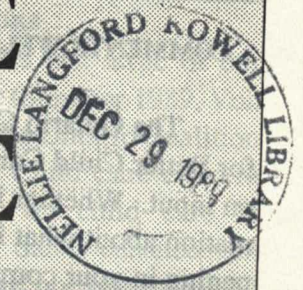


CHILD CARE CHALLENGE



NEWSLETTER OF THE ONTARIO COALITION FOR BETTER CHILD CARE



MANITOBA

PARENTS AND CHILD CARE WORKERS CHALLENGE GOVERNMENT

On October 17, parents with babies in backpacks and strollers turned out in droves to support the Manitoba child care workers' protest at the legislature.

Day care staff across the province of Manitoba walked out of their centres and rallied at the legislature to send a strong message to the government that child care workers needed government action to pay higher salaries.

Continued on p. 40....

INSIDE THIS ISSUE

U.S. Study on Quality
Pay Equity Commission Reports
STEP - Forward or Backward

Queen's Park Beat
Local Lines
News and Reviews

297 St. George Street, Toronto, Ontario, M5R 2P8 (416) 324-9080

COMMENTS WELCOME

The Ontario Coalition for Better Child Care thrives on input. Whether it's information about what is happening in your community, information you would like to share about your program, ideas for a story, letters with your thoughts about the *Child Care Challenge*, your criticisms of our actions or campaigns, your photos, local news clippings, cartoons - anything - we would welcome it. It's the way we keep in touch with you and can hopefully respond to the needs of the child care movement. So, pick up your pen today, and write us a note - or phone us - we'd love to hear from you.



DAYCARE DEADLINE 1990 REVISITED

1990 is almost upon us. The founding document of the Ontario Coalition for Better Child Care entitled *Daycare Deadline: 1990* has been the subject of much discussion in Coalition Think Tanks this summer and we will continue to discuss a revised strategy throughout the winter. Here are some preliminary observations:

The present child care system is in crisis and the resources do not exist in the private non-profit sector to solve the crisis. In this situation, it makes sense for the child care movement to look at the other non-profit sector alternative: the publicly operated system. This question will be the focus of discussion at the Ontario Coalition for Better Child Care Fall Policy Forum, November 8, 1989. Be a part of it.

The following is a summary of the conclusions in the Coalition's discussion paper on this issue:

- *The Coalition should emphasize the expansion of publicly delivered child care services as a way to achieve the goal of a universal system of quality child care for all children;
- *Responsibility for publicly delivered child care services for children 3.8 - 12 years should reside with the Ministry of Education;

THE CHALLENGE

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Printing:	Ontario Public Service Employees Union

EDITORIAL

- *An Early Childhood Education Division should be established within the elementary schools to oversee the provision of universal child care and education services to children 3.8 years to 8 years;
- *Out of school programs should be established for children 9 -12 years;
- *The public system should provide comprehensive services;
- *The Coalition should put forward its proposals in the context of a reformed education system;
- *Non-profit child care programs for children under four should receive immediate increases in funding;
- *The Coalition should continue to discuss how best to administer a universal system of child care for children under four years; and
- *The delivery model for childcare services should be the neighbourhood hub model.

Corrections

In the last issue of our newsletter (Summer 1989, Vol. 7, No.2), the Ontario Coalition for Better Child Care erred in its report on child care in Manitoba. Salary enhancement grants have not been allowed to profit operators (as stated on pg. 23), but are currently under discussion by Manitoba's government. As well, the amount received by the Manitoba Child Care Association to set up a consulting service for parent board development was \$200,000 over three years, not \$1 million. The association received one million dollars last year for training projects. The OCBCC sincerely apologizes for the errors.

ONTARIO COALITION FOR BETTER CHILD CARE EXECUTIVE COMMITTEE

Laurel Rothman	President	Action Day Care
Janet Davis	Vice-President	Individual Representative
Ed Alexander	Treasurer	Ontario English Catholic Teachers' Association
Barbara Cameron		Ontario Federation of Labour
Christine Brooks		Ottawa-Carleton Day Care Association
Donna Felder		Canadian Union of Public Employees
Leslie Peat		London Coalition for Better Day Care
Anita Price		Thunder Bay Advocates for Quality Child Care
Lesley Russell	Past President	Hamilton Day Care Coalition
Cheryl West		Individual representative (Toronto)

**Do you have a
Cabinet Member in
your Riding?**

Charles Beer, Minister of
Community & Social Services,
York North

Kenneth H. Black, Minister of
Tourism & Recreation, Muskoka-
Georgian Bay

James J. Bradley, Minister of the
Environment, St. Catharines

Elinor Caplan, Minister of
Health, Oriole

Shirley Collins, Minister Respon-
sible for Disabled Persons,
Wentworth East

Sean G. Conway, Minister of
Education, Minister of Colleges
and Universities and Minister of
Skills Development, Renfrew
North

Hugh A. Edighoffer, Speaker of
the Legislative Assembly, Perth

Murray J. Elston, Chairman of
the Management Board of
Cabinet and Minister of Financial
Institutions, Bruce

René Fontaine, Minister of
Northern Development, Cochrane
North

Christine E. Hart, Minister of
Culture and Communications,
York East

Monte Kwinter, Minister of
Industry, Trade & Technology,
Wilson Heights

Continued on p. 5.... Cabinet...

The activity at Queen's Park over the summer may have significant effects on the child care community in Ontario. Included in Premier Peterson's cabinet shuffle were many of the Ministries which affect child care legislation. Charles Beer replaced John Sweeney as Minister for Community and Social Services. The Minister of Education is now Sean Conway. Mavis Wilson replaced Gregory Sorbara as Minister Responsible for Women's Issues, taking that on as her sole responsibility. The following is a brief introduction to the new Ministers.

Charles Beer

Mr. Beer was first elected to the Ontario Legislature in the riding of York North in 1987. Since that time Charles Beer has chaired the Select Committee on Constitutional Reform which studied the Meech Lake Accord and served as the Parliamentary Assistant to the Minister of Education.

Although he has held numerous government and educational positions, Mr. Beer seems to have had little direct experience dealing with issues of child care.

During the OCBCC lobby in the spring, the Minister continually stated his total support for our recommendations. We hope to see this support transformed into action.

Mavis Wilson

Mavis Wilson was first elected to the Ontario Legislature in 1987 as representative for the provincial riding of Dufferin-Peel and was appointed shortly after as Ontario's Minister for Senior Citizen's Affairs.

Ms. Wilson held numerous positions on various boards and committees before joining the government. Specifically, she served on the Dufferin County Board of Education, The Dufferin County Child Abuse Committee and the Dufferin Rural Child Care Project.

According to Ms. Wilson, "The implementation of new reforms in the areas of health, social assistance and education, helping women

move from a life of dependency to a life of self-sufficiency, is of primary importance. Ontario's future requires the full and equal participation of all women."

Sean Conway

As part of the OCBCC Lobby '89 campaign, child care advocates met with Sean Conway in the riding of Renfrew North on April 28, 1989. The bottom line of the lobby was that Mr. Conway supported improvements in the child care system in the areas of affordability, accessibility and quality. He believes that investing in quality child care now is better than paying remedial costs in the end.

Overall, Mr. Conway supported most of the arguments made by the team in favour of more resources, better pay for staff, and regulatory bodies to oversee quality. However, he was concerned that increased funding would come from taxpayers' money and may once again squeeze the middle class.

One of the lobbyists on the team was concerned that Mr. Conway did not seem to understand the details of the funding levels involved in child care but the team was pleased that he wished to leave the lines of communication open for further discussion.

Remo Mancini, Minister of Revenue, Essex South

Lyn McLeod, Minister of Energy & Minister of Natural Resources, Fort William

Gilles E. Morin, Minister Responsible for Senior Citizens' Affairs, Carleton East

Robert F. Nixon, Deputy Premier, Treasurer of Ontario and Minister of Economics, Brant-Haldimand

Steven Offer, Solicitor General, Mississauga North

Richard Patten, Minister of Correctional Services, Ottawa Centre

David R. Peterson, Premier and President of the Council and Minister of Intergovernmental Affairs, London Centre

Gerry Phillips, Minister of Labour, Scarborough-Agincourt

David Ramsay, Minister of Agriculture and Food, Timiskaming

Gregory S. Sorbara, Minister of Consumer and Commercial Relations, York Centre

John Sweeney, Minister of Housing and Minister of Municipal Affairs, Kitchener-Wilmot

Christopher C. Ward, Minister of Government Services, Government House Leader, Wentworth North

Mavis Wilson, Minister Without Portfolio Responsible for Women's Issues, Dufferin-Peel

Robert C. Wong, Minister of Citizenship Responsible for Race Relations, Multiculturalism and the Ontario Human Rights Commission, Fort York

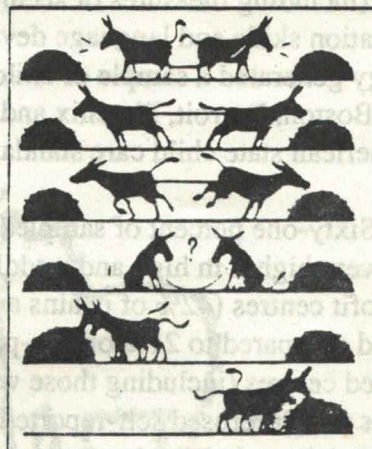
William Wrye, Minister of Transportation, Windsor-Sandwich

Cabinet Committees

In addition to a shuffled cabinet, five cabinet committees were struck to deal with priority issues. The Committees are:

- *The Agenda Committee,
- *Economic and Environmental Policy,
- *Education, Training and Adjustment,
- *Drug Abuse, and
- *Housing and Community Development.

CO-OPERATION



IS BETTER THAN CONFLICT

Multiculturalism: How Does Your Day Care Rate?

(reprinted from 'Child Care
Directions' July 1989)

Multiculturalism is:

1. An attitude of respect and a recognition of the richness of a truly multicultural society. It is non-judgmental, accepting, flexible and supportive.
2. The ability to adjust your expectations to each child's and each parent's readiness (i.e., their amount of English, state of culture shock, previous experience with child care, etc.) This means an ability to adjust your approach and program to meet the needs of each and every child in the program.
3. The recognition that a child's culture is an important part of him or her and his or her self image, and that it is unique.

*Continued on p.7...
Multiculturalism*

THE NATIONAL CHILD CARE STAFFING STUDY: A STUDY FROM OUR OUR AMERICAN COUSINS

Perhaps the most important study of child care quality carried out to date in North America was released last week in Washington D.C. The National Child Care Staffing Study: Child Care Teachers and the Quality of Care in America was conducted by the Child Care Employee Project of California. The findings comment unfavourably upon the quality of child care in America and provide clear evidence that the quality of care is linked to both to wages and whether care is operated for profit. The study had three goals:

1. To examine relations among child care staff characteristics, adult work environments and the quality of care provided for children and families in centre-based care;
2. To examine differences in child care quality, child care staff and adult work environments in centres that varied with respect to standards, accreditation, auspice and the families served;
3. To compare centre-based child care services in 1988 with those provided in 1977.

The study used quality observations (including observations of classroom structure, overall quality and interactions between the teaching staff and children), director and staff interviews and child assessments (including measures of security of attachment, sociability, communication skills and language development). A stratified sampling strategy generated a sample of child care centres in 5 study sites (Atlanta, Boston, Detroit, Phoenix and Seattle) chosen to represent a range of American state child care standards.

Sixty-one percent of sampled centres agreed to participate; refusal rates were higher in high and middle-income census tracts and among for-profit centres (42% of chains and 39% of independent for-profits refused compared to 21% of non-profits). Screening interviews with all sampled centres (including those who later refused) revealed that centres which refused self-reported poorer staff/child ratios than those who participated. That is, the quality of care may be even poorer

among those centres which refused. The study's main findings were the following:

1. The most important predictor of the quality of care children received, among the adult work environment variables, was staff wages. Better quality centres had: higher wages, better adult work environments, lower staff turnover, staff who are better formally educated and better trained in early childhood education, more teachers caring for fewer children;

2. Better quality centres were more likely to be non-profit; Among variables which differentiate among centres, auspice was the strongest predictor of quality. "Non-profit centres, regardless of whether they received government funds, provided better quality care than for-profits that did or did not receive government funds." Non-profit centres were rated better on quality scales (Developmentally appropriate activity scale and Appropriate caregiving scale), were more likely to have teachers who were more sensitive and less harsh, paid higher wages, provided better employment benefits, had less teacher turnover, had better ratios, had better program-related conditions and used a higher proportion of their budgets for wages and benefits (62% in non-profits, 49% in independent for-profits and 41% in chains) after budget adjustments for contributed space.

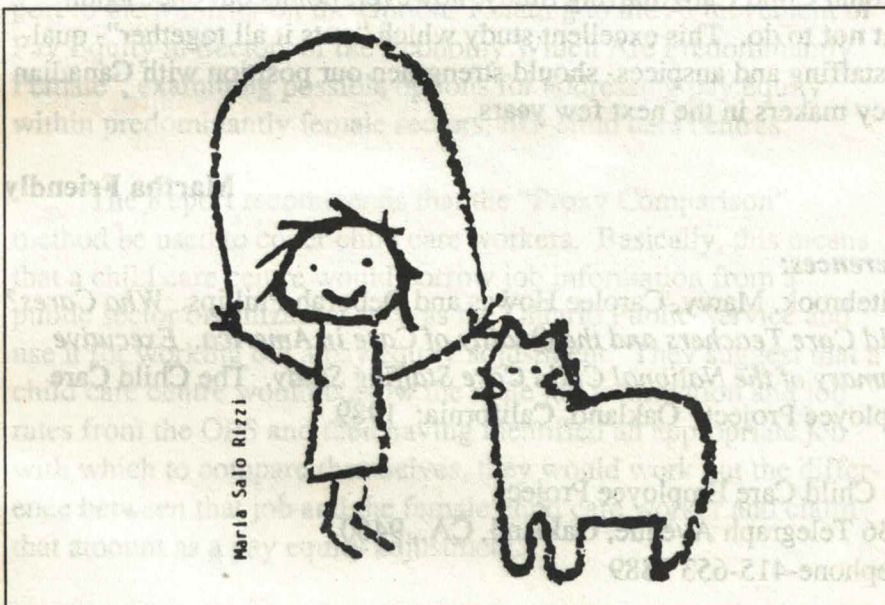
Continued on p. 8...Study

Continued from p. 6...

4. The nurturing of positive attitudes toward cultural and linguistic retention.
5. The ability to use all available resources and to ensure your policy and your program accommodate all families.
6. A racially unbiased approach to set-up, activities, play equipment, etc.
7. A rich and culturally appropriate environment which nurtures positive attitudes and offers a wide experience which truly reflects our multicultural society.

Multiculturalism is not:

1. Simply the celebration of ethnic or religious holidays.
2. A thematic "Japan week".
3. A geography lesson.
4. About other countries.
5. Only for immigrants or visible minorities.
6. Exotic images and traditional stereotypes.



*Continued from p. 7***U.S. STUDY**

3. The quality of child care programs, measured by Developmentally appropriate activity scores and Appropriate caregiving scores (teacher-child interactions) was generally quite poor. A score of 3 on the Developmentally appropriate scale indicates "minimally adequate" care; 2/3 of observed rooms for all ages of children fell below 4 and only 12% were scored 5 or better ("good"). Mean scores on the Appropriate caregiving scale were 4.1, 4.1 and 4.4 for infants, toddlers and preschoolers respectively; only about 30% of all rooms were 5 ("good") or better.

4. Children attending lower quality centres and centres with more staff turnover were less competent in language and social development;

5. The education of child care staff (both formal education and specific training in early childhood education) were key predictors of the quality

of care. Child care staff provided more sensitive and appropriate caregiving if they had more years of formal education, were trained in ECE at the college level, earned high wages and better benefits and worked in centres which spent a higher proportion of the operating budget on teaching staff.

6. States which had better child care regulations were more likely to have centres with better ratios and higher Developmentally appropriate and Appropriate caregiving scores and to meet recommended guidelines for provision of care (FIDCR).

7. American child care centres today are less likely to receive government funds and more likely to care for infants and be operated for profit than they were ten years ago.

What does this mean from the point of view of child care policy in Canada? First, the research solidly corroborates the positions, based on experience and our own research, which Canadian advocates for better child care have taken about the importance of decent wages, benefits and working conditions for child care teachers, the value of training, the need for solid regulation and that child care operated for profit is likely to be poor quality. Second, it reconfirms the view of many child care advocates that Canadians should not be looking south of the border to find exemplary child care models. Research like the National Child Care Staffing Study, however, points out once again what **not** to do. This excellent study which "puts it all together"- quality, staffing and auspices- should strengthen our position with Canadian policy makers in the next few years.

Martha Friendly

References:

Whitebrook, Marcy, Carolee Howes and Deborah Phillips. *Who Cares? Child Care Teachers and the Quality of Care in America. Executive Summary of the National Child Care Staffing Study.* The Child Care Employee Project. Oakland, California: 1989.

The Child Care Employee Project.
6536 Telegraph Avenue, Oakland, CA., 9460
Telephone-415-653 9889

QUEEN'S PARK BEAT



PAY EQUITY COMMISSION REPORTS ON PROBLEM OF ALL-FEMALE ESTABLISHMENTS

The Pay Equity Commission has now tabled its report, "Report to the Minister on the Options Relating to the Achievement of Pay Equity in Sectors of the Economy Which Are Predominantly Female", examining possible options for addressing pay equity within predominantly female sectors, like child care centres.

The Report recommends that the "Proxy Comparison" method be used to cover child care workers. Basically, this means that a child care centre would borrow job information from a public sector organization such as the Ontario Public Service and use it for working out a pay equity adjustment. They suggest that a child care centre would borrow the male job information and job rates from the OPS and then having identified an appropriate job with which to compare themselves, they would work out the difference between that job and the female child care worker and claim that amount as a pay equity adjustment.

The Report recommends that the Pay Equity legislation be amended to accommodate these sorts of changes.

The Ontario Coalition for Better Child Care has developed a similar model. However, we do not believe that child care centres have the resources, time or money to develop 2500 individual pay equity plans across the province. We believe there should be one plan for child care workers and that everyone would then be paid the same adjustment. Most important, we believe that the government should pay the adjustment. After all, parents can't afford it and municipalities' budgets are already overstretched to meet current operating costs.

To win this benefit will take a lot of campaigning on our part. We need to lobby our MPPs about the need for amendments and about the need for a Pay Equity Fund. It all begins with the Pay Equity Lobby following the Child Care Policy Forum on November 8. Join us in this important campaign!

Sue Colley

**THE NEW TAX:
WHAT YOU SHOULD
KNOW!**

The national Anti-Poverty Organization provides the following information on the new Goods & Services Tax scheduled to take effect in January 1991.

What is the Goods and Services Tax (GST)?

The GST was introduced in a technical paper released by the federal Finance Minister on August 8, 1989. It proposes a 9 percent tax on almost all goods and services purchased by individuals or companies. (This tax will replace an existing tax that is built into the prices of manufactured goods only.) The tax will be placed on books, heat and hydro, inter-city transportation, postal services (including postage stamps), take-out food, clothing, and so on. There will not be a tax on basic food, medical services (including prescription drugs and medical appliances), dental

Continued on p. 11...GST

Legislated Child Care In Some Doubt

On September 19, Health and Welfare Minister Perrin Beatty announced Ottawa is considering backing away from a legislated child-care program in Canada.

The unpopular legislation that had been proposed by the Conservative government last year was thankfully quashed at election time. It had been opposed by the CDCAA's 1,600 members, along with the Minister's own advisory committee, the National Action Committee on the Status of Women, the National Council of Welfare, and many other major organizations. The much-criticized proposed Bill C-144 would have moved child care backwards, not forwards.

Mr. Beatty stated that there had been some proposals, made by some people, not to use legislation, but failed to mention those, who like the CDCAA, stated: "we still need a comprehensive national policy with high quality, non-profit care to all families."

While he said he was "open in terms of the best approach to take", one option he is considering is simply continuing to help the provinces provide child care spaces to low-income families through the Canada Assistance Plan (CAP).

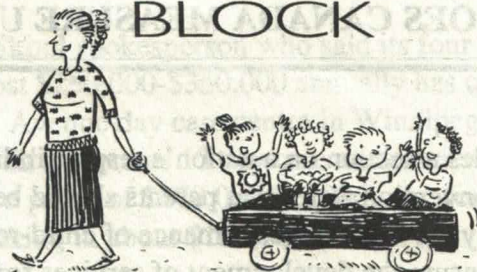
The CDCAA explains that while CAP could continue to assist low-income families, it does not solve the problem--"there is still a desperate need right across Canada for more realistic operating grants and considerable salary enhancement features."

The current situation is one in which there are an incredible lack of licensed spaces, practically no care accessible to infants or children with special needs, and outrageous costs for existing spaces.

Mr. Beatty said he will travel the country seeking views on how to best meet the country's child care needs.

There has already been a Task Force, a Senate sub-committee, Legislative Hearings; one thousand Canadians have spoken to a Parliamentary Committee...How many more studies do we need?

WE'VE BEEN AROUND THE BLOCK



It has taken us a long time to achieve the recognition and rewards which usually acknowledge professional effort. Our wages are no longer "poverty wages", but they aren't yet equal to other professional wages.

Day care workers and parents know that quality day care depends on quality staff.

Better salaries, benefits and working conditions mean lower staff turnover.

The higher morale and continuity in programmes benefit the children.

IF THEY PAID US WHAT WE WERE WORTH...



We are professional workers but our salaries are still 13.5% below the average industrial wage.

Day care workers and parents know that quality day care depends on quality staff.

Better salaries, benefits and working conditions mean lower staff turnover.

The higher morale and continuity in programmes benefit the children.

COMMITTEE FOR ACTION ON DAY CARE



280 METCALFE STREET ■ SUITE 500 ■ OTTAWA ■ K2P 1R7 ■ 613-232-8444

services, legal aid services, water services, municipal public transportation, and monthly rents. It will take effect in January 1991.

What is the refundable GST credit?

The refundable GST credit is intended to provide lower income Canadians with the money to cover the costs of any goods and services taxes they have to pay. The credit would be paid four times a year and the first payment would be made in January 1991. The intention is to pay people the credit before they have to pay out any GST. You apply for the credit by completing an income tax return and you can receive the credit even if you don't have to pay any tax. The amount of the credit will be based on the previous year's income tax return.

The GST credit will replace the existing sales tax credit, and will pay \$275 for two adults (or for one adult and one child), and \$100 for each child in households with incomes of \$24,800 or less in 1991. Households with higher incomes will lose five cents for every dollar of income above that amount.

**THE UNITED NATIONS CONVENTION
ON THE RIGHTS OF THE CHILD:**

CHILD CARE - HOW DOES CANADA MEASURE UP?

This year, the United Nations General Assembly will adopt a Convention on the Rights of the Child to consolidate existing international law on children and to introduce some new previously un-addressed issues. Ten years ago, a Declaration on the Rights of the Child was adopted by the UN. A UN Convention, however, is more binding than a Declaration and announces a clear intention by signatory countries to comply.

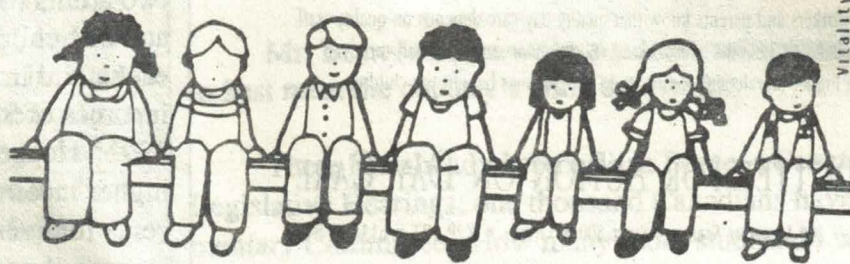
Among sections dealing with children's rights to survival, protection and shelter, the

Convention includes a section on a nation's responsibilities regarding child care. The Convention states that parents should be rendered appropriate assistance by the State in performance of child-rearing responsibilities and shall ensure the development of services for the care of children; the State shall take all appropriate measures to ensure that children of working parents have the right to benefit from child care services for which they are eligible. Further, in all actions concerning children, the best interests of the child shall be the primary consideration.

Obviously Canada, which played a leading role in developing the Convention, does not currently measure up to the Convention in the area of child care. Canadian working parents, even those who are eligible, do not currently have a right to benefit from child care services and the quality of many Canadian child care programs is so poor that the best interests of children are not met. If Canada signs the Convention, it perhaps will signal an intention to make significant changes in child care policy.

Acknowledgement by the federal government that parents have a right to high quality child care would be a reasonable first step; a close second step would be implementation of a national plan to ensure that parents have access to high quality child in all regions of Canada.

Martha Friendly



vitality

HEARTS AND DARTS

➔➔ MINI-SKOOL IN MANITOBA QUILTS!

A Mini-Skool spokesperson who said its four Manitoba centres lost \$250,000-\$350,000 annually has closed its Jefferson Avenue day care centre in Winnipeg. Mini-Skools which operates 13 day care centres across Canada recorded a profit of \$478,000 in 1986 - the four Manitoba centres raking in about \$155,000!

♥ CDCAA PRESENTS AWARD TO MARY HUMPHREY!

Canadian Day Care Advocacy Association has honoured Manitoba child care ally, Mary Humphrey. Director of the Manitoba Child Day Care Department for her outstanding concern and implication with quality child care issues. Ms. Humphrey's constant commitment to the delivery of quality child care, her integrity and professionalism have always been an asset to the child care community. Her reputation is well-known throughout Canada.

➔➔ A WOMAN'S WORK IS NEVER DONE!

The Hamilton Spectator reported that an unlicensed day care, T'n R Day Care is operating an Escort Agency on the side.

➔➔ NEW GOAL FOR COMMERCIAL CHILD CARE OWNER!

Leanne Rapley, the owner of Stouffville's newest daycare centre, Teddy Bear Daycare, has grand plans: "I would like to be the MacDonaldis of Day Care and set a very high standard of care and employment for my centres," she told the Tribune last month. Is fast-track, packaged day care really what we mean by high quality, Leanne?



MULRONEY'S RIDING SCORES AGAIN - THIS TIME A CHILD CARE GRANT!

The Cégep de Baie-Comeau has received \$121,561 to "explore information available on holistic medicine in day care settings." It includes research on holistic medicine, preparing material and an 'accredited' training program for day care educators as well as information for parents.



QUEEN'S PARK BEAT

ON-GOING SOCIAL ASSISTANCE REFORM

Last June thirty-one Provincial organizations met in Toronto to discuss the anticipated impact of the social assistance reform initiatives announced by the Minister of Community and Social Services and to strategize to ensure on-going reform.

Copies of a report on the workshop will be available in November (at cost) from the Metropolitan Toronto Social Planning Council, Suite 1000, 950 Yonge Street, Toronto M4W 2J4



WILL STEP BE A STEP FORWARD OR BACKWARD?

Following the announcement of the 1989 Provincial Budget, the Honourable John Sweeney announced a series of additional measures in response to recommendations of the Social Assistance Review Committee headed by George Thomson.

One of the new initiatives, the Supports to Employment Programs (STEP), was implemented on October 1st, 1989. STEP is specifically designed to provide incentives for social assistance recipients to participate in the paid labour force. It does this by recognizing employment costs in a more realistic way.

By comparison with social assistance benefits available up until this fall, STEP recognizes the significant costs child care can represent in a family budget. Now, essentially it will be possible for a single parent of



QUEEN'S PARK BEAT

young or school age children to contemplate entry in the paid labour force even if there are no child care subsidies available.

This is possible because the new STEP regulations allow in the benefit calculation for child care expenses to be deducted from gross earnings. What this means is that social assistance would be available to cover the full cost of quality child care in a licensed facility and a limited amount in an unlicensed setting. (As well, for the first month a client starts working, an advance is available for up to one month's child care costs.)

It may be easier to imagine the difference these new initiatives could make if we examine the case of Jacinthe.

Jacinthe separated from her husband in early 1989, and has two children, now ages 3 and 5. She lives in a small walk-up apartment in east end Ottawa, where the rent is \$600 a month. She is trained as a drafts person, and is deciding whether a job offer of \$15 an hour for a permanent part-time position of 28 hours a week will be worth her while if she has to pay for the licensed child care she thinks her children deserve.

When Jacinthe initially applied for and got Family Benefits earlier in the year, accepting such a position would have automatically disqualified her from social assistance. Once her gross income exceeded her total benefit cheque (in Jacinthe's case \$1,178) by the Flat Rate Exemption of \$190, she would have been expected to cover all her expenses, including child care from the remainder.

That is, from a gross monthly income of \$1,885 (\$1,820 from her job and \$65 in Family Allowance), she would need to set aside the following before considering food, clothing, health care and drugs, transportation or any other 'incidental' items.

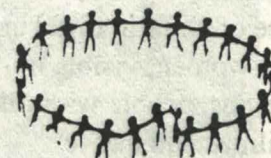
UI, CPP, and Tax (code 7)	221.14
Ottawa Municipal Child Care	970.00
Rent	<u>600.00</u>
Total	\$1,791.14

Balance left from \$1,885 = \$ 93.86

With \$93.86 a month or just over \$3 a day to cover food, clothing, health care and drugs, transportation and incidentals, it is easy to see why she might turn down the opportunity.

The October 1st implementation of STEP provides some budget elasticity for Jacinthe and other women like her. Assuming exactly the same circumstances, the new plan would leave Jacinthe with an additional \$763 monthly after the statutory deductions, child care, and rent had been taken care of.

Using Jacinthe again, it may be helpful to evaluate the impact on her family budget of less costly child care, assuming she can find it. For the sake of argument, the calculation below assumes she has qualified for a subsidy which requires her to pay \$100 a month.



QUEEN'S PARK BEAT

STEP....

Continued from p. 15....

EMPLOYMENT EQUITY CONSULTATIONS

The Ministry of Citizenship has conducted consultations with about 100 groups this summer. Almost all of them, including employers, told the Minister they wanted legislated employment equity. The Ministry should be presenting proposed legislation to Cabinet this fall but the provincial government does not yet see employment equity legislation as a priority.

YOU CAN MAKE A DIFFERENCE

Now is the time to convince the Premier that employment equity legislation is a priority. Write a letter, ask your organization, co-workers and colleagues to write. Tell them you want mandatory employment equity legislation in the province of Ontario to ensure that women, visible minorities, people with disabilities and native people achieve equality in the workplace.

Variable Child Care Expense

	Full Cost	Subsidized
Gross Income	\$1,885	\$1,885
Statutory Deductions	221	221
Ottawa Municipal Child Care	970	100
Net Disposable Earnings	694	1,564
Basic Earnings Exemption	175	175
Percentage Earnings Exemption	104	278
Chargeable Earnings	415	1,111
Benefit cheque	763	67

In either scenario, Jacinthe would still be eligible as a client for medical and drug coverage from Family Benefits. If she is required to pay full fees, as in the first scenario, she would have \$174 less each month to meet her expenses (that is, the difference in percentage earnings exemption for each set of circumstances).

It is clear that, by explicitly recognizing child care costs, STEP provides more realistic access to the labour market for women/single parents with young dependents. However, our preliminary calculations suggest that, except for a very few clients, the lower the cost of child care, the greater their disposable income at the end of a typical month. Therefore, low income parents will be driven by economic necessity towards the lower-cost, lower quality child care and will feed the tendency to create one child care system for the rich, and the another for the poor.

What is not so clear is how these initiatives will affect the supply of child care spaces. That will be the subject of more detailed analysis in our next issue.



Janet Maher

CONFERENCES

ONTARIO WOMEN'S CONFERENCE

The Ontario Women's Action Coalition held its founding conference in Sault Ste. Marie, October 27-29, 1989. Workshops on various women's issues were offered. Patti Strople of the Windsor Coalition and Janet Davis of the Ontario Coalition led the workshop on child care. Guest speakers included Chaviva Hosek, MPP for the Oakwood riding; Julie Davis, Secretary-treasurer of the Ontario Federation of Labour; and Linda Briskin, Professor of Women's Studies at York University.

The goal of the conference was to establish a new group that would link existing women's organizations throughout the province and lobby the provincial government on numerous issues including employment equity, housing, violence against women, and child care. Many women attending the historic conference thought that such a group was long overdue.

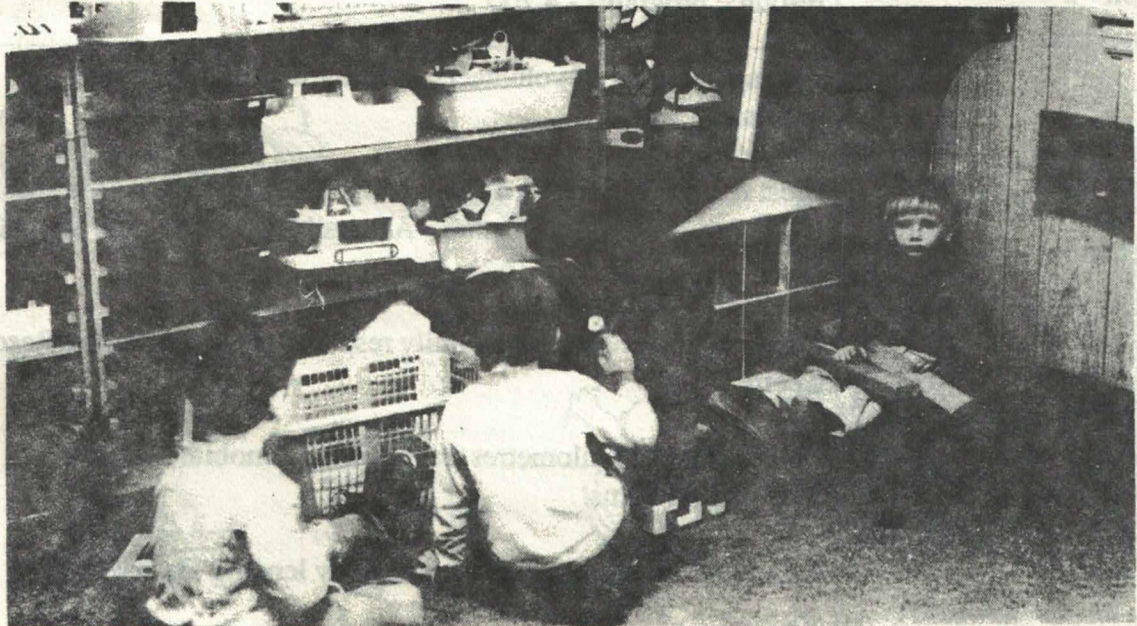
After many hours of discussion, both in plenaries and small groups, over 160 women from across the province endorsed the

Structure and "Issues of Common Concern" documents, creating the Ontario Women's Action Coalition.

In the last hour of the conference, a steering committee and committees for financing and fundraising, outreach and conference coordinating were established. The first annual meeting of the coalition will take place in 1990.

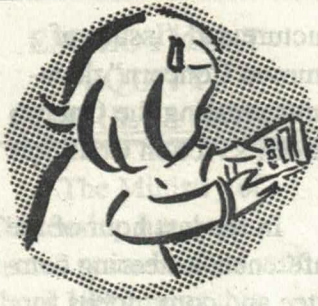
Janet Maher
OWAC Steering
Committee

Continued on p. 30



CHILD CARE CHALLENGE

FACTS



TOY LIBRARIES

Provincial Breakdown:

Alberta - 41
British Columbia - 104
Manitoba - 22
Newfoundland - 4
New Brunswick - 18
Nova Scotia - 19
North West Territories - 3
Ontario - 466
Prince Edward Island - 2
Quebec - 100
Yukon - 3



TOY LIBRARIES AND PARENT RESOURCE CENTRES IN CANADA

(prepared by the Canadian Association of Toy Libraries and Parent Resource Centres)

(Family resource services include parent-child centres, toy libraries, drop-in centres, child care registries, mobile resource units, playgroups, hub-models and programs for families with children with special needs.

Estimated number of family resource services in Canada - 797.

Canadian Association of Toy Libraries and Parent Resource Centres national membership - 356

Estimated total number of families served - 87,113

Average number of families served per centre - 242

Number of Board of Directors representing community-based family resource programs - 4,200

Average number of volunteers working in family resource programs - 21

Most remote location in Canada - Ogoki Post, Ontario (Martens Falls Child Parent Resource Centre - Accessible by plane only from Thunder Bay)

Most common name for a family resource program 'Parent Resource Centre'

Total number of kilometres travelled by a mobile resource unit in a year - 11,844 kms.

Estimated average cost of a toy in a toy lending library - \$15

NEWS AND REVIEWS

Total dollars saved by a Canadian family with one child actively participating in a toy lending library over one year - \$1,440

Leave for Employees with Family Responsibilities: This booklet is available from: Publication Distribution Centre, Labour Canada, Ottawa, Ontario, K1A 0J2 (819-944-0543)

Innovative Approaches to the Salary Dilemma: The Massachusetts and Toronto Experiments is a new resource written by Mindy Fried and Marcy Whitebook. This report reviews the salary enhancement legislation implemented in the State of Massachusetts beginning in 1986 and the salary provisions of the Day Care Grant Program adopted in the City of Toronto in 1983. The authors used written reports and in-depth interviews with key players in both communities to present an overview of how these initiatives have affected the child care delivery system. The report is available for \$3.00 from the Child Care Employee Project, 6536 Telegraph Ave, Suite A-201, Oakland, CA 94609

The \$2.7 million the Government of Canada is spending on advertising the Goods and Services Tax would purchase child care for a whole year for 675 children!



CHILD CARE CHALLENGE

LOCAL LINES

Sarnia

Good news for Sarnia residents! Two new centres are scheduled to open in the fall of 1989. The Salvation Army Day Care Centre will be opening in Sarnia. A day care centre is also opening in Forest.

The Lambton College Workplace Day Care now has an incorporated board. Also, the ECE students at Lambton College are assisting with a needs assessment survey being conducted by the YMCA, in order to establish where the child care system is lacking in their region.

Janine Woehl Zarycki

Thunder Bay

The Schoolhouse Playcare Centre of Thunder Bay has been selected by the Ministry of Education, as one of the four child care centres that are located in a school setting to take part in a pilot project. The project began September 1, 1989 and will end by June 29, 1990. A

Continued on page 20...

Continued from page 19....

project co-ordinator will work closely with the director and staff of the Playcare Centre and the principal and staff of St. James School. Some of the aims and objectives of the project are:

- *to bring a North Western Ontario perspective of the needs of children in both sections

- *to strengthen the ties between our target school and the existing child care programme.

- *to use community, school, school board and Playcare resources and staff to strengthen our respective programmes

- *to include parents as vital members of our programme.

- *to keep in mind at all times the needs, interests and abilities of the children involved.

**Lee Angus
Northwestern Ontario
Regional Day Care
Committee**

Continued on p. 30

Flexible Child Care In Canada - A Report on Child Care For Evenings, Overnight and Weekends, Emergencies and Ill Children, and In Rural Areas.

Prepared by Martha Friendly, Gordon Cleveland and Trisha Willis

The Childcare Resource and Research Unit recently published a comprehensive document detailing and analyzing the needs for flexible child care services in Canada and their current accessibility. The report states that Canadian families have needs which are not met by conventional services in cases of shiftwork, farm work, rural communities, child illness, or other family emergencies. Despite this need, "in most regions of Canada today, a majority of families have child care needs for which appropriate services are not accessible" (p. 2). In response to this situation, the Ontario government's New Directions policy included the implementation of the Flexible Services Development Project designed to "direct future policy" in the implementation of flexible child care models.

The information for this report on flexible models was derived from other literature and reports, telephone interviews with government officials and key informants, and questionnaires sent to "all identified flexible child care programs in Canada" (p. 4). Discussed in the document are three main needs for flexible child care: evening, overnight and weekend care; emergency and sick child care; and care for children in rural communities. Each of these categories is discussed in terms of what each should include, the extent of the need for service, possible models for service (as well as existing pilot projects), legislation and regulations and the issues involved in the delivery of services.

The report also points out that "few child care services in Canada have been developed to assist families whose child care needs are not met by traditional services" (p. 32) and only recently have several needs assessments been carried out. Flexible child care models, according to the report, will have to be "multi-faceted and comprehensive" and will need to solve present funding barriers in order to meet non-traditional needs (p. 32).

NEWS AND REVIEWS

Flexible Child Care In Canada includes an extensive list of references and resources as well as an annotated bibliography and would be an extremely useful document for anyone with needs or interests in child care which differ from everyday services.

It can be obtained from: The Childcare Resource and Research Unit, 455 Spadina Avenue, Suite #415, Toronto, Ontario M5S 2G8.

Canadian Families and Their Child Care Arrangements: The 1988 National Child Care Survey

A study of Canadian families and their childcare arrangements is being conducted by the National Day Care Research Network, the first results of which will be available in the spring of 1990. The research is a collaborative effort involving four professors from the Universities of Guelph, Victoria, British Columbia, and Manitoba, each of whom has considerable experience in day care research. The study is unique in its size and comprehensiveness. A sample of 24,000 participating families was used. Study areas include child care, family and situational factors, employment variables, and their inter-relationships. As well, information will be obtained from each Province's child care and education branches in order to analyze how differences in the number and nature of child care services, licensing standards, and funding mechanisms impact on use patterns and on parents' perceptions of the availability, affordability, and quality of alternative types of care in their communities.

Three phases of data analysis will be undertaken:

- *simple descriptive analysis,
- *analysis of subgroups and planned comparisons, and
- *multivariate analysis and model building.

This final phase would be oriented towards establishing the major links between child care, family, and employment variables in different economic and social contexts. Multiple analyses would result using the following as predictor variables (for infants, pre-

Continued from p. 20....

schoolers, and school-age children): preferred child care method; child care method currently being used; parental concern and tension about child care arrangements; and several measures of possible impacts on men's and women's career progress and productivity.

The researchers provided the following evidence for the necessity of a study such as theirs.

- *A major change in current patterns of child care has resulted from dramatic increases in the labour force participation rate of mothers with young children;
- *decreased fertility; and
- *the rising incidence of separation and divorce among Canadians.

Current statistics indicate that the majority of families with preschool age children now rely on some form of "regular" supplemental care for their children as a necessary family resource, as do many parents of school age children. They conclude that, clearly, the issue of child care

Continued on p. 22....

NEWS AND REVIEWS

has become an issue of visible national importance. Yet, many questions about parents' needs and preferences, the nature of the care Canadian children are experiencing daily, and the impacts of those child care arrangements on children and their parents remain unanswered. They conclude, "In short, the research data that would normally be used as a basis for formulating social policy and for assessing the effects of those changes in the future is required."

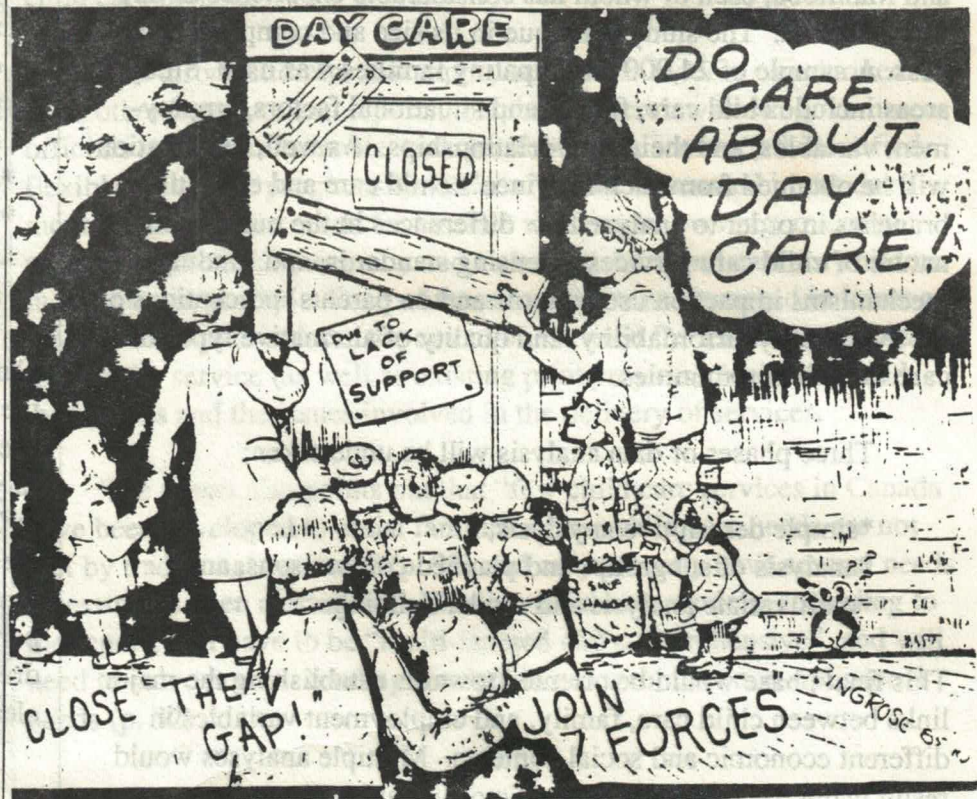
Given that "existing formal child care/day care services seem to meet the needs of a minority of families in Canada", the researchers set out to answer such basic questions as: Where are the children? What factors are the most critical determinants of current use patterns? What forms of care do parents need and want? They feel that these questions are of the most direct importance to federal and provincial

governments who, faced with increasing demands for additional services, must develop policies and programs that ideally ensure that all families have fair access to affordable, high quality child care arrangements that are compatible with their needs and preferences.

The two major thrusts of the study are:

- *To provide valid, comprehensive data on Canadian families' child care needs, use patterns, and parental preferences and concerns about child care options; and
- *To examine the relationship between family, work, and child care variables in the broader context of social, economic, and geographic factors that impinge on those relationships.

An executive summary will be available from the National Day Care Research Network, sometime in early 1991, after separate reports are completed.



NEWS AND REVIEWS



A Woman's Place is the new publication of the Ontario New Democratic Party Women's Committee. This newsletter draws the slogan "A Woman's Place is in the House (of Commons)", publishes news of interest and concern to women as well as fundraising and organizing ideas. The copy deadline for the next issue is December 15, 1989. Please send submissions to :

A Woman's Place
c/o 184 Main Street
Toronto, Ont. M4E 2W1
For more information contact
Mary Boite, Communications
Coordinator, 416-461-2274.

Child Care Pilot Projects

The Ministry of Education has initiated five pilot projects in separate regions of the province that got under way this fall. The purpose of these projects is to link child care and school programs in order to create a curriculum continuum through early and ongoing observation, identification and development of appropriate programming.

In Ottawa, the child care centre Le Cerf-Volant and the alternative school (organized in ungraded family groupings), St. Gaston-Vincent, are coordinating programs on a daily basis, as well as working on joint projects such as a joint calendar. In North York, the pilot project involves coordinating the staff of fifteen child care programs and kindergarten teachers from fifteen schools. The Schoolhouse Playcare Centre and St. James School of Thunder Bay will be

working together. Waterloo Region Roman Catholic Separate School Board will be producing a video detailing the projects. In Grey County, three child care centres and the schools that house them will be developing a curriculum continuum.

Independent Child Caregivers Association will conduct the first large scale telephone survey of people who provide in-home care for children. Hundreds of child caregivers throughout Ontario will be contacted by a private research firm so that the needs and concerns of this special group can be recognized.

This project is being funded by Health and Welfare Canada's Childcare Initiative Program and will be conducted by an independent research firm. Approximately 700 in-home caregivers will be contacted. The results of the survey will be published early in 1990 and will provide information to federal government and the public concerning the kinds of programs and services provided by in-home child caregivers. In addition the survey will help to identify the type of support and training that caregivers need and want. Inquiries may be directed to Donna MacKinnon, Community Liaison Coordinator, 2203 East Acres Road, Gloucester, Ontario, K1J 9A8. (613) 745-7906

The Victorian Order of Nurses has been funded by Health and Welfare Canada to undertake a needs assessment of short term child care for mildly ill children in the Waterloo region.

Anna Carr, Programme Director for the project, informs us that it will consist of :

1. A questionnaire for working parents.
2. A series of interviews with specialists in the health/child care field.
3. A workshop to investigate alternative models of sick child care.

The questionnaire will be distributed this fall to employers, schools, day care centres and individuals wishing to become involved in the project. The problems associated with caring for a sick child aged 0-12 are made worse for single parents or for parents who are both working and cannot afford to take 'time off'. They hope to involve

IN BRIEF

Courtesy of the Canadian Day Care Advocacy Association



people from all walks of life and all areas within the region, especially those from rural and ethnic communities who may have additional concerns.

Information about this project can be obtained from either Anna Carr or Sylvie Boisvert at (519) 894-1236.

Toy Injuries

CBC Market Place would like to talk to people who know of a child who has been injured by a toy. They are interested in different types of injuries, i.e. cuts from sharp edges or choking on small parts. If you or anyone you know has had such an experience recently, please call collect:

Margot Cronis (416) 975-6653 or
Irene Bakaric (416) 975-6704

WARNING!

Volvo The CAA is advising owners of VOLVO combination infant/child restraints that this seat does **not** meet Canadian Motor Vehicle Safety Standards. All owners should return seat to a VOLVO dealer for a FULL refund.

Totkins Bo Peep Hi-Rider XL Infant/Child Restraint, manufactured between January 1, 1986 and May 31, 1986 does not comply with Canada Motor Safety Vehicle Safety Standard.

Pay Equity Plans

CUPE reminds all locals that the Pay Equity Act requires all negotiations to be concluded and all pay equity plans to be posted by January, 1990. The Pay Equity Commission is adamant that no extensions will be granted.

CUPW Announces Child Care Study

After extensive debate, the Canadian Union of Postal Workers (CUPW) has

IN BRIEF

reached an agreement with Canada Post to study members' child care needs and availability of child care facilities. Canada Post will hire a consulting firm, DPA Group Inc. The agreement to do this study was won by both CUPW and Letter Carriers Union of Canada in the last round of negotiations.

Division of Personal Wealth in Canada

When average workers are accused of greed and causing inflation with wage demands, perhaps those doing the accusing just don't like to share.

The government's own publications show that the top 10 percent of Canadian families have more wealth than the rest of the population combined. The top 20 percent have well over double what the remaining 80 percent have.

Average workers fall overwhelmingly in the 80 percent category, while professionals and managers dominate the top 20 percent. The corporate elite are in the top one or two percent.

The actual breakdown of wealth of Canadian individuals and families as of 1984 is as follows:

	<u>% Share Wealth</u>	
1st 20% -	-	0.3%
2nd 20% -	-	2.4%
3rd 20% -	-	9.3%
4th 20% -	-	19.8%
5th 20% -	-	68.8%
(Top 10% -	-	51.3%)

(Statistics Canada Cat. 13-588)

Better Beginnings, Better Futures Project

The Ministry of Community and Social Services has proposed the development of a longitudinal primary prevention policy research demonstration project.

Past studies, such as the Ontario Child Health Study (1984), have documented that children from disadvantaged backgrounds are at a high risk for developing emotional and behavioral problems. The Ministry plans to follow the development of children, in at least four economically disadvantaged communities in Ontario, longitudinally for up to twenty-five years, to evaluate the effectiveness of primary prevention.

The Ontario Prevention Clearinghouse will co-ordinate the project which will be better known to local communities as the "Better Beginnings, Better Futures" project. A background paper will be released later this year, and will be available to service providers, community groups, and researchers.



IN BRIEF

Food For Thought

Women Plan Toronto suggests 10% of space in shopping malls could be designated non-consumption and non-commercial. This space could be used for socializing, museum and science centre exhibits, recreation programs for teens and seniors, child drop-off centres... Something to think about!

City of Toronto Approves Funding Proposal

The City of Toronto Executive Council recently voted in favour of the funding proposal from George Brown College for the replacement of day care staff completing Early Childhood Education (ECE) practicums.

The pilot project involves hiring an Early Childhood Educator on a one year contract, who would then rotate through the day care centres participating in the project, replacing students who must complete their field practicum in a centre other than the one in which they are employed. The day care centre would continue to pay the student staff wages and benefits for the four weeks absence in field practice, while the salary of the replacement staff would be cost-shared between the City of Toronto and the Ministry of Community and Social Services. The project would result in twelve individuals completing a field practicum towards an Early Childhood Education diploma.

The City of Toronto has approved a \$15,000 grant to George Brown College for the implementation of this pilot project. The funds will cover half the costs for a replacement staff.

Is your city council progressive--would they support a similar proposal?

Help Needed for Healthy Kids - Happy Kids!

The Canadian Institute of Child Health (CICH) is a national non-profit organization which promotes the overall health and well-being of Canadian children. The Institute is presently in the

process of coordinating the development of resource materials for child care professionals. The materials will be designed to assist them in effectively incorporating health promotion practices into their child care environments.

CICH would appreciate receiving any health promotion ideas (e.g. hand washing songs, books about personal hygiene, etc). Send them your songs, stories, crafts, and activities so that they can adapt and incorporate them into health promotion resource materials which will be available nationally. Credit will be given for original material.

The resource materials that are developed will be initially distributed free of charge to 12,000 child care environments, child care associations and health units across the country.

Please send all relevant material to Healthy Kids - Happy Kids Project, Canadian Institute of Child Health 17 York Street, Suite 105, Ottawa, Ontario K1N 5S7

LETTERS

Maryann Wasilka sent us a copy of her letter to the B.C. Government. We reprint an extract below.

I'm a provider who works in Ontario. Several years ago (1986) a group of providers started meeting regularly and formed an association called Providers and Children Together. We wished to discuss matters concerning providers and reduce our isolation and to promote our profession. I'm not aware of any other association of providers who work for agencies.

Recently, I became aware that the British Columbia Ministry of Social Services had announced "that approximately \$1 million will be made available to non-profit agencies to recruit, train and support informal day care arrangements. The program will ensure quality care in the informal sector, which is an important component of day care in the province".

As someone who has 'worked' for such an agency I wish to bring some ideas to your attention and perhaps B.C. can improve on the model I

know of. I put the words 'worked' in quotes because we are regarded as small business and independent contractors. Although the agencies control our wages, placement of children, and working conditions, they do not recognize us as employees. I believe I 'work' for this agency not 'contract services' to them and as such should be entitled to contribute, with their assistance, to unemployment insurance, Canada Pension Plan and Worker's Compensation. This form of child care is often used not only for its flexibility and warm environment, but primarily because it is so 'affordable' and the workers subsidize the system. In Ontario home day care providers are not covered under the Labour Standards Act of Ontario and are therefore placed in a vulnerable position regarding agency policies i.e. statutory holiday payments and provider terminations.

The boards of home day care agencies in Ontario are not currently required to have parent or provider representation and while they may have an open door policy, giving those involved in the service meaningful (voting power) input is essential to the accountability of the program. Our regional home day care agency has a board of directors made up of political representatives some of whom may not be comfortable with the concept of "child care" as an "educational and social" service not a welfare service.

Our association is currently unable to obtain funding for our newsletter through Ministry funding - as it is seen as the responsibility of the agency to keep home day care 'providers' informed. We are unable to access money directly from our regional social services office to attend conferences or communicate with our own providers or others in the province. The agency is therefore the voice of the providers.

I encourage outreach to informal caregivers to train and support them, and I hope you will encourage your government to take the following approach. Day care advocates should request that the British Columbia Social Services government use the \$1 million dollars to set up non-profit home day care agencies which "employ" their providers. Further these agencies should have a Board of Directors that represent parent, provider, and staff and/or political interests equally. This request should determine if government funding to home day care agencies is motivated through a desire to 'ensure quality in the informal sector' or increase day care affordability at the expense of the home day care system.

Yours truly,

Maryann Wasilka

IN BRIEF

Have you discussed Unionizing at your Day Care Centre Lately?

The following information was adapted from OFL Focus, September, 1989

Forty per cent of non-union workers want to join unions, a recent Ontario public opinion poll shows.

There is great potential for unions to organize, particularly among women, white-collar workers, part-time employees and those with low incomes and low job satisfaction, according to the Vector Public Education Inc. poll.

Lack of interest in joining a union does not usually mean disapproval of unions, the poll shows. The primary reason for not joining is resistance from employers. Less than a third of non-union workers eligible to join a union felt that unions have not tried hard enough to organize.

Once workers are union members, they place high value on

the labour movement's ability to help them. More than four-fifths of unionized workers say the union helps improve pay and safety conditions.

About two-thirds of union members valued their unions for training received and control of work load. About half said the union helps them get promotions or advancements and recognition from management.

Vector interviewed 634 Ontario residents between July 25 and August 8.

"I was the first employee at the Glebe Day Care Centre 17 years ago. It used to be this job was considered a stepping stone to a 'real job'.

It's time to recognize day care as a real occupation, with the package that goes along with a real occupation — wages, vacation, sick leave and retirement benefits.

We have been lucky to have the parents' support. They have said they want us recognized as a profession, with the same rights and security as any profession."

MARIA RUKIEWICZ

LOCAL LINES

CONFERENCES

Continued from p. 20....

Peterborough

The Peterborough chapter of the Child Care Coalition is applying to the Secretary of State for funding for one part-time organizer. They will know the outcome of their proposal soon.

Members will also be attending a community forum on child care entitled "Child Care--Strategic Planning for Peterborough County," on November 4, 1989.

Joan Sangster
Peterborough Child
Care Coalition

Waterloo

Waterloo Region child care advocates enjoyed some holidays in the summer and are now getting geared up to do some public education. The Coalition plans to speak to many groups and plans to write to some major publications about the day care issue. They also plan to appear on local television.

Continued on page 31....

"2001: A Child Care Odyssey"

The Ottawa-Carleton Day Care Association sponsored a conference entitled "2001: A Child Care Odyssey", on October 20, 1989. The conference gave over 80 participants from the child care community an opportunity to consider creative options for the future of child care and education in Ontario. Ada Sherman presented a lively keynote speech on Thursday night, describing a vision of integrated care and education for young children. Friday began with a panel discussion that included Ada Sherrman (Institute of Child Studies), Kay Eastham (Child Care Unit--Ministry of Community and Social Services), Julie Mathien (Centre for Early Childhood and Elementary Education--Ministry of Education), and Nancy Wannamaker (Federation of Women Teachers' Associations of Ontario). Each speaker identified current policy directions. Small group workshops discussed teaching qualification and job security issues, the impact of full day kindergartens on current child care programs, and the need to develop high quality program models for 4 and 5 year olds. It was clear that the child care community is ready to tackle new options.

IF WE HAD 10 CENTS
FOR EVERY TIME WE
DRIED A CHILD'S TEARS...



We could each retire to our own islands.

But our pension plans are still inadequate when compared to other public sector workers.

We aren't asking for "pie in the sky". We just want to maintain the wage and pension parity we have had with municipal day care workers.

Day care workers and parents know that quality day care depends on quality staff.

Better salaries, benefits and working conditions mean lower staff turnover.

The higher morale and continuity in programmes benefit the children.

COMMITTEE FOR ACTION ON DAY CARE

CONFERENCES

LOCAL LINES

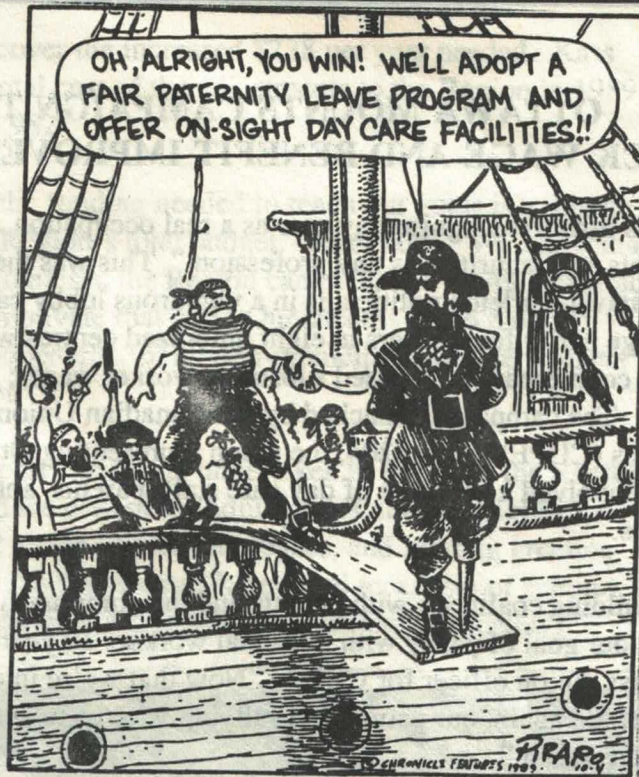
Continued from p30.....

There is still a waiting list for subsidy in the Region even though the province agreed to fund 50 more spaces. The small breakthrough in funding was not enough to fill the demand for subsidies in the region. Also, the United Way has turned down proposals for sustaining funding for day care at "Our Place" which is a centre for at-home mothers and private home care givers. It seems that child care related agencies should look elsewhere for funding.

On a local radio phone-in survey most respondents agreed that day care should be government funded.

The Waterloo Region Social Resources Council recently completed their draft report on child care. It found that the level of children served by licensed day care has remained at 15%, the same as five years ago, while the number of women working outside the home has greatly increased. In the Waterloo Region, 70% of women working outside the home have children between the ages of 6-12; 68% have children under six.

Continued on page 32....



By DAN PIRARO

BIZARRO

NATIVE CHILD CARE CONFERENCE

A Native Early Childhood Education Association has now been formed. The initiative came out of the Native Day Care Conference in June in West Bay. Twelve native centres form the Board of Directors and the Executive consists of the President (Dixie Shilling), Vice-President, Secretary and Treasurer. Everyone at the Native Day Care Conference is a member.

The new Association will be similar to the AECEO except it will advocate for a native consultant in the Ministry of Community and Social Services, more training for native day care workers and more native language and culture in day care programs.

The Association is currently exploring avenues for funding and information about the new Association is available from Dixie Shilling, Curve Lake, Ontario, K0L 1R0.

Continued from p. 31...

The Waterloo Day Care Coalition expressed concern that there was only a single inadequate recommendation in the report. As an alternative, the coalition wrote a ten point program of measures to improve the child care situation, which was presented to the Health and Social Services Review meeting in September. The ten points were accepted by both the Social Resources Council and the Health and Social Services Committee, but the original report was not amended to include them.

**Jane Mitchell
Waterloo Day Care
Coalition**

London

The London Coalition for Better Day Care (LCFBDC) has recently had changes to their Executive Council. These include: Brenda Rooms-Leinweber, Spokesperson; Julie

Continued on p. 34...

**OTTAWA MOUNTS CAMPAIGN TO
BACK WAGE AND BENEFIT IMPROVEMENTS**

"It's time to recognize day care as a real occupation, with the same rights and securities as any profession." This was the message sent to Ottawa-Carleton politicians in a vigorous lobby campaign to gain: wage parity for workers in eight unionized centres with their Regional counterparts; increased substitute worker wages; and increased pensions. The campaign, launched by the Canadian Union of Public Employees (CUPE) Local 2204, the union representing Ottawa day care workers, involved a coalition of day care staff, parents, and community supporters.

"Building coalitions with parents and the community is how we achieved our goal of parity with Regional workers 10 years ago," said Jamie Kass, union officer for CUPE. "Now that we're in danger of falling behind again, our parents are rallying with us to get our Regional budgets increased."

One hundred workers in eight non-profit centres have maintained parity with their Regional counterparts since 1979, when their coalition convinced the politicians to support "catch-up" increases over three years. As part of a Regional job evaluation study, Regional day care workers received substantial salary adjustments as of July 1, 1989, in addition to their negotiated wage increase. These adjustments produce a wage gap between the two groups of workers.

"It's really a case of economic justice for women," said Kass. "The adjustments begin to compensate Regional day-care workers for years of work which was undervalued. We and our day-care parents feel strongly that the same principle should also apply to day-care workers who aren't directly employed by the Region."

In fact, the parent boards of directors for the eight centres agreed in May to parity wages between the Regional and non-profit child care staff; increased wages for substitute staff; and increased pensions in their new collective agreement. Parent fees have gone up accordingly,

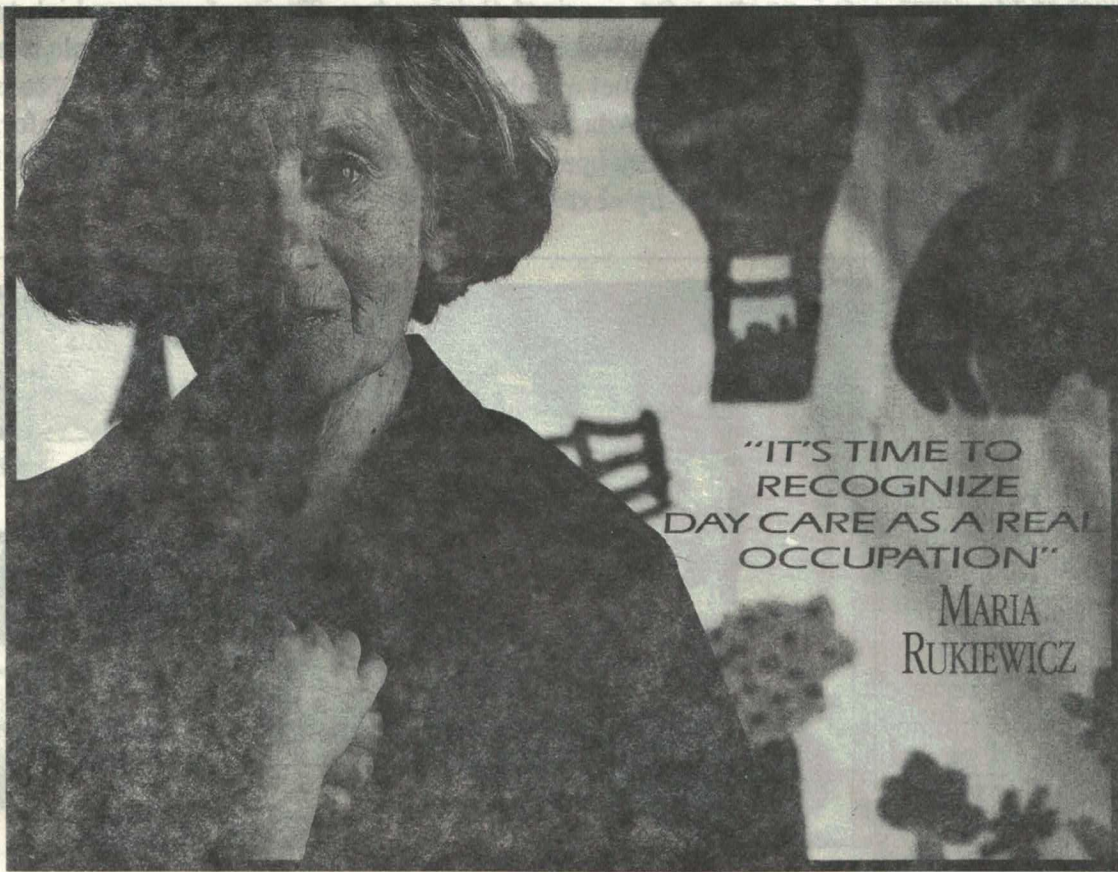
but they can't cover the increased \$738 per year needed. Kass estimated the total cost of the adjustments to the Region in 1989 would be \$118,982.

"The public funding needed to reach our goals is a minute fraction of the Region's total budget," Kass said. "We know that if the political will exists, the Region can make the funding available. It's our job to motivate that will. Our success could mean increased salaries/benefits for all non-municipal day care workers in Ottawa-Carleton"

The two part campaign, undertaken to persuade the Regional Council to fund the cost of the adjustments, included lobbying councillors and social service employees, and sending greeting cards to the local politicians with personal messages of support. (A sample of the greeting card used in the campaign is below)

But on September 21, the Ottawa-Carleton Regional Council voted against the additional funding. As has been the experience in other cities, lack of provincial cost sharing was a major factor in the decision.

The coalition has not given up, however. The campaigning will continue throughout the Region's 1990 budget deliberations set for December and January.



LOCAL LINES

Continued from p. 32...

Keens, Chair; Katey Berzins, Treasurer; Leslie Peat, Secretary/Resource person; Nancy Pin, Newsletter Editor.

The LCFBDC is planning a public meeting on November 1, 1989, entitled "Deadline 1990". The theme will be "How far have we come and where are we headed?" The LCFBDC hopes to motivate more interest in current child care issues and to generate ideas from all interested parties with this public meeting.

Leslie Peat
London Coalition for
Better Day Care

Windsor

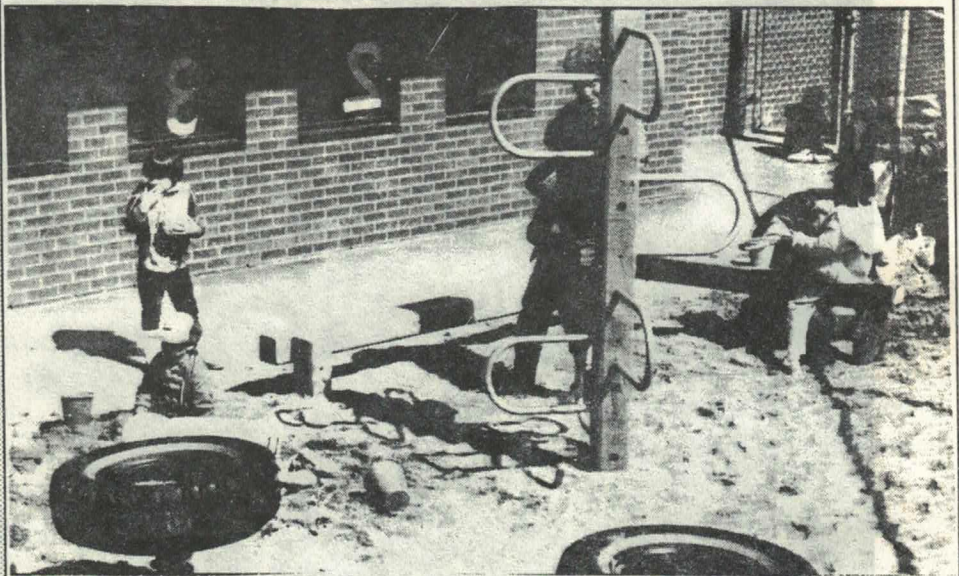
The Windsor area is pleased to be opening a union and corporate co-sponsored child care centre. The extended hours (5:30 a.m. to 1 a.m.) centre is to serve 54 children from infancy to pre-school. It is part of a non-profit Labour

Continued on p. 35...

Ottawa

On Monday October 2, members of the Ottawa-Carleton Day Care Association (OCDCA) attended the Regional Executive Committee meeting and some also made presentations. After much discussion, the only recommendation passed was that an additional 3% increase be added to salaries and benefits, only if the Province agreed to cost-share. Neither the OCDCA nor the Regional Committee is very hopeful that this will happen.

At its Annual General Meeting on October 19, the OCDCA was presented with a slate for an interim executive. This interim executive will be in effect until December 1989. During the next three months this executive, along with the general membership, will be working on a much needed restructuring. The OCDCA is excited and enthused at the prospects of this restructuring. Also that evening, Ada Sherrman gave a wonderful talk which was the perfect kick-off to the "2001-Child Care Odyssey" conference the following day. The conference, which was a first for OCDCA, was a great success with close to 100 people in attendance. All the panel members--Kay Eastham, Julie Mathien, Nancy Wanamaker and Ada Sherrman--provided lots of stimulating information and were very open to questions and concerns. The OCDCA hopes to do a follow-up next year.



LOCAL LINES

Continued from p. 34....

OCDCA has a sub-committee working on a draft model for 4 and 5 year kindergarten expansion. Their first meeting is Monday October 30, 1989.

At the last OCDCA board meeting a draft subsidy manual was handed out. This draft was prepared by a member of OCDCA and a staff of the Region's subsidy office. When it is completed, it will be an incredible resource to centres and parents. The OCDCA executive is inviting Kathy Yach, Chairperson of the Ottawa Board of Education (OBE) to its next meeting. The OCDCA all look forward to this opportunity to discuss with Kathy the OBE's plans for the future of child care within the education system.

Karen Murnaghan, Coordinator of the Integrated Preschool Community Support Program, gave a presentation at the OCDCA's last board meeting, outlining some of the program's goals and objectives and gearing up for a meeting on November 14th at the Ministry.

Christine Brooks
Ottawa-Carleton Day Care Association

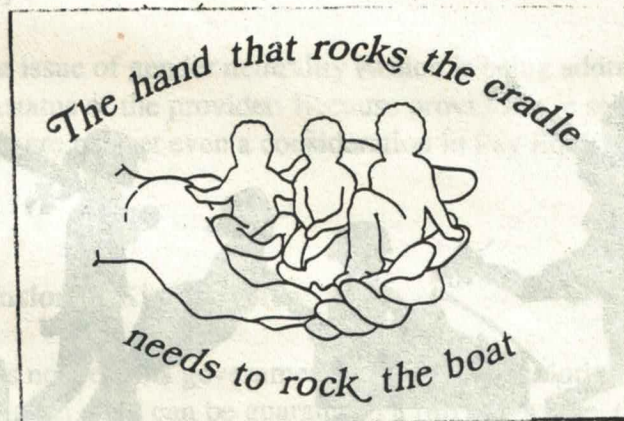
Community Service which includes housing for all ages, medical facilities and the child care centre. It has taken a lot of hard work and co-operation to see this project along and we heartily congratulate everyone who has been involved. Our best wishes for a successful operation go out to the new centre.

The local coalition was involved in the district Labour Council's Labour Day celebrations early in September. This year's theme was "Child Care in the Workplace".

On the down side, Windsor is unfortunately joining the rest of the province in having a long and growing list of families in need of child care waiting for subsidization of their day care space. We have gone from basically no list a year ago to well over 100 children and families waiting for assistance. There seems to be no end in sight for this crisis as governments at all levels refuse to do their part to alleviate the problems.

The Windsor Coalition

Continued on page 40....



T-shirts with this logo are available from the Child Care Workers Alliance in Minneapolis, (612) 823-5922.

PRIVATE HOME DAY CARE

KEY ISSUES FACING PRIVATE HOME DAY CARE IN 1990

The most basic issue facing Private Home Day Care (PHDC) is that you must always begin by explaining what the service is in comparison to centre-based care. PHDC in Ontario is defined by the Ontario Day Nurseries Act as "the temporary care for reward or compensation of five children or less who are under 10 years of age where such care is provided in a private residence, other

than the home of a parent or guardian of any such child, for a continuous period not exceeding 24 hours."

Basically, PHDC is unique because a small group of children are cared for in a warm, nurturing home environment. This allows for the matching of each child to a suitable Provider and group of children. With only five children in a home, the Provider and parent have ample time to communicate so that child care decisions are made in partnership. An additional benefit is that families that wish to preserve their cultural heritage can often find a match with a Provider of a similar heritage.

The flexible nature of home day care is also a key component. It can serve shift and seasonal workers and those who require extended hours, week-ends, emergency and respite care as well as school holidays. Home day care agencies also serve urban, rural, native reserves and an army base.

In Ontario, the PHDC agency is licensed by the Ministry of Community and Social Services (M.C.S.S.). The agency in turn recruits, trains, contracts, supports and supervises providers and provides resources and support to the children and parents who are registered.



PRIVATE HOME DAY CARE

Many agencies also offer additional services such as mobile toy and equipment lending, resource centres, latch-key support, newsletters, "warmlines" and extended services to the community.

PHDC began in the 60's and now there are over 100 agencies caring for over 10,000 children. Approximately 80% of the children enrolled are subsidized. According to the Ministry of Community and Social Services Survey of PHDC (1988) the number of children enrolled by Type of Agency is 46% municipal; 45% Non-profit and 9% commercial.

Now, the issues.....

PHDC faces all the issues that centre-based care faces but from a different point of view. We are the forgotten sister. We must constantly remind government, advocates, day care associations and educators that home day care is different from centre-based care and therefore must be dealt with differently. Let me review a few of the common child care topics from the Home day care perspective as well as a few topics specific to the model.

Pay Equity

Beyond the issue of gender neutrality (which is being addressed) is that of the status of the provider. Because providers are self-employed they are not yet even a consideration in Pay Equity legislation.

The Expansion of Kindergarten

PHDC does not see this government initiative as a solution to child care. Unless the child can be guaranteed a full day's care, there will be additional problems due to the further fragmentation of child care. An increased amount of part-time care will be needed, which ends up being a problem for parent and home day care to contend with. In addition, this initiative does not support the promise in

New Directions (M.C.S.S.) of parental choice. If there is to be choice, then funding must also be increased to PHDC to accommodate parents who prefer a small group/home setting for their children.

Federal Child Care Act

It has become increasingly important to develop a National Network of Home Day Care so that we can contribute towards the development of the next Child Care Act with a national voice. A Steering Committee, developed in the spring of 1989, is the starting point.

Direct Operating Grant

The Private Home Day Care Association of Ontario (P.H.D.C.A.O.) has been in constant negotiation with the M.C.S.S. regarding the administration of the Direct Operating Grant (DOG) to agencies. DOGs for PHDC seem to be an afterthought. Once again the Ministry adapted a centre-based model and didn't take into consideration the flexible nature of home day care; i.e., rapid

Continued on p. 38. Private Home

PRIVATE HOME DAY CARE

Continued from p. 37...
expansion and contraction, extended hours, part-time care and the high percentage of infants and toddlers enrolled.

Over the past year recommendations proposed by the Private Home Day Care Association of Ontario were adopted by the M.C.S.S. and the definition of Average Daily Enrollment and the Reporting Time Period have been revised. In addition, they have incorporated the suggestion that written forms be used for data collection to be signed by an authority of the agency in an effort to improve the consistency in data collection. The M.C.S.S. will also re-examine payments to agencies who have expanded greatly over the past year.

An issue still at hand is the Point Value System. The assigned 11.5 does not accurately reflect the number of infants, toddlers, preschoolers, or extended

and full days of care provided in the PHDC Sector. In some agencies more than 80% of the children receive full-time care and a high percentage are infant and toddler spaces. This is notably inequitable compared to the centre-based points of 36 for infants, 24 for toddlers and 15 for preschoolers.

The inconsistency of information between Ministry Area offices also became very apparent during the implementation stages of DOG and there is concern that various interpretations of DOG formulas have impacted on the grant amounts received by agencies. The Private Home Day Care Association of Ontario will continue to monitor for consistency.

After the M.C.S.S. study of DOGs is complete, there may even be new issues to address.

The Fundamental Review of PHDC

This is the most significant issue affecting home day care in 1990. The M.C.S.S. has been reviewing PHDC over the past two years by way of a survey of agencies, providers and parents, an international literature review, an annotated bibliography and meetings of an Advisory Committee representing home day care. The major issues identified in the Review process were

- 1) the increased need for financing to maintain current levels of operation;
- 2) the need to increase provider payments and the rate of subsidization; and
- 3) the need to redress the issue of Provider recruitment and turnover.

A Discussion Paper was shaping up that didn't reflect these issues and fortunately the Advisory Committee has been asked to come forth with some recommendations. This year home day care will have to devote tremendous energy to guarantee that a superlative system is proposed.

PRIVATE HOME DAY CARE

Cost of OHIP

The cost of employee OHIP premiums to agencies will increase effective January 1990. The Private Home Day Care Association of Ontario will be pursuing the M.C.S.S. to take financial responsibility for this change in provincial legislation.

Transitions

The Social Assistance Review Committee report, TRANSITIONS, briefly addressed child care in the initiative called STEP (Supports to Employment Programmes). The PHDC sector is concerned that

- 1) the amount allowed for child care will not be large enough to purchase space in the licensed system and
- 2) that the Ministry has not increased funding to accommodate an increased need for space. Once again, low-income parents are given an opportunity to improve their situation in life, but the child care support system won't allow them to take full advantage of the initiative.

The Human Resources Project (M.C.S.S.)

The M.C.S.S. is reviewing Home Visitor training requirements, perceived problems in training and the current legislation for determining qualifications for home visitors. The PHDCAO will be promoting the minimum of an ECE diploma with 2 years of experience as a primary qualification as well as an ability to work effectively with adults and children, skills in assessment and programme planning and the ability to establish positive interpersonal relationships with adults. Also supported is a multidisciplinary approach in hiring a team of home visitors; i.e., social worker, teacher, psychologist, nurse.

Income Testing

This is an issue that should prove to be of major concern in 1990, in particular, the development of a fair subsidy system for

families who own and operate farms.

Public Education

Home day care has been striving to educate the day care community and the general public about it's model of child care but there is still a tremendous amount of work to be done. We look forward to the day when home-based care is given equal time in every discussion about child care.

If anyone would like to have more information about Private Home Day Care please contact: The Private Home Day Care Association of Ontario, 801 Eglinton Avenue West, Suite 302, Toronto, Ontario, M5N 1E3 or call (416) 783-1152

**Leslie Atkinson,
Executive Director
PHDCAO**



Continued from p. 35...

Sudbury

OCBCC member, Carole Lamoureux, and seven volunteers are currently hard at work fundraising for the planned bilingual resource and drop-in centre in Chelmsford, Ontario. So far they have sold Nevada tickets, organized a car wash and a fair in their efforts to raise the \$10,000 required by government funding bodies to open the centre.

The project has been approved by the Ministry of Community and Social Services and has received federal funding under the Child Care Initiatives Fund as well.

Oxford County

After a bit of a rest this summer, the Oxford Coalition met in the second week of September and discussed the pay equity legislation, specifically, the exclusion of many child care workers

Continued on p. 41...

Continued from page 1...

MANITOBA WORKERS STRIKE FOR HIGHER WAGES!

Manitoba child care workers were outraged last month by the province's decision to increase day care spending by only \$2.5 million this year, far, far short of the \$20 million increase recommended in the Manitoba Child Care Task Force Report.

Dorothy Dudek, director of the Manitoba Child Care Association, said that day care centres are upset that the government is only increasing the annual salary enhancement grant by \$550 per worker totalling \$3,850 per annum. The Manitoba Child Care Association is demanding additional salary enhancement grants of \$2,750 per year or (\$1.25 per hour) bringing salary levels up to \$19,000 per year, still \$4,000 below the level recommended in the Task Force Report.

"That basically turns out to be an increase in wages of 24 cents an hour, hardly enough to make a difference and people are going to get fed up and leave the profession," Dudek said.

There are already 200 vacancies for day care workers in Manitoba who earn an average of \$16,100 a year.

Highlights of the day care announcement made by Family Services Minister Charlotte Oleson included:

- *\$325,000 to create 345 additional child care spaces; 185 spaces in non-profit centres operating from private homes and 165 spaces in non-profit centres.
- *Raising start-up grants for family day care centres by \$75 to \$400.
- *Doubling the grant to the Family Day Care Association to help assessment of worker qualifications.
- *Providing equipment grants of \$200 per space to unfunded day care homes, unfunded non-profit centres and nursery schools.

ACROSS CANADA

But Manitoba day care centres are in crisis just like Ontario because they cannot afford to keep up with the increased costs. The \$900 per year maintenance grants have not been increased for four years. The Manitoba Child Care Association recommended to the task force that 3,500 spaces were needed.

Firing child care advocates' fury was the firing of Mary Humphrey, director of the province's day care office. Allegations that Humphrey was fired directly by the premier's office for being "at odds" with the Tory government were hotly denied by Minister Oleson. Child care advocates in Manitoba have demanded her reinstatement.

So far, Premier Gary Filmon has supported Minister Charlotte Oleson's stand and confirmed that Manitoba child care workers won't see their salaries rise until at least next spring. Meanwhile, the Manitoba Child Care Association has called on the government to come up with the funds within 90 days or face further walkouts. "We're giving the government 90 days. Hopefully, this will open up the lines of communication," said Carol Draper, President of the Manitoba Child Care Association.



IT TAKES A SPECIAL PERSON TO FACE 30 UNKNOWN FOUR-YEAR-OLDS ON A MONDAY MORNING

We want to improve the wages of our substitute workers.

Day care workers and parents know that quality day care depends on quality staff. Better salaries, benefits and working conditions mean lower staff turnover. The higher morale and continuity in programmes benefit the children.

LOCAL LINES

Continued from p 40....

under this new law. The next meeting is scheduled for November 13, at 7 p.m., at the Canadian Autoworkers Hall.

The coalition is planning to meet with the local media in order to educate the community about their mandate.

Also, local CUPE representatives are planning to send lobby teams to communicate with local MPPs about their child care concerns.

Kathy Bowman
Oxford Coalition for Better Child Care

Muskoka

Before the snow falls in Muskoka this year, two new centres will be under construction thanks to 100% capital construction funding from the Ministry of Community and Social Services. When complete, Gravenhurst Children's Place will be operated by Muskoka Family Focus and will accommodate 41 children ranging in ages from infancy to pre-school. McCauley Tree House will function as a non-profit

Continued on p. 42....

LOCAL LINES

Continued from p. 41...

workplace child care centre for the Bracebridge district with a licenced capacity of 50 children in infant, toddler and pre-school groups.

The number of licensed private home day care facilities operating in Muskoka has increased to 25 homes, serving 100 children. Even with this increase the community is still unable to meet its child care needs.

Before and after school programs have also expanded, with the Muskoka Board of Education offering space for two new licensed programs beginning this fall. Expansion is expected to continue over the next few years.

Parent/child drop-in centres for Huntsville, Bracebridge, and Gravenhurst are now in their second year of operation. Statistics from their first year of operation, September 1988 - June 1989,

Continued on page 43...

Metro Toronto

The Metro Coalition needs you! As they prepare 1990 budgets it is becoming increasingly clear that the financial restraints of 1989 are going to become the financial devastation of 1990.

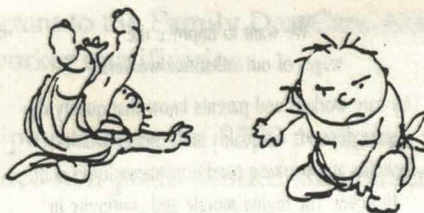
With well over 6,000 children on the waiting-list and no assurance that final per diems will be met, the Metro Coalition really needs everyone's help to fight for quality, non-profit childcare in Metro.

The Coalition will be having a lunch time meeting during the Ontario Coalition Fall Forum, on November 8, to look at the urgent issue of 1990 metro budgets. Everyone is urged to attend this meeting to map out strategy for 1990.

Metro Council is actively exploring the implementation of the STEP program as a means of increasing the availability of child care spaces. However, even if the approximately 5700 children in Metro eligible for the STEP program were to be approved, there are only 2000 vacant child care spaces. The STEP program could reduce the numbers of children on the waiting lists, but will do nothing to aid Metro's shortfall. Feedback from the committees involved in the Metro Comprehensive Review was to continue to pursue the Federal government for its 50% of cost-shared dollars, as a means of reducing Metro's 100% dollars.

The next steering committee meeting is on Thursday, November 23, at 7 p.m., at Centro Clinton Day Care, 460 Manning Avenue,

Sue Hunter
Day Care Coalition of Metro Toronto



CALENDAR

LOCAL LINES

Continued from p. 42.....

November 8, 1989

Ontario Coalition For Better Child Care
"Child Care On the Line - A System in Trouble" Fall Policy Forum
Skyline Hotel, Dixon Road
Call 416-324-9080 for details.

November 13-16, 1989

Ontario Prevention Clearinghouse
"Prevention Congress IV": Healthy and Supportive Communities -
From Commitment to Action
Royal York Hotel, Toronto

November 17-18, 1989

Canadian Labour Congress Pay Equity Workshop
The Pines, Ursuline College
85 Grand Avenue West
Chatham, Ontario
Contact: Chatham and District Labour Council 519-354-2895

November 20-21, 1989

Ontario Municipal Social Services Association
Fall Training Seminar
Westbury Hotel, Toronto
Contact: Helen Matchung, 416-629-3115
(Monday concurrent session on Purchase of Service Agreements)

February 2-3, 1990

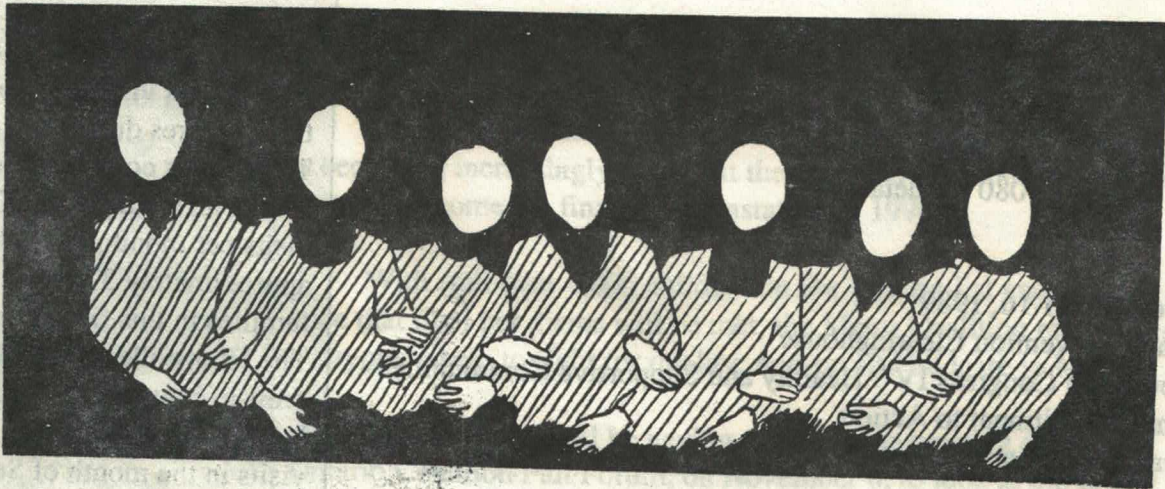
Canadian Labour Congress Pay Equity Workshop
Conestoga College
Doon Campus
Contact: Terry O'Connor,
Guelph & District Labour Council
519-836-0264

show that a total of 8000 participants visited these three centres during that time. The centres combined, received an average of 800 visits per month, and served approximately 375 different families in this first year. The Huntsville parent/child drop-in centre is the busiest, having already received 450 visits in the month of September (1989) alone.

The Muskoka Toy Lending Library may well be one of the largest in Ontario. It serves 14 communities including a native reserve and a trailer park residence and, annually, lends over 5000 toys, books, and resources to approximately 350 families.

In terms of subsidies, the Northeast area office of MCSS has decided to match last year's shortfall, but the amount of subsidized spaces for this year will remain the same as last year.

Debbie Bradley
Muskoka Family Focus



**JOIN THE COALITION
TODAY!**

ANNUAL MEMBERSHIP FEES

Provincial Organizations:

\$25.00	Under 20 members
\$35.00	21-50 members
\$60.00	51-200 members
\$120.00	201-1000 members
\$300.00	1001-5000 members
\$400.00	Over 5000 members

\$25.00	Local Child Care Groups:
\$25.00	Child care centres, union locals, libraries, other organizations or institutions
\$12.00	Individuals

I/We agree with the principles of the Ontario Coalition for Better Child Care and wish to join.

I/We enclose the fee of \$ _____

I/We enclose a donation of \$ _____

Name: _____

Address: _____

Telephone:(h) _____
(w) _____

Organization/Day Care Centre: _____

Provincial Riding: _____

I only want a subscription to the Newsletter and enclose \$20.