does not appear that the federal government will drop its child care package. There has been **no other** social policy legislation in the past four years, and the child care policy will become the central plank of the federal government's social reform package when it next goes to the electorate.

There's still time for influencing **both** the federal and the provincial government - **please call your MPP/MP** if you have not yet done so!

EMPLOYER-SUPPORTED PROGRAMS

The Ministry is working on a publication directed to employers on Work and Family dealing with child care issues. Also, COMSOC and Ryerson are sponsoring a conference on work and family issues this Fall at Ryerson Polytechnical Institute, Toronto.

INFORMATION POSTERS FOR ALL DAY CARE CENTRES

The Ministry is now in the final stages of approving the text for its **Day Care Poster**. The idea is that there would be an informational poster hung in every day care centre with details about the status of the licence, standards and programs offered. As well as basic information, the Poster would also inform parents whether the Centre met the licensing requirements, whether they were in breach of the requirements or whether they had been given a temporary licence and for what reasons.

Over the next few weeks, each area office will be sending out these posters to 10-12 centres in their area for a field trial. They will be displayed for 3 weeks after which parents, operators, consultants and licencing clerks will be surveyed as to the usefulness of such a poster. The results will then be analyzed and posters will be distributed to every centre.

This is a first step in providing sufficient information for parents and staff to monitor the



conditions in their centres. They will know what the licensing requirements are, whether their centre meets these requirements and will be given a name of someone to call if they have any questions or concerns. Hopefully the trial period will proceed quickly and we will see the posters in the day care centres by the Fall!

CONVERSION FROM PROFIT TO NON-PROFIT DAY CARE

The Consultant, Renee Edwards has now tabled her report on this issue and it is not yet public. The province is still working on policy development and is in the process of hiring someone to work on this. A

submission to Cabinet is planned for this summer, at which time Renee's report will be publicly available.

SCHOOLAGE PROGRAMS

The Ministry of Community and Social Services and the Ministry of Education have prepared a joint statement. The Ministry is also preparing a

publication entitled "Child Care in the Schools: Questions and Answers" to be distributed quarterly. This will deal particularly with the role of school boards in the creation of new day care in the schools. The Ministry is also awaiting an announcement concerning the next round of new schools and it is anticipated that these will include new child care spaces. They are also planning a public consultation which is anticipated for the fall.

ALL-FEMALE ESTABLISHMENT STUDY

The Pay Equity Commission is undertaking a study of systemic gender discrimination in pay rates for work performed in those areas of the economy traditionally staffed by predominately female workers, i.e. childcare.

As you will remember, the Pay Equity Act which professed to be legislation based on the principle of equality, did not apply to firms with less than 10 employees or to companies with all-female workforces. During the hearing process and the legislative debate, we argued that there had to be special protection for workers in all-female establishments, but the Act only provided for The Pay Equity Commission to examine this issue and make recommendations about how to achieve pay equity in predominantly female workplaces where discrimination in pay is identified.

The Pay Equity Commission has announced that briefs on this issue should be sent to them. Discussions with the Pay Equity Commission indicate, however, that their purpose in seeking these briefs is very vague. They are

asking the public to submit complicated sociological submissions on the characteristics of the workforce and to comment on possible mechanisms for resolving the problems.

The Ontario Coalition for Better Child Care, along with the Equal Pay Coalition, has suggested to the Pay Equity Commission that it would be preferable for the Commission to prepare some recommendations for us to respond to rather than depending on the public to "shoot in the dark". We have also asked for funding to organize a day-long seminar/consultation in Toronto on this issue with representatives across the province in June.

Please contact us if you would like further information on this issue or are interested in further discussions.



INSIDE THE COALITION

In February, the Coalition received Brigid Kemp's resignation from the Executive due to an overload of other commitments. Brigid Kemp has had a long history with us and made a significant contribution to the work of the Coalition and we will miss her. Thank you Brigid.

This leaves a vacancy on the Executive for a representative from a provincial organization and we hope all member organizations will consider nominating their representative.



LETTERS

Dear Coalition:

An issue I would like to address is that of Public Health support and advice to daycares. As a daycare, we receive a once a year visit from a public health nurse from the region. This year in fact, we requested this visit because it had **not** occurred. It is my understanding that this level of public health support is substantially less than that provided to our public schools. Considering the close physical contact of the children, and the potential for health problems we feel that there is a need for more frequent consultation and advice.

In particular, when we recently revamped our centre policies on illness, most of our resource material came from other sources outside the region's health department. We would like to see improved public health support to day cares. This is one of the components of child care as a public service.

Melainie Campbell
Paint-In Place, Waterloo

IN BRIEF

PLANNING NEW COMMUNITIES
HOUSING AND CHILDCARE

Hand-in-Hand

At the February Council meeting of the Ontario Coalition for Better Childcare, a motion was passed to seek representation on our council from planning and housing groups and to be represented on their committees as well.

Many of us in the Housing Co-operative movement realized long ago that daycare centres, or some provision for childcare, should be an integral part of the community planning process. In fact, I am a member of the childcare committee at Oak Street Housing Co-op, where a small, dedicated group is trying to plan a new childcare centre, and we've found that it's very hard to renovate housing into a suitable space, but not impossible.

The important issue of planning communities which are conducive to family living and the needs of today's working parents has always been part of the group that is planning for a better Toronto: Women Plan Toronto, who recently (April 14) sponsored a panel discussion around the issue, "Negotiating For Day Care Through the Planning Process."

Women and Environments, the publication of the planning community at the University of Toronto, published an extract from "Rush Hours: A New Look at Parental Employment Patterns" in their Winter 1988 issue. The

IN BRIEF

article details parent's work schedules and how several families cope with work and child care.

We hope that this new contact with planning and housing groups will broaden the perspective of the Coalition to include fighting for better communities, ones that include childcare hub models or flexible care as part and parcel of the whole new community.

Fiona Knight
Toronto

Reproductive Technologies

Surrogate embryo transfers, surrogate mothers, test tube babies, artificial insemination, biological mothers, frozen embryos - these are examples of the revolution in human reproduction. The question is: do we as a society want this revolution to continue without limits and without a full understanding of the implications?

Dozens of groups and individuals are urging the federal and Ontario governments to support the establishment of a federal Royal Commission on the social implications of new reproductive technologies. For further information, contact: the Canadian Coalition for a Royal Commission on New Reproductive Technologies through Margrit Eichler at O.I.S.E. (416) 923-6641.

Abortion Prosecutions Not Possible

The Supreme Court of Canada declared the Criminal Code section dealing with abortion as unconstitutional, thus bringing to an end



the prosecutions against Doctors Morgentaler, Scott, Smoling and Colodny.

Ontario Women Need A Strong Voice

In the September 10th provincial election last year many women's groups across the province played an important role in raising issues in the provincial election. All the political parties

made commitments - now we need to make sure they honour them. Representatives from a number of groups in Ontario are now trying to establish a strong ongoing coalition.

A preparatory committee has met to organize a founding conference this fall. In the meantime, you can help by giving moral and financial support, asking your organization to endorse the coalition.

The National Action Committee on the Status of Women is now publishing a quarterly *HOUSING NEWSLETTER* reporting on the key housing issues across Canada. For free copies, contact NAC Housing Committee, 344 Bloor St. West, Ste. 505, Toronto, Ont. M5S 1W9.

Growing Strong, a publication about women in agriculture

Integration and Participation, about women's work in the home and labour force.

Both available from:
Canadian Advisory Council on Women's Issues
 110 O'Connor Street, 9th Floor, Box 1541, Station B, Ottawa, Ont. K0P 5R5 (613) 992-4975

A series of free, easy-to-read pamphlets on recent changes to Ontario family law concerning legal rights re: child and spousal support; custody; access; abduction; your home and property; child protection and adoption; immigration and wife assault are available from the

Ontario Women's Directorate,
 480 University Avenue, 2nd Floor,
 Toronto, Ont. M5G 1V1 (416) 597-4593

Report on Rural Child Care Needs and Preferences

Prepared for the Ministry of Community and Social Services by Dr. Rona Abramovitch, University of Toronto.

In May, 1984, Molly McGhee's report, "**Women in Rural Life: The Changing Scene**" was tabled by Dennis Timbrell, then Minister of Agriculture. In that report - summarizing public meetings and written briefs by rural women in Ontario - 76% of the submissions identified the lack of child care as a major issue for rural women. The report went on to recommend provision of child care in rural communities.

Abramovitch's report presents the issues involved in the delivery and administration of child care services in Ontario's rural communities and makes some preliminary suggestions about needs and preferences.

The report reviews the literature on the delivery of social services to rural areas, which provides an overview of the major problems involved in rural service delivery. The report attempts to define the term "rural". In addition the report focuses on a series of investigations undertaken by the author on child care needs and preferences in rural Ontario and Canada, including farm families with young children.

The report also describes possible models of child care appropriate to rural areas. The purpose of this description is to indicate some of the possible solutions to the problems posed by the need for diversity and flexibility when providing rural child care.

A further section of the report looks at the availability of rural child care in relation to need. Need is measured in terms of Statistics Canada data on the number of young children in the province living in population centres of varying size whose parents do or do not work.

ASSOCIATION OF LARGE SCHOOL BOARDS OF ONTARIO/ ONTARIO COUNCIL FOR LEADERSHIP IN EDUCATIONAL ADMINISTRATION CONFERENCE

School board trustees and administrators, officials of the Ministry of Education and the Ministry of Community and Social Services, and child care centre operators and teachers met for two days in February to share and learn about child care facilities in schools - there are over 700 child care centres in Ontario schools. Information was provided in plenary and small groups. Speakers from the Toronto Board

pointed out the legal and economic risks, while others described programs in Hamilton, Durham, Ottawa, Toronto and North York. Issue sessions addressed quality programming, community expectations and the relationship between boards and centres.

The Association of Large School Boards of Ontario (ALSBO) will be preparing a kit on "How to do it" for school boards, on the understanding that the Ministry of Community and

Social Services (Comsoc) retains responsibility for the licensing of child care centres, even in the new schools where such a centre is mandatory.

Margaret Deeth, Co-ordinator of the Early Childhood Education Department of the Toronto Board reminded the participants in her session that the children's needs are our central concern - not the needs of parents, institutions or any other group.

Patricia Johnson

SCHOOL-BASED CHILD CARE FORESEEN

By Deborah L. Gold
Reprinted from Education Week

New-York City - One of the most influential researchers in the field of early-childhood development has unveiled a plan for the "school of the 21st century" that features a professionally run child-care system serving children between the ages of 3 and 12.

The plan was outlined at an Elementary School Centre conference here last month by Edward F. Zigler, Sterling Professor of Psychology at Yale University and director of the university's Bush Center in Child Development and Social Policy.

It would make public schools the locus for services ranging from prenatal counseling to after-school care for the children of working parents.

Some early-childhood experts have resisted efforts to institute child care in the public schools, arguing that schools lack the expertise in early-childhood development - and the track record in reaching parents to carry out effective programs.

After studying the issue for 30 years, however, Mr. Zigler said he had concluded that a successful child-care system "must be tied to known major societal institution: capable of reaching the broadest spectrum of children across socioeconomic lines."

"We can solve the child-care

crisis by implementing a second system" - operated by early-childhood specialists - "within already existing elementary-school buildings, where formal education takes place," Mr. Zigler said.

He labeled "unworkable" other, more piecemeal child-care solutions, such as relying heavily on the private sector, nonprofit organizations, or federal programs that serve only a small share of eligible recipients.

School-based child care, he said, is the most cost effective substitute for the "two-tiered" system that now permits high income parents to buy high quality child care, while low and moderate-income parents receive "marginal or inadequate" care.

"Hundreds of thousands of children are experiencing child-care environments that are compromising their optimal development," said Mr. Zigler, who cited the high child-staff ratios in some programs and wide variations in the quality of care.

Elements of Plan

The system he envisions would provide on-site care for children age 3 to 12, including:

*Child care - but not formal schooling - for 3 and 4 year-olds, provided by professionals credentialed under the national Child

Development Associate program.
*For 5-year olds, a half a day of kindergarten within the formal school structure and a half a day of child care if parents request it.
*Before - and after-school programs, centering on recreation, athletics, and hobbies, for children whose parents' workdays exceed regular school hours.
*A parent-outreach component, such as Missouri's "Parents as First Teachers" program, which would counsel parents from pregnancy through their children's early years.

*A support system to monitor, train, and provide back-up arrangements for operators of daycare providers in private homes near public schools. Mr. Zigler noted that 70 percent of children under the age of 3 are served by such providers.

*A referral system for information about other child-care settings.

Rather than relying on "already overburdened" school personnel, the child-care system in Mr. Zigler's ideal school would be managed by someone with a bachelor's or master's degree trained in early-childhood education. It would be governed by licensing standards appropriate to young children.

Fusion of Ideas

Mr. Zigler estimated that his plan would cost \$75 billion to \$100 billion, supported initially

through an income-graded fee system and later through taxes. Citizens, he asserted, "will not object" to child-care tax when most parents are working. He noted that 65 percent of the mothers of school-age children already work outside the home.

The federal government would provide start-up funds for states to launch "demonstration" schools and would provide subsidies for low-income and handicapped children under Mr. Zigler's proposal.

Some of his ideas have been embraced in two bills introduced in the U.S. Congress by Senator Christopher Dodd, Democrat of Connecticut, and Representative Dale Kildee, Democrat of Michigan.

The "Act for Better Child Care" would provide \$2.5 billion to help states provide \$360 million over three years for states to set up model schools along the lines Mr. Zigler has proposed.

He said here that several states - including Missouri, Florida, California, and Connecticut - already have such schools or are considering establishing them.

He also supports, he said, the "Family and Medical Leave Act," a bill passed by the House Education and Labor Committee last year that would require employers to grant parents unpaid leave to care for newborn or sick children.

Governance Questions Raised

Participants at the third annual conference of the E.S.C. a non-

profit advocacy and research group that serves as a resource center for elementary-school specialists, generally supported Mr. Zigler's proposal.

But they raised concerns about how the program would be governed and whether the public-school setting would be appropriate.

Ruth Randall, Minnesota's Commissioner of Education, said that operating a child-care program with a separate staff in the public schools was "viable and ought to happen," but that governance was "where the controversy is going to be."

She joined others in saying that state departments of Education and Human Services - as well as the public-school and early-childhood staffs - would have to resolve turf issues to launch successful programs.

"Getting the programs is not as difficult as determining what should go into them," she said.

Bernice Weissbourd, president of Family Focus and the Family Resource Coalition in Evenston, Ill., said Mr. Zigler's model could create a "two-tiered salary system" in the public school, since child-care workers generally earn substantially less than teachers.

"That will not work," she said. "It's untenable."

Ms Weissbourd also said that placing child care in schools could adversely affect community and private nonprofit centers, which some believe provide more

suitable settings.

Carolyn Zinsser, project director for the Center for Public Advocacy Research in New York City, warned that public-school early childhood programs could suffer from "academic trickle down" - the push for inappropriate, formal schooling at earlier and earlier ages.

Although he acknowledged that the "School of the 21st century" would face obstacles, Mr. Zigler said states must begin examining different kinds of models and then determine "what works best."

"I'm talking about a social revolution. It would be unfair to act like this is totally unproblematic," he said. "Somebody's got to think about where we want to be 25 years from now."

Mr. Zigler served on the planning committee for both Project Head Start and Project Follow Through and is the former chief of the United States Children's Bureau and the first director of the National Office of Child Development, now known as the Administration for Children, Youth, and Families.



"Worth Every Minute" a National Film Board film about the life of day care activist, Pat Schulz, will be shown on Tuesday, May 18 at 7:00 at the National Film Board, 1 Lombard Street, Toronto (King and Yonge). The film will be followed by a short discussion on Organizing to Increase the Wages of Day Care Workers (or the lack of them). The film will be given a second showing at 8:30 p.m.

Connections '88

Building Tomorrow's Network Today

Sponsored by the Canadian Association of Toy Libraries and Parent Resource Centres.

Date: June 2,3,4, 1988

Place: Oakham House, Ryerson Polytechnic Institute

For further information, call (416) 536-3395

**The Association of Parent Support Groups in Ontario
Spring '88 Conference**

Date: June 4th, 1988

Place: Viscount Hotel, Willowdale, Ontario

For further information, call Helen Jones, (416) 279-4405

Sunday June 5th -

10:00 - 4:30

Coalition Council Meeting

25 Cecil Street, Toronto.

For more information, please call Coalition office (416)523-4031

Motherhood in a Changing Society.

A three day conference to discuss motherhood in the 80's presented by the Ontario Advisory Council on Women's Issues.

Date: June 9,10,11, 1988

Place: OISE, 252 Bloor St. W.

Toronto, Ontario

Time: 7:30 to 10 p.m. June 9

9a.m. to 4:30 p.m. June 10 and 11

For further information, call (416) 965-5824 collect.



"He followed me home. Do I have to keep him?"

6th Annual Conference of the Ontario Coalition for Better Child Care

November 5-7, 1988. Toronto

Program includes International Speakers, Informational Workshops,

Debate: Childcare: Education or Social Service; and Annual Lobby.

For more information: Ontario Coalition for Better Child Care (416) 532-4031

Remember, the Metro Toronto Day Care Coalition meets on the second Wednesday of every month.

Call Sue Hunter at 534-6761 for more information.

PUBLICATIONS OF THE ONTARIO COALITION FOR BETTER CHILD CARE

The following Coalition publications are available from the Coalition office upon request. Please send \$2 for each publication with your order.

A Brief to the Government of the Province of Ontario on Daycare Services in Ontario, April, 1984

Brief to the Standing Committee on Social Development, Province of Ontario, September, 1984

Brief to the Commission of Inquiry on Unemployment Insurance. "Paid Parental Leave Policies: Can Canada's Unemployment Insurance Scheme Meet The Challenge?" January 1986

Brief to Special Parliamentary Committee on Child Care, May 1986

Brief "Still Time For Change, Ontario Provincial Child Care Policy," October 1986

1986 Conference Proceedings, Still Time For Change, December, 1986

Brief to the Standing Committee on Administration of Justice: "Bill 154/86: An Act To Provide Pay Equity in the Broader Public Sector and in the Private Sector, The Pay Equity Act, 1986," May, 1987

Brief to the Standing Committee on Finance & Economic Affairs, January 1987

Brief to the Select Committee on Health: "Development of Non-Profit Child Care in Ontario," April 1987

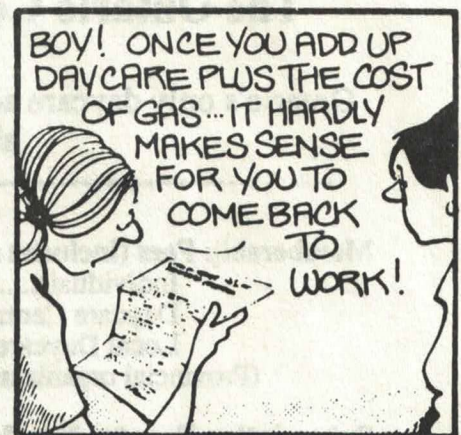
Brief to the Select Committee on Health: "On Statistics", April 1987

Response to Report of Special Committee on Child Care Federal Child Care Policy, June 1987

Response to Government of Ontario Policy: New Directions for Child Care, June 1987

Brief to the Government of Ontario: "The Times They Are A-Changin'", November 1987

Response to Federal Government National Strategy on Child Care: "Smoke And Mirrors? Or a New Federal Government Child Care Plan", December 1987



NEXT ISSUE

Full report on Canadian Daycare Advocacy Association's April Conference and Lobby in Ottawa

International Child Care: Child Care in Catalonia, Scotland and Italy

Report on International Family Day Care Conference in Wales last year

Analysis of the Provincial Municipal Social Services Review Discussion Paper

Report Card on New Directions for Child Care - One Year Later

Discussion on Accreditation of Child Care Programs - Is this the Way of the Future?

PLUS Regular columns; up-to-date news on the status of government reviews and legislation; and actions!

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