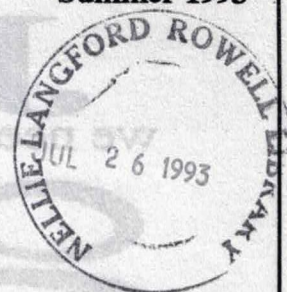


CHILD CARE CHALLENGE



NEWSLETTER OF THE ONTARIO COALITION FOR BETTER CHILD CARE

Advocacy

EXEMPTION FOR CHILD CARE FROM SOCIAL CONTRACT CUTS: Ottawa child care representative Jamie Kass (above) and Toronto parent Desrine Dawkins (below) inform MPPS at the May 27 lobby of the deadly fallout on child care from the proposed Social Contract cuts. The lobby, together with other advocacy efforts paid off with an exemption for child care. Details pages 3-6.



Works!

\$500 balance coming

Pay Equity
delivers 3% in 1994

Page 5

Cabinet Submission not ready

Child Care Reform
waits until August

Page 8

JOIN US!

we need your support to continue our support to you



ONTARIO COALITION FOR BETTER CHILD CARE NETWORK

Has your program joined?

These are tight times for everyone. That's why a membership in the Ontario Coalition for Better Child Care Network is one of the best investments you can make. Think of what the OCBC Network has done for your program in the past two years alone.

- * *a \$2,500 downpayment on pay equity*
- * *inclusion of child care in pay equity legislation*
- * *13,000 new subsidized spaces*
- * *\$34-million capital funds for new and expanded programs*
- * *exemption from cuts under the Social Contract*

- * *introduced the most comprehensive, cost effective range of group insurance*
- * *taken the lead on the development of child care computer software programs and training*

Think about it. When every other government program has been cut, funding for child care has increased. What has made the difference? You have. Your program and hundreds of others across the province coming together to form one united voice for non-profit child care has put child care on the government's agenda and kept it there.

What others are saying.

"...Just received your June 11 Network News. Congratulations! Thanks on behalf of my staff and me for the Social Contract exemption and all the work you have done to achieve better quality child care in Ontario..."
Penny Earley, Jubilee Heritage Family Resources, Sudbury

"...Thank you for your time and support during our staff benefit crisis. Without your generous staff benefit package, we would have been faced with premium increases of over 100%. It is obvious that a lot of thought and energy went into putting this package together..." June Hall, Main Square Day Care Centre, Toronto

"...I enjoy all the information passed onto us through the year. I do my best to pass it onto other centres..."
Bonnie Aultman, Waterloo Infant Toddler Day Care, Waterloo

**A MEMBERSHIP IN THE NETWORK IS NOT AN EXPENSE;
IT IS AN INVESTMENT THAT PAYS FOR ITSELF OVER AND OVER AGAIN.**

TALKS COLLAPSE, CHILD CARE EXEMPTION REMAINS

T

he exemption for child care won during the closing hours of the aborted Social Contract talks is still in place. Following legislation government returned to the table with the exemption among its proposals.

The government's package contains an across the board reduction in transfer payments for all social service agencies but specifically excludes the Direct Operating Grant, the Wage/Provider Enhancement

Grant and Child Care Subsidies. These represent almost all the direct funding child care programs receive from the province.

The deadline for the conclusion of the talks is August 4. The Coalition remains optimistic that the exemption for child care will remain in any new agreement or legislation.

This is quite a victory. No other sector escaped the cost cutting measures of the Social Contract. Under the government's proposals DOG/WEG payments would have been reduced by an amount equivalent to 5 per cent of the total salary of all staff earning \$30,000 a year or more. The impact could have been devastating. Some programs had estimated a clawback of \$20,000 to \$25,000 on their DOG/WEG cheques.

The breakthrough came just one week after the Council of the Ontario Coalition for Better Child Care voted to pull out of the talks. The government was informed of the decision at our May 27, lobby. Backed by over 300 participants, child care staff, supervisors, parents, ECE students and community college teachers passionately informed Community and Social Services Minister Tony Silipo about deteriorating conditions in child care and warned of the deadly fallout from further cuts.

The Minister was unable to promise an exemption at the time. Responding to a special call sent out through our *Network News* child care programs responded with letters, faxes and phone calls to the Premier's office. Through these efforts and a flurry of meetings with government ministers the message got through -- there was nothing left to cut in child care.

In Premier Bob Rae's June 10 address on the Social Contract legislation he stated that pay equity adjustments would be excluded from any cost cutting measures. The government has agreed that both the DOG and the WEG fall under pay equity. These payments will therefore not be reduced for any staff member, regardless of her current wage.

In addition the province has committed to maintaining its share of cost-shared subsidies.



... BUT THE NEWS IS NOT ALL GOOD

While the Direct Operating Grant, Wage/Provider Enhancement Grants and Child Care Subsidies were excluded from the Social Contract knife, child care did take a direct hit on the other side of the ledger.

The government's \$4-billion restraint package, otherwise known as the Expenditure Control Plan, directly impacts on child care.

Capital Funding:

The \$77-million in capital funding attached to Jobs Ontario was cut by more than half to \$34-million. This is definitely bad news for those who were counting on these dollars to upgrade, expand or start new programs. Announcements of who does and doesn't get funding have been delayed pending the outcome of the talks.

Jobs Ontario Subsidies:

Two thousand Jobs Ontario subsidies will be held over into 1994-95. Jobs Ontario child care was a two year program which has now been stretched out to four years.

DOG/WEG payments:

Will be frozen for three years. Staff earning under \$35,000 will see some wage increases through pay equity (See page 5).

Public Sector Support:

All public sector employers will be fixated on their fiscal problems. School boards, hospitals, universities etc. frequently offer free or reduced rents, cleaning and other supports to child care programs. This support is now in jeopardy.

\$190-million cut in grants to municipalities:

While municipalities are not major funders of child care, through fee subsidies they do control the majority of public funding going to child care. Fee subsidies total \$337-million annually.

With fewer provincial dollars municipalities will look for cuts. To date municipalities have taken the following steps:

Grey County plans to close its municipally-operated centres for two months in the summer and has given lay off notices to all its child care staff.

Peel Region plans to eliminate all of its 900 subsidized private home day care spaces next September. The 900 spaces represent about 40 per cent of the total number of subsidized spaces in Peel.

Thunder Bay, Guelph and Dundas have restricted eligibility requirements for subsidies forcing working families out of regulated child care.

Haldimand-Norfolk threatened to cut \$45,000 from its subsidy programs eliminating half the regions subsidized spaces. Only intense lobbying and a demonstration by local child care programs prompted the region to delay the decision for another year.

Municipally-operated programs in **Metro Toronto** will be cut by a further \$1-million this year. Staff have been told to cut another seven and one half per cent from the Children's Services budget in preparation for next year.

The Social Contract Act

The Social Contract Act forces unions and employers to cut spending by reducing wages for workers in the broader public sector. The legislation replaces the talks which ended on June 3 without an agreement.

For the purposes of the Act an employee in the broader public sector is anyone whose wages are paid in full or in part by the provincial government.

Highlights of the Act include:

- * Wage freeze for the next three years.
- * Staff earning under \$30,000 will not have their wages reduced, however they are not protected from layoffs.
- * Provisions for employers to override collective agreements to find cost savings.
- * Provisions for the government to override collective agreements if costs savings are not reached. **These include the imposition of unpaid leaves.**
- * A \$100-million fund to help top up unemployment insurance for laid off staff. Non-unionized employees have minimal access to this fund.
- * If an agreement is reached between the employer and union and signed off by the Minister of Finance the target amount for cuts may be reduced. Workers (unionized) will gain access to the UI top up fund.

Municipal Programs, Lab Schools Vulnerable

Municipally-operated child care programs and lab schools could be the casualty of the province's restraint program. Municipalities and community colleges are both caught in the Social Contract net and will probably not overlook their own programs when it comes to belt tightening.

For this exercise publicly-operated child care is an easy target largely because of the wide differences in the costs of delivering services.

Staff salaries in both settings range from 15 per cent to 40 per cent higher than in non-profit stand-alone programs. Several factors contribute to the higher salaries including unionization, but the major factor is the additional public funding available to these programs by their sponsors.

To save dollars municipalities can "contract out" or "convert" their child care programs to non-profit boards for less cost. Colleges can eliminate their lab schools and rely on non-profit programs for all their student placements.

The result will be a more level playing field, but to whose advantage? Will downloading teaching responsibilities on already burdened staff result in better graduates?

Municipally-operated programs have been the benchmark for wages and working conditions in child care. That is why we asked for the municipal child care sector as the comparator for pay equity. Just as pay equity is extending to cover all child care staff our comparator could be eliminated.

Even if publically-operated programs are not wiped out it is still possible that staff earning over \$30,000 in these programs could be affected. While child care sponsors can not use a decreased Direct Operating Grant as an excuse, there is little to prevent them from rolling back base salaries.

Programs offered by multi-service agencies may also feel the bite. If other agency programs have had funding cuts, it may decide to "share the pain" by requiring all staff to accept cuts or days off without pay.

CHILD CARE LOBBY GETS RESULTS

A successful government lobby on May 27, resulted in child care being exempted from the social contract. The 300 participants included Ontario advocates as well as delegates to the third annual conference of the Canadian Child Care Federation. Minister of Community and Social Services Tony Silipo, Minister Without Portfolio in Economic Development Richard Allen, Consumer and Commercial Relations Minister Marilyn Churley, MPP Robert Frankford and Culture, Tourism and Recreation Minister Anne Swarbrick attended the lobby for the government. Representatives were also present on behalf of Economic Development and Trade Minister Frances Lankin, Finance Minister Floyd Laughren, and from the Premier's office.

Traditionally held in the fall, the OCBCC's annual child care lobby was moved up in light of the urgent situation facing child care. The provisions put forward in the social contract as well as provincial budget cutbacks meant child care advocates had to act immediately.

Child care staff, supervisors, parents, ECE students and community college teachers related to the MPPs the deteriorating conditions in child care. They presented the government with a brief containing the results of a detailed province-wide survey of 300 child care programs conducted by the OCBCC. The survey listed the wage cuts, lay offs, program downsizing and stress currently afflicting the child care sector. Results included the fact that:

- 34% of those surveyed experienced wage freezes in at least one year of the past two
- 28% of programs had cut wages
- 35% had laid off staff
- 25% have down sized programs
- 46% report parents leaving licensed child care because of tightened subsidy criteria
- 72% report feeling overworked and stressed
- 96% are concerned about the future of child care in Ontario

Advocates pointed out that all this has happened in spite of the initiatives the government has undertaken in support of child care. Without fundamental reform, advocates warned, child care services in Ontario will continue to worsen. They called on the government to provide full base funding for non-profit child care services and introduce child care reform legislation in the fall of 1993.

The Coalition also told the government that child care must be exempted from the social contract. When it comes to wages and working conditions child care staff and child care programs have no fat to cut. They announced the decision, made earlier that day at a meeting of the OCBCC Council, that the Coalition would be leaving the social contract talks. The OCBCC Child Care Network had been part of the talks since they began on April 3. (For more on the social contract pages 3, 4).

At the same time, advocates warned that the cuts to other funding partners, in particular the \$190-million reduction in grants to municipalities, will devastate child care. Over the past two years when provincial transfer payments to municipalities were frozen, millions of dollars in public funding left child care. Municipalities closed directly operated programs and froze per diem payments to purchase of service programs. Full fee parents picked up per diem shortfalls through higher fees, subsidised parents were hit with increased

PAY EQUITY BILL PASSES

Child care programs can look forward to an increase in their October DOG\WEG cheques from the ministry. The money represents \$500 per full time staff, the balance on the downpayment on pay equity. The money is a permanent addition to the Wage Enhancement Grant and is intended to be rolled into the base wages of staff.

The fund comes from government savings by delaying the amendments to the Pay Equity Act for one year. Those amendments, which extend pay equity coverage to all-female workplaces, past the legislature June 28 and will go into effect on January 1, 1994.

The Act provides for wage adjustments totalling at least one per cent of total payroll a year until parity is reached with the designated comparator. In the case of child care, the comparator is staff working in municipal child care. **For next year, the Coalition has won an agreement from the government for a three per cent increase.**

Programs will be required to devise pay equity plans following the principles of pay equity. Jobs in community based programs are compared to the same jobs in municipal programs. Staff in community programs are to receive the same job rate as their municipal counterparts. Lowest paid staff are to receive the largest pay equity adjustment first.

The fund is intended to address wage discrimination in female job classes i.e. supervisors, teachers, assistants, cooks, administrative support etc. For these job classes the actual mix of men and women in them is not considered relative i.e. a program could have three male teachers out of eight, but all staff would receive the pay equity adjustment. **However predominately male job classes, such as janitors, would not receive the additional money. Care should be taken by programs in assigning job titles.**

The \$500 balance on downpayment will be distributed based on the April 1992 survey of child care staff. Adjustments for staff in new and expanded programs, which have received ministry approval, will probably not reach programs until the first quarter of next year.

The payment will go to staff in community-based group centres, centres operated by multi-service agencies, resource centres and agency staff of private home day care. **Discussions still continue with the ministry on the status of private home day care providers.** Independent operators are not considered eligible. Those who have been deemed employees by the Labour Board, we argue must be covered by the pay equity adjustments.

Staff in commercially-operated programs are eligible for pay equity, however government funding is not available to those programs to pay staff. The money must come from their employers.

user fees, and municipalities phased out, cut back, or restricted subsidies. The government was asked to take immediate emergency steps to ensure that municipalities and other funding partners maintain their commitment to child care.

In closing, Coalition members warned that in linking the eased-access Jobs Ontario child care subsidies to social assistance the government was entrenching child care as a welfare service instead of moving it toward a public service. (See "Jobs Ontario Part of Targeting Trend", page 7) The Coalition called on the government to disentangle its child care subsidies from the Jobs Ontario program and release the remaining 11,800 JOTF child care subsidies to the non-profit child care sector. It also served notice that the child care community would vigorously oppose any linking of child care to work fare.

Following the government caucus the lobby participants met with Liberal MPPs. Children's services critic Charles Beer, women's issues critic Dianne Poole, and Yvonne O'Neill, Community and Social Services critic, were present. Liberal MPPs Joan Fawcett and Murray Elston also attended.

The Liberal members committed to supporting the Coalition's call for the exemption of child care from the social contract. They also expressed interest in the Coalition's proposals concerning management, funding and cost recovery in a reformed child care system.

The effectiveness of the lobby was demonstrated the following week when the government granted exemption to the child care sector from the social contract. Although this was based on the successful conclusion of the talks, indications are that the exemption for child care will remain in the new social contract legislation.

*Copies of the OCBCC brief **Child Care Reform Can't Wait** are available from the Coalition office.*

IF THEY PAID US WHAT WE WERE WORTH...



JOBS ONTARIO PART OF TARGETING TREND

Instead of moving towards a public service child care in Ontario is becoming more entrenched as a welfare service. The further targeting of Jobs Ontario Training Fund (JOTF) child care subsidies links the eased-access subsidies with receiving social assistance. This leads us to some disturbing conclusions about the government's direction in the provision of child care.

The Coalition reluctantly supported the original Jobs Ontario Child Care strategy. Historically the child care community has fought targeting subsidies, a fight we have always won. However the Coalition agreed to endorse the program and advise the government in its implementation for several reasons. This was the biggest single announced expansion of child care in Ontario in ten years. With 100 per cent provincial dollars it avoided the difficulties inherent in a cost-shared program. Operating funds were complimented with a substantial capital fund, and in the short term the spaces would help alleviate vacancy and waiting list problems in child care services. Later, the funding would become a permanent part of child care services when the program ended.

But what was announced as a two year initiative has now been stretched to four years. Problems continue to plague the program. Ten months into Jobs Ontario, when plans called for 8,800 spaces to be on line, fewer than sixty-five were actually being utilized. In March the government responded by easing the access criteria for 8,200 spaces.

This resulted in an already complicated and frustrating system for families becoming even more so. Jobs Ontario child care has a different funding structure (100 per cent provincial dollars) but retains the old management structure, i.e. families must pass through municipally determined needs tests to qualify for subsidies. This has led to more targeting of clients rather than less, and to three separate waiting lists, rather than two, each with their own sub-priorities.

More disturbing is the trend by municipalities to further restrict their cost shared spaces. Guelph, Thunder Bay, Hamilton and Dundas have reviewed their subsidy criteria and are matching the criteria to those for the Jobs Ontario eased-access spaces, i.e. limiting subsidies to families on social assistance. Regions which have the fewest restrictions on families seeking subsidies, most notably Metro Toronto and Ottawa, are now placing new restrictions.

As this trend continues increasing numbers of low and moderate income families are being denied subsidies, thereby being blocked from accessing licensed child care. Meanwhile MCSS believes it has a successful project because waiting lists have been eliminated.

The future of JOTF child care spaces also poses a problem. No commitment has been made as to future funding arrangements after the program ends. Municipalities, angered by restraints, are showing an increased reluctance to take JOTF child care spaces. Outstanding are the status of new capital projects and the never-ending quest to determine when a JOTF space becomes part of the permanent system.

All this points to the need to move ahead quickly with child care funding reform. At the same time, the provincial government should disentangle child care subsidies from Jobs Ontario, and release them immediately to the broader non-profit child care sector.

RESOURCE CENTRES, HUBS DIRECTLY AFFECTED BY CUTS

Resource Centres and child care hub models that receive separate administrative grants will be affected by the social contract cuts.

Under the social services sector agreement payments to agencies are to be reduced .75%.

HUBS:

* In calculating the .75% cut only the amount of the on-going administration grant should be considered. **Do not include:** WEG/PEG, DOG, per diems, parent fees, one-time funding, program development funds, capital funds or funding from any other source, government or private.

* Programs may use any means available to compensate for the cuts. Layoffs and cuts in services are to be a last resort.

* If a program is unable to find the savings, the government can impose unpaid leaves. Leaves can not be forced on anyone whose full-time equivalent earnings are under \$30,000 i.e. **wages of staff earning under \$30,000 are not to be reduced as a result of the Social Contract Act.**

* Persons earning over \$30,000 by virtue of the WEG/DOG i.e. their base salary is below \$30,000 should not be affected. This money is considered pay equity and has been exempt from cuts.

RESOURCE CENTRES:

* The same principles apply. The .75% calculation should be based only on on-going administrative grants from MCSS. Programs that receive funding from more than one government source i.e. health, education, the municipality

should only have one grant subject to the .75% cut.

* Savings do not have to be found through staff wages. However if a program can not find the savings elsewhere, the government can impose unpaid leaves.

* Leaves can not be imposed on any staff earning under \$30,000 annually. Staff earning over \$30,000 by virtue of the WEG should not be affected.

Conclusions:

If a program can not find the .75% savings through cost efficiencies, and all their staff earns less than \$30,000, or less than \$30,000 when the WEG/DOG is subtracted. It may be better to have the government "impose" the cuts. The only place the province can look for cost savings is in wages, through unpaid leave. If none of your staff would be eligible for a rollback, your administrative grant should not be touched.

MINISTRY FAILING TO COME TO GRIPS WITH CHILD CARE REFORM



The Child Care Branch of the Ministry of Community and Social Services is working on a second cabinet submission on child care reform. This purpose of the submission - a follow-up to the broader overview which went to cabinet last February - is to make specific recommendations on funding reform. But the type of funding change the Ministry is currently talking about is not child care reform at all. It is a continuation of the existing band-aid approach.

The Coalition is concerned that if the cabinet submission proceeds without addressing some key weaknesses child care reform will not take place.

Three areas requiring immediate attention are:

*** Base funding**

Base funding is child care reform. Base funding means that a child care program's budget would be paid up front by the government. The Coalition has proposed merging the existing tangle of funding sources - the WEG, DOG, parent subsidies, Jobs Ontario subsidies, etc. - and putting the funds directly into programs. Parents would then access child care on a first-come, first-served basis. Fees would be paid on a sliding scale geared to income, prorated to the amount of care needed.

Base funding is mentioned in government discussion papers, but is usually dismissed as being either too complicated or too expensive. However there are existing models of service delivery which could assist the government in developing a base-funding reform model.

*** The necessary costing work is not being done. New funding should not be an excuse to delay reform.**

The Coalition proposal for base funding means that child care reform could take place within the financial allotment currently committed to child care. With the provincial government making deficit reduction their number-one priority, it is critical that this message come through in the cabinet submission. It is highly unlikely that cabinet will approve reform without knowing the costs involved.

However, to date there has been very little work done in this area by the Ministry. Where "number-crunching" has taken place, the data was painfully out of date.

*** There must be sufficient boldness in reform that staff and parents "feel" there has been a positive change.**

The government has made a number of positive steps in its desire to improve child care in Ontario. But unfortunately improvements such as the WEG are forgotten in a program where staff have taken a rollback in their base salaries, or there have been layoffs because of declining enrolment. The recently announced cuts to transfer payments leave child care vulnerable to cuts from municipalities and other funding partners. Without immediate funding reform, this government's substantial investment in child care will be lost, and thousands of Ontario families will be denied access to high quality, affordable child care.

NORTH WEST

The City of Thunder Bay voted on May 25 to change its child care subsidy management policy by lowering the ceiling on mortgage, debt, and the wage exemption from subsidy needs testing. The fallout from this move will be that low- and middle-income families who previously might have been eligible will no longer qualify for a child care subsidy. Thunder Bay Social Services administrators estimate that twenty-six families currently receiving subsidy will become full-fee on September 1, when the new policy takes effect.

Meanwhile only eight Jobs Ontario Training Fund (JOTF) child care subsidies are currently being used in Thunder Bay. It is predicted the number will increase in the fall as parents return to school and become eligible for the eased-access JOTF spaces.

On a brighter note, the eleventh annual Native ECE Conference will be held for the first time in North Western Ontario when it opens in Kenora on July 20. The three-day conference takes place on Powwow Island. For more details contact Lucille Kelley, Onigaming Day Care, Nestor Falls (807) 484-2560.

And last but not least, intrepid child care advocate-on-wheels Howard Clifford is coming to North Western Ontario as he begins the second stage of his cross-Canada odyssey to promote child care. Howard will be visiting Kenora, Dryden, Geraldton, LongLac, and Rural Roots Child Care in Thunder Bay, among other northern communities. For further information on Howard's northern visit contact the North Western Ontario Regional Day Care Committee (NWORDCC) at (807)345-8803.

SUDBURY

Noreen McChesney reports from Sudbury that the Sudbury and District Coalition for Better Child Care is gearing up for their first membership generation meeting, targeted for this August. Coalition members have been working with the new Sudbury umbrella agency Child Care Resource to do outreach for the event. Child Care Resource, which began operating in September of 1992, offers assistance for programs caring for special needs children as well as networking services for ECEs, program supervisors, program staff including cooks, and a resume pool. The agency has offered support services to the Coalition to help organise the meeting. To find out more about this upcoming event contact the Sudbury Coalition c/o Noreen McChesney, (705)674-3334.

SOUTH EAST

South East Grey Community Outreach (SEGCO) new home had its official opening on June 4, with politicians, parents, staff and children taking part in a joint ribbon cutting ceremony. The new home makes it possible for SEGCO's centre-based and family resource programs to operate under one roof. Meanwhile SEGCO's new private home child care program is up and running with

seventeen providers now part of the licensed program.

SEGCO has also formed some new partnerships in the community. Participation Lodge Resource and Recreation Facility for the physically handicapped teamed up with SEGCO to make use of an empty wing in the facility. The wing is now home, at a preferential rent, to a SEGCO child care program.

Meanwhile SEGCO is still waiting for its fourteen Jobs Ontario Training Fund (JOTF) child care subsidies. A total of 109 subsidies are being allotted to the region, to be shared between the municipalities of Grey and Bruce and the region's four approved corporations. SEGCO's Carol Gott says there will be no problem filling the spaces - there are far more eligible clients than there are subsidies.

OTTAWA-CARLETON

The Ottawa-Carleton Child Care Association (OCCCA) and the Association of Early Childhood Education (AECEO) jointly sponsored a luncheon in Ottawa on June 3 where federal representatives of the three main political parties sent representatives to discuss their party's policy on child care. Mary Clancy attended for the Liberals, Marion Dewar represented the NDP, and Barbara Greene appeared on behalf of the Conservatives. CBC-Radio provided coverage of the event, interviewing OCCCA president Anne Marie de Cotret and AECEO Ottawa Valley Branch president Deanne Clark.

Participants report a lively discussion with Mary Clancy and Marion Dewar, but were less enamoured of the Tories' Barbara Greene. Ms Greene spent most of her time promoting her views on the re-definition of poverty (see "Measuring Poverty", page 12) rather than dealing with child care. When asked for an interview by CBC Radio, she refused.

In other regional news, \$685 thousand in Jobs Ontario Capital funding has been promised to Andrew Fleck Child Care Centre to complete Phase II renovations and upgrades to the 95-space centre in Ottawa. Previously the centre received \$115 thousand in Jobs Ontario Capital to assist with the costs of work under Phase I of the renovation project. The Phase II renovations are expected to take approximately twelve months.

The francophone child care community in Ottawa-Carleton is also receiving a boost from the Jobs Ontario Capital program. The Regional Municipality of Ottawa-Carleton, Centre Educatif Beausoleil Education Centre will receive a \$400 thousand Jobs Ontario Capital grant to renovate its existing premises and amalgamate its francophone child care program with Les Petits Bouts de Choux. Once complete the renovations will provide accommodation for a combined program of child care for up to ten infants, fifteen toddlers, and twenty-four pre-school children.

METRO

Thanks to provincial budget cuts to municipal transfer payments, the outlook for child care in Metro Toronto is bleak. Municipal staff have painted a very grim picture of the next two years if there are no changes to the province's expenditure control plan.

Metro is being cut by \$68 million in the social contract and another \$42 million in transfer payments. In order to accommodate these cuts, staff have been requested to submit budgets with reduced expenditures.

Metro currently spends approximately \$ 137 million in 100% dollars in child care. If the suggested cuts take place, Metro child care will be squeezed out of existence. In addition to the social contract cuts, Metro staff have been asked to make other reductions in child care in order to return to a 80:20 cost sharing arrangement. The current formula is 75:25.

Metro Council has already implemented changes to the subsidy eligibility criteria to raise \$1 million, and will cut another \$1 million from the Directly Operated Programs in order to meet 1993's budget commitment. The second phase of a three-phase user-fee increase has been implemented and each program is being "audited" to ensure efficient use of public dollars.

In 1994, staff have said they will have to cut 9% initially to meet the 80:20 cost sharing arrangements. Additional cuts will have to be made to meet the social contract targets. Staff have said that the easiest way to do this would be to not replace the Jobs Ontario eased-access spaces. With approximately 2,400 of these spaces allocated to Metro, this represents a serious loss. In addition, 1994 will see the implementation of the third phase of user-fee increases. Metro child care advocates warn that without intervention from the province, the combined effect of the user-fee increases and service cutbacks could well spell the beginning of the end for child care in Metro.

PER DIEMS BY REGION

The following list represents the average per diem paid by regions to programs with purchase of service contracts.

Region	# of POS subsidies	\$
Durham	543	24
Haldimand-Norfolk	96	18 - 20
Halton	1153	39 inf 28 tod 25 PS
Hamilton-Wentworth	1706	22
Niagara	742	actual costs
North Bay	245	26 inf 22 tod 21 PS 8 Sch
Ottawa-Carlton	4678	47 inf 38 tod 28 PS
Peel	653	30 20 (HD)
Thunder Bay	120	34
Toronto	20398	37 inf 33 tod 26 PS 18 Sch
Waterloo	360	22
London	939	n/a
Sault Ste Marie	325	n/a
York	1061	n/a

STUDY RECOMMENDS ESTABLISHMENT OF INFORMATION NETWORK



feasibility study to explore the establishment of a National Child Care Information Network has been completed. In 1991, with support from the Child Care Initiatives Fund and Health and Welfare Canada, the Child Care Advocacy Association of Canada and the Canadian Child Care Federation brought together an advisory group to explore the possibility of establishing a network which would "support child care by identifying, linking, integrating, promoting, and disseminating information for the child care and broader community." The study recommends that the two co-sponsoring organizations seek funding to establish such a network.

Through a consultative process the project, staffed by the Westcoast Child Care Resource Centre, identified existing services and resources, as well as gaps, needs and desired services. It described options, conducted cost and feasibility analyses and developed a strategy for short and long term network objectives. Focus groups gathered information from a variety of child care providers; 326 questionnaires were mailed to child care programs, related organisations, government departments, and educational institutions; interviews were held with representatives from government and key child care organisations and services; and a literature survey was undertaken to review the organisational structure, goals, services and funding of other information networks in Canada and the United States.

In shaping the direction of the proposed network a number of guiding principles were articulated. These included (in part):

Building upon existing resources at the local, regional, provincial/territorial and national levels;

Defining child care information in the broadest possible context;

Enhancement of the role of current information providers; and

Commitment to the provision of bilingual and culturally sensitive service

The feasibility study confirmed the high degree of commitment and good will within the child care community to develop and deliver services, and that these efforts are both fragile and vulnerable due to underfunding, isolation, and fragmentation. The study confirmed there is a need to establish an infrastructure which would support, link, promote, and coordinate information sharing, and that the establishment of a National Child Care Information Network would address this need.

The proposed network model contains six key elements:

1. A focus on information and referral rather than resource dissemination;
2. A national coordinating office to plan, initiate, coordinate, and facilitate network activities;
3. A number of provincial/territorial, national, and specialised access points to serve as the links for network users and providers of information;



A MOTHER WORKING



A WORKING MOTHER

Mothers' Money/csp

MEASURING POVERTY

When most Canadians think of poverty, images of Third World deprivation spring to mind. But just because poverty in Canada is of a different magnitude than in the Third World does not make it any less real.

Relative measures of poverty - such as those used by StatsCan - are meaningful because they recognise that in all societies, social and economic well-being involves more than the minimum number of calories required to avoid starvation. Critics of this approach argue that poverty is an "absolute" - that it should be defined in terms of the minimum income required to adequately provide for basic necessities.

But the issue of what constitutes "basic necessities" and "adequate" is not so clear. Consider for example the telephone. In the 90's having a telephone is essential, providing direct access to emergency health services and the like. But this notion is a product of the context in which we live. Fifty years ago, would telephones have been considered an essential service?

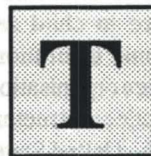
Or how about books for children? In Canadian society a high degree of literacy is critical to an individual's successful participation in the economy. Yet some proponents of the absolute approach to poverty suggest that books are not basic necessities.

Numerous studies have shown that relative measures of poverty are valid in industrialised societies. The connection between poverty as it is now defined and health, educational attainment, and criminal offenses has been consistently documented. The current attempt to "define poverty out of existence" is no solution to the economic and social hardships faced by Canada's poor.

4. A variety of technologies and electronic communication to serve as tools for information collection and dissemination;
5. A co-sponsorship involving the Child Care Advocacy Association of Canada and the Canadian Child Care Federation to ensure a credible community-based and collaborative structure for administering and guiding the network; and
6. An implementation plan that ensures a logical, developmental and economically feasible approach to establishing the network.

The development of this National Network will require a solid commitment and the ability of the funding bodies to provide sufficient financial resources at both the regional and national levels. The commitment on the part of the child care community is there. Whether or not the funding can be found remains to be seen.

POVERTY IN CANADA ON THE INCREASE



The term "global economic restructuring" may sound academic and abstract, but rising unemployment, the recession, and pressures to reduce social spending are having an all-too-real impact upon the lives of Canada's poorest families. The most recent Statistics Canada figures (1991) show that the poverty rate among Canadian families was 13.1 per cent, up from 12.1 per cent in 1990. Manitoba had the highest poverty rate (17.1%) followed by Newfoundland (16.4%) and Quebec (15.9%), while Prince Edward Island, British Columbia and Ontario had the lowest rates, at about 10%. And although Ontario continues to have one of the lowest poverty rates, it experienced one of the largest increases (after Manitoba and Newfoundland) between 1990 and 1991.

Poverty is more prevalent among young families and female single parents. And while the rate of poverty among female lone-parent families increased only 1.3 percentage points, it is difficult to imagine how it could get much worse, with nearly two out of every three female lone-parent families already struggling to live on poverty-level incomes.

Poverty estimates are calculated using Statistics Canada's low-income-cut-offs (LICOs). A family with income below a certain level - the "cut-off" - is considered living below the poverty line. To arrive at the cut-off figure, Statistics Canada has analyzed family income and expenditure data, and has calculated that Canadian families spend 36.2 per cent of their gross income on food, clothing, and shelter. A family which must spend a significantly larger proportion of its gross income on these items - a level set by Statistics Canada at 56.2% - is considered poor. Such families would have less income available for other expenditures such as transportation, health care, education and household maintenance. There are 35 separate LICOs, calculated for five different-sized communities and seven family sizes.

The reality for the majority of poor families is that having an income at or even near the low-income-cut-offs would constitute a significant improvement in their standard of living. The majority of poor families actually have incomes far below these cut-offs. In 1991, the average income of poor families was \$7,439 below the poverty line. Among lone-parent families headed by women, the average income was a staggering \$9,051 below the poverty line. Of two-parent families with unmarried children under 18 years, one third had incomes \$10,000 or more below the poverty line. And 75 per cent of poor lone-parent families headed by women had incomes \$5,000 or more below the poverty line.

Since 1981, the poverty rate has fluctuated in relation to the general state of the

economy. But at no time over the ten-year period did the poverty rate among women-led lone-parent families fall below 50 per cent.

Poverty in Canada is measured in relative terms. This focuses attention on the vast differences in wealth and income that exist in Canada. When families are ranked according to their 1991 income, we find that the bottom 20 per cent had only a 6.4 per cent share of the total income. The top 20 per cent - the 20 per cent of families with the highest incomes - had a 40 per cent share of the total income. And this gulf has widened. Between 1981 and 1991, the only group that increased its share of the total income was the top 20 per cent, while the middle and lower groups lost a comparable share. In these times of economic change and uncertainty, the growing disparity in wealth between rich and poor underscores the need to alleviate the economic insecurity of Canada's poorest families.

Abridged from "Family Poverty in Canada, 1991" by Clarence Lochead, Perception Volume 17 No.1.

AGING POPULATION AFFECTS FAMILY DEMOGRAPHICS



According to a Statistics Canada report issued June 1 1993, and based on the 1991 census, fewer than half of Canadian families are made up of a married couple with children. According to the Globe and Mail, StatsCan reports that 48 per cent of the country's 7.4 million families were made up of a legally married couple living with their unmarried children. In 1986 that figure was 52 per cent.

Family experts say the trend is the result of many dramatic social changes over the past few decades. Among the most important, according to researchers, are the growth in common-law unions and single-parent families. Indeed, when the 296,000 families made up of common-law spouses with children are added to those of married spouses with children, they form 52 per cent of families. This figure is down from the comparable figure of 57 per cent in 1981, and 64 per cent in 1971.

While the percentage of two-parent families with children has declined over the past two decades, lone parent families are showing a slight increase. Lone parent families increased to 13 per cent of families in 1991, compared to 11 per cent in 1981.

The census also asked - for the first time - whether single women had borne children. It found that one in ten had at least one child.

Overall, census results show that as Canada's population ages, proportionately fewer families have children at home. Voluntary and involuntary childlessness is also increasing. This is being attributed to increasing life expectancy. As Canadians live longer a shorter proportion of their lives is devoted to having and rearing children. This in turn leaves room for exercising other options such as delayed marriage, more than one marriage, or delayed childbearing.

NEW BRUNSWICK COALITION TO ASSESS CHILD CARE

New Brunswick's Early Childhood Coalition Petite Enfance (ECCPE) is entering into discussions with representatives from the provincial government departments of Health and Community Services, Income Assistance, Advanced Education and Labour as well as private sector stakeholders represented by the New Brunswick Day Care Association.

The committee will document the status of child care services in New Brunswick with reference to quality and accessibility, develop a long term plan for improving both the quality and accessibility of these services, and will present recommendations to the government regarding the implementation of such improvements.

Specific areas of assessment will include the role of government with regards to regulation and support, in particular with relation to clients in need. Clients in need are defined as income assistance recipients and the working poor.

The role of the parent in ensuring their child has safe, secure and developmentally appropriate services will be examined, as well as the role of the child care industry in ensuring access to high quality child care services.

The role of educational institutions to ensure the availability of education and training services, including distance education, part-time training, accreditation and recognition for prior learning will also be addressed.

The committee will issue a report of its findings and recommendations in December 1993.

In other New Brunswick news, over 195 child care advocates and staff attended the second annual general meeting of the ECCPE. The meeting, held during Day Care Week in the first week of June, was co-sponsored with the Child Care Connection. Workshops were

followed by a forum, and a number of resolutions (including a motion to change the name of Day Care Week to "Child Care Week") were passed to direct future work.

ONTARIANS CLING TO SEXUAL ASSAULT MYTHS

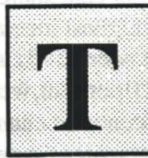
A recent survey commissioned by the Ontario Women's Directorate says that Ontarians are clinging to the myths about sexual assault. The survey was conducted as a follow up to the May 1992 sexual assault public education campaign.

Sixty-six per cent of those surveyed believe that alcohol and drugs are major causes of sexual assault. Forty-nine per cent believe that women provoke sexual assault by their behaviour or the way they dress. Findings were similar for Ontario teens, although young men were significantly more likely to subscribe to such myths than young women.

"People oftensay, when a woman dresses in a way that men find appealing or when she is out by herself late at night that she's 'asking for it'. Women do not ask to be sexually assaulted - any more than seniors returning from the bank ask to be mugged or homeowners who leave their homes unattended ask to be mugged," says Minister Responsible for Women's Issues Marion Boyd. "We need to stop blaming the victims and focus on the criminals who assault them. We need to put the myths to rest."

This is the fifth year that the provincial government has declared a Sexual Assault Prevention Month, and the second that has featured a mass-media campaign. The May 1993 campaign reinforced themes introduced in previous years: that any unwanted act of a sexual nature is sexual assault; that sex without consent is sexual assault; and that women always have the right to say "no" and that men need to understand and respect that right.

NAC CONFERENCE ACCLAIMS NEW PRESIDENT, TACKLES TORIES



The National Action Committee on the Status of Women (NAC) is the largest feminist organization in Canada. Founded in 1972, NAC is composed of over 550 member groups, of which the Ontario Coalition for Better Child Care is one. The diversity of Canadian women and their communities is reflected in NAC's membership, which includes national

women's organisations, women's centres, service delivery groups, immigrant women's groups, native women's groups and women's committees of church groups, unions, and major political parties.

NAC held its annual general meeting and conference in Saskatoon June 4, 5 and 6 with 300 delegates from across Canada attending the event. The agenda was a full one, with workshops held on the North American Free Trade Agreement (NAFTA), NAC's platform and strategy for the upcoming federal election, democracy and electoral reform, the dangers of new reproductive technologies (NRT's) and male violence against women. Plenary sessions, regional caucuses, specific-issues discussion groups and films on women's issues were held throughout the conference.

The theme of this year's gathering was Taking Our Places: Feminism in the 90's. Participants discussed the challenges feminism faces in the 90's in light of the increasing concentration of global economic power into the hands of multinational corporations, the attack on social programs, increased racism and homophobia and how these are linked to the growing backlash against the gains made by women both in Canada as well as internationally.

In light of these discussions the unanimous acclamation by the general membership of Sunera Thobani as NAC's new president took on a new significance. Thobani is the first woman of colour to lead the national organisation. Of south Asian descent, Thobani was attacked in Parliament by MP John MacDougall who accused her of being an illegal immigrant. Her abilities, background, and personal life were relentlessly scrutinised in the media before she even took office.

In her first speech as NAC president, Thobani called for a rejection of the corporate agenda which uses racism, sexism, homophobia, and the doctrine of competitiveness to divide those who struggle for social justice. She reminded delegates that it is in working for the rights of those most oppressed - the disabled, women of colour, indigenous peoples, gays and lesbians - that the needs of women, the poor, working people and the unemployed will be addressed.

Conference delegates passed a number of resolutions directing the future activities of the organisation. Priority was given to the upcoming federal election, with agreement that key issues to be highlighted are the creation of a national child care program, the maintenance and enhancement of women's programs, and the fight against NAFTA. As part of its decision to highlight child care in the election, NAC recently became part of the national child care campaign working group. (See Child Care Challenge Spring 1993.) NAC's child care policy calls for the establishment of a universally accessible, high quality, publicly funded child care system, and supports public funding for the non-profit sector only.

CONFERENCE EXAMINES WORK-AND-FAMILY CONFLICTS

That work-and-family conflicts are having a real impact on the workplace was reflected in a recent meeting of the Conference Board of Canada in Toronto. The purpose of the assembly was to discuss the difficult relationship between work and family responsibilities, and to develop strategies which would enable employers and employees to strike a more mutually beneficial balance.

Conspicuously absent however was any concrete discussion of addressing the issue through public policies. This approach did get raised by some participants, session leaders and plenary panellists (notably Nancy Riche of the Canadian Labour Congress and Susan Phillips of Carleton University), but was not adequately planned for in the overall design of the conference. No one would oppose the development of practical workplace policies aimed at supporting families and their caregiving responsibilities. But the targeting of individual employers and employees for change made it difficult for the discussion to be re-oriented towards a social policy approach.

The changing nature of family structures, the increased participation of women in the workforce, and the double-bind faced by those caring both for their children and their elderly parents have been much in the news of late. Work-and-family conflicts are increasing, and that women carry significantly more of the burden of these conflicts will come as no surprise to the child care community.

The conference agenda placed a good deal of emphasis on the importance for business to accommodate these realities. Business is very much affected by high work/family stress loads. Productivity and the ever present "bottom line" are affected by problems such as high staff turn over, the loss of skilled employees, attracting and keeping the "best workers", absenteeism rates, burn-out and the inability of workers to focus on the work at hand.

Most of the conference dealt with constructive strategies focusing on organizational change in the workplace. These included more flexible work arrangements in terms of hours, the work week, and location of work; better benefits for part-time work; personal, family, maternity and parental leaves; employee assistance programs (counselling, information and referral); sensitizing and changing the organizational culture; and employer supported child care.

Many key questions went unasked at this conference. For example, how much employee stress is due to inadequate and shrinking public resources for child care and other family supports in the community? If supporting work-family policies make economic sense for individual businesses, wouldn't it make even more sense for the Canadian economy overall to have stronger and more comprehensive public policies in place? And where is the business community in lobbying, as the Canadian labour movement is doing, for a national system of child care?

The OCBCC maintains that public policies which support the ability of parents to combine work and family responsibilities are essential components of a comprehensive child care system. Family responsibility leave is not a statutory right anywhere in Canada. UI benefit levels for parental and maternity leave are among the lowest compared to other industrialized countries. Finally, child care must be reformed to become a public service, and be put back on the federal policy agenda as a priority.

LOTTERY CORPORATION SPONSORS FREE ADMISSION DAY ACROSS ONTARIO

August 2 has been designated Free Admission Day at 48 recreational, historical and cultural attractions across Ontario. Sponsored by the Ontario Lottery Corporation (OLC), the event celebrates the milestone reached by the corporation in June, when lottery profits passed the five billion dollar mark.

Ontario lotteries were established in 1975, and proceeds, distributed through the Trillium Foundation, have been used to support hospitals, sport, physical fitness, and cultural and community programs. "Lotteries make an important contribution to our communities", says Culture, Tourism and Recreation Minister Anne Swarbrick.

"Many recipients of lottery grants have said their programs and projects would not exist at the level they do, or not exist at all, without this financial support."

The Ontario Coalition for Better Child Care received a grant from the Trillium Foundation in 1990.

For information on the Free Admission sites nearest you contact the Ontario Lottery Corporation at (416) 324-6541 or (705) 946-6793.

FINDING OUT MORE ABOUT CHILDREN AND TELEVISION

The following are some of the titles carried in local libraries and bookstores on this topic.

Television and Society - C. Ungerleider and E. Krieger

The Plug-in Drug: Television, Children, and the Family - Marie Winn

Changing Channels: Living (Sensibly) With Television - P. Charren and M. W. Sandler

A Parent's Guide to Television: Making the Most of It - M. R. Kelley

Television and Your Child: A Guide for Concerned Parents - C. Luke

Television and Children - R. Brown (ed.)

Breaking the T.V. Habit - J. Anderson Willins

The Parent's Guide to Daycare - J. Miller and S. Weissman

The Daycare Handbook - B. Kaiser and J. Sklar Rasminsky

Child Care That Works - A. Muscari and W. Wardell Morrone

TELEVISION AND THE HOME-BASED CAREGIVER

T

he topic of children and television is once again in the news, particularly as it relates to the relationship between watching violence on television and children's behaviour. With television a unique component of home-based caregiving, home care providers may be interested in the results of a study conducted by the Independent Child Caregiver's Association (ICCA).

In 1990 the ICCA published the research study "Who Cares: A Study of Home-based Child Caregivers in Ontario". Based on interviews with 700 caregivers across Ontario, it examined a number of issues related to home-based caregiving, and included an analysis of the television viewing habits of children in home-based care.

The study concluded that the majority of home-based caregivers make effective use of television, and that most are monitoring the television viewing of children in their care. Most allow television as they feel it constitutes a learning experience for the children.

The average amount of time spent watching television varied according to the age of the child, ranging from 51 minutes a day for a child under two, to 98 minutes for nine to twelve year olds. 32% of caregivers didn't allow children under two years to watch any television, while 7% of caregivers with children aged nine to twelve had a no TV rule.

ICCA research director Joanne McNeish suggests the following when thinking about the role television plays in a home-based child care program:

Do you have a particular philosophy about whether or not children in your care should watch television? If TV is permitted, what types of programs should be allowed?

Keep count of the hours the television is on. Have a TV watching chart available near the TV set, and record who watches what program. Consider reducing the amount of time spent watching by half.

Do some reading on television and children. (See "Finding Out More About Children and Television", this page.)

Watch television with the children in your program. Talk to them about the shows. Discuss how situations on the show could be dealt with. Make sure they understand that what they are watching is not real.

Advertising is a big part of television. Encourage children to question the need for the products being advertised, and the way in which they are advertised.

Consider a 'no TV' week. This is the best way to show children they can have fun without television.

There are those who argue that television is not an appropriate activity in a quality home-based child care program. Others believe that it can be a stimulating educational experience if used wisely, and properly managed by the home-based caregiver. If you haven't done so already, take some time to evaluate where television fits in your program.

From "Television and the Home-Based Caregiver, Joanne McNeish, Care Package, May 1993.

CALENDAR

"Let Justice Flow"

Citizens for Public Justice 1993 Family Conference

July 31 - August 2, 1993

Hamilton District Christian High School

For further information contact Citizens for Public Justice (416) 979-2443

Better Beginnings and Brighter Futures Conference

"Ready to Learn"

September 14 - 15, 1993

Inn On The Park, Toronto

To discuss child-related issues including poverty, pre/post natal care, parenting education, family-friendly work place policies, violence on television.

Presenters include Dr. Donna Lero (University of Guelph), Dr. Ernest Boyer (Carnegie Foundation for the Advancement of Teaching), Denise Avarad (Canadian Institute of Child Health).

To Register/For Further Information: Christian Children's Fund of Canada

Tel: (416) 495-1174 or 1-800-AND-KIDS.

Women, Sexual Expression and Psychotherapy

October 1- 4

A clinical conference for direct service workers and mental health professionals working with women.

Conference site: The Ontario Institute for Studies in Education, 252 Bloor St. West, Toronto.

For Further Information Contact: Community Resources and Initiatives, 344 Dupont St., Suite 106, Toronto, Ont. M5R 1V9 Tel: (416) 924-8998 Fax: (416) 924-8352

Youth for Social Justice College

Sponsored by OXFAM Canada and the Centre for Social Concern - King's College

A College for youth who want to work for social justice locally and globally. The College is designed to build skills, to develop strategies for change, and to empower young people to engage in meaningful actions that bring about social change with justice.

Two one-week sessions: August 8 - 14 and August 15 - 21.

Registration includes entrance to college, accommodation, food, supplies, entertainment - \$200 per person.

To register/For further information contact OXFAM Canada, 356 Queen's Avenue, London Ont., N6B 1X6 Tel: (519) 432-2123.

Canadian Council for Multi-Cultural and Intercultural Education (CCMCIE)

Fifth Annual National Conference

November 25 - 27, 1993

Vancouver BC

This year's conference will feature a National Early Childhood Education Diversity Symposium co-sponsored by CCMIE and The National Multi-Cultural, Racism-Free, Bias-Free ECE Network.

ECE participants can register for the conference only, symposium only, or both.

For further information contact (in Toronto):

ECE/CCMIE c/o Julie Dotsch, Welcome House Nursery, 132 St. Patrick St., Toronto M5T 1V1, Tel: (416) 314-6735

PUBLICATIONS

The NAC Voters Guide

A concise summary of the key issues affecting women today. Relevant information is provided to assist voters in making independent and informed choices in the upcoming federal election. The record and positions of each of the major parties along with policy alternatives are included, making this book an excellent overview of the issues.

Cost: \$4.95 Bulk Order Rates Available

Contact: NAC, 57 Mobile Drive, Toronto, Ontario M4A 1H5, Tel: 1-800-665-5124



The Child Care Challenge is the quarterly newsletter of the Ontario Coalition for Better Child Care.

Research and Writing: Evelyn Napier, Kerry McCuaig, Colin Hughes, Zeenat Janmohamed

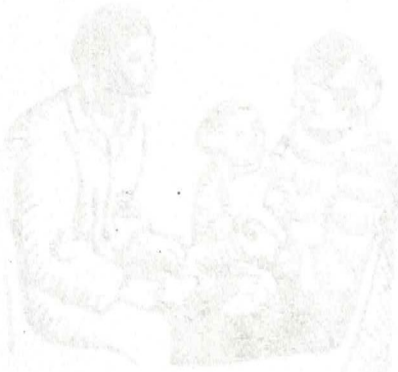
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NEW IN THE OCBCC RESOURCE ROOM

Final Report: Cabinet Committee on the North American Free Trade Agreement
Includes summaries of NAFTA impact on various sectors including employment, labour standards, national sovereignty and provincial jurisdiction, democracy and human rights, as well as an overview of trade alternatives.

Stacking the Deck: The Streaming of Working Class Kids in Ontario Schools
Bruce Curtiss, D.W. Livingston, and Harry Smaller

The children of parents with unskilled jobs are ten times more likely to be enrolled in dead-end high school programs than the children of professionals. Working class kids are four times less likely to go through university. Stacking the Deck explores the many subtle and not-so-subtle ways that this happens and suggests practical steps to make schools more democratic.

To Order: Our Schools/Our Selves, 1698 Gerrard St. East, Toronto Ont., M4L 2B2
Cost: \$11.50 (includes GST and shipping)

Ontario Cabinet Committee Hearings on North American Free Trade (NAFTA).
A video summary of the hearings organised by the provincial government and held across Ontario. Length: 42 minutes

Making Friends: Early Childhood Social Integration

A video program for use in basic early childhood education training courses, in courses on integrating children with special needs, workshops and conferences for practitioners and for early primary teachers. The three-volume package consists of:

Volume 1: An Introduction to Peer Relations (Time: 23:30)

Volume 2: Shared Understanding (Time: 21:50)

Volume 3: Programming for Friendship (Time: 30:00)

The package includes two guidebooks: **Assessment of Peer Relations** by Michael Guralnick, and the **Making Friends Guide to Using the Assessment of Peer Relations and Planning Interventions**.

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ONTARIO COALITION FOR BETTER CHILD CARE

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| <input type="checkbox"/> Child Care Workers | \$25.00 |
| <input type="checkbox"/> Individuals | \$40.00 |
| <input type="checkbox"/> Groups
(Union locals, local child
care coalitions etc. | \$45.00 |

Provincial Organisations:

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|---|---------|
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| <input type="checkbox"/> 201 - 1,000 | 150.00 |
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Child Care Reform Delayed