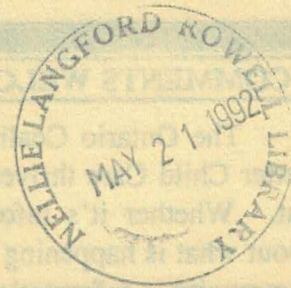


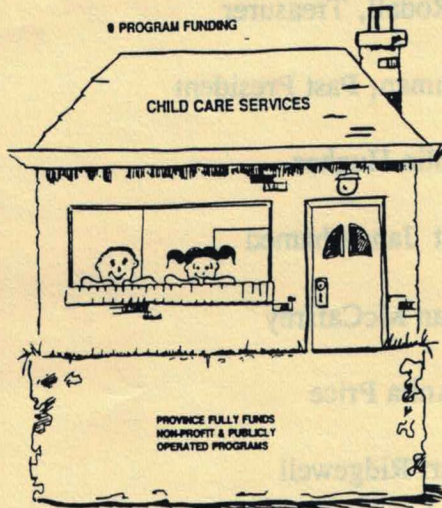
CHILD CARE CHALLENGE



NEWSLETTER OF THE ONTARIO COALITION FOR BETTER CHILD CARE

A Firm Foundation for Child Care - A New Strategy

CHILD CARE AS A PUBLIC SERVICE:
BUILDING A NEW FOUNDATION FOR CHILD CARE



SEPARATE COST RECOVERY

Province administers recovery of costs from:

ONTARIO CHILD CARE CONTRIBUTION
FEDERAL GOVERNMENT
PROVINCIAL FUNDS

As many of you are probably aware the Coalition has developed a new strategy to achieve universally accessible child care in the province of Ontario. *Making the Shift to the 1990's: A Working Paper*, was presented at this year's Fall Policy Forum and Lobby and was met with much enthusiasm and praise from advocates and politicians alike.

The document grew out of the September Council Meeting, where members decided to "put aside, at this time, consideration of the education route as a prime strategic direction towards achieving the goals of this organization" and directed the executive to develop a new policy document incorporating existing policy.

Through several lengthy meetings and draft revisions, the Executive developed a strategy that integrates existing Coalition policy and proposes an innovative funding model that will stabilize the present crisis-ridden service. The model proposes a real system of child care, as opposed to the welfare/fee-based patchwork we presently have.

The key element of the new model is that all non-profit child care programs will be **fully funded**

continued on page 5...

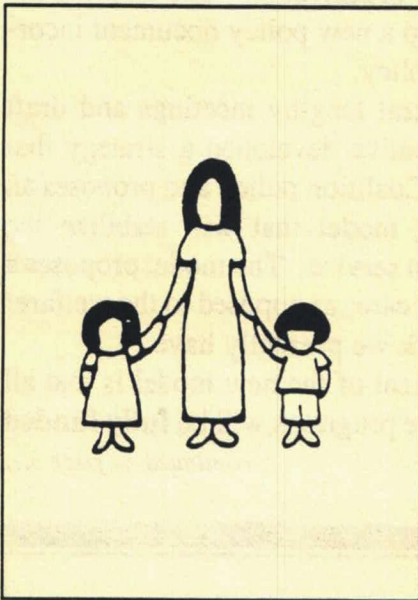
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297 St. George Street, Toronto, Ontario M5R 2P8 (416) 324-9080

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 on campaigns, your photos, local news clippings, cartoons - anything - we would welcome it. It's the way we keep in touch with you and 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.



OCBCC EXECUTIVE COMMITTEE

At the Council Meeting held on September 16, 1990, two new members were elected to the Executive. We welcome Vivian McCaffery of the Ontario Public School Teachers Federation and Colin Hughes of Direction 2000.

Janet Davis, President

Dave Hagerman, Vice President

Leona Rodall, Treasurer

Laurel Rothman, Past President

Colin Hughes

Zeenat Janmohamed

Vivian McCaffrey

Anita Price

Shari Ridgewell

Carrol Anne Sceviour

Janine Zarycki

Karen Thorpe

THE CHALLENGE

Romi Mainolfi, Research and Writing Sonja Osberg, Production OPSEU, Printing

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New Approaches and Services Previewed at Fall Forum by Vivian McCaffrey

The Coalition hosted its second Fall Forum in downtown Toronto on November 7th. The more than 200 participants included child care advocates, child-care workers, ECE students, as well as representatives from unions, teacher federations, social agencies and women's groups.

The highlight of the one day session was a discussion of an innovative new proposal for the funding of child care services in the province. The working paper, entitled *Child Care in Ontario: Making the Shift to the 1990's*, proposes that non-profit child care programs be funded as a service and receive direct funding from the province instead of relying on subsidies, patchwork grants and parent fees. The government, in turn, would recoup part of the costs from federal transfer payments and from parent fees determined on sliding-scale income tests. (See page 1 for more details).

Another important focus of the forum was the launching of the Child Care Network, a new level of membership that the Coalition is presently developing, which will facilitate badly needed training, benefits, accounting and administration services to child care programs across the province. The Network is also designed to significantly expand and strengthen the lobbying structure of the Coalition.

Forum participants also attended informative workshops on pay equity for child care staff, program evaluation and insights into the new NDP government.

All in all, the new approach to funding and the new services being launched by the Coalition marked an exciting beginning to what advocates hope will be a new era for child care in the province.

Feedback...

Best of many conferences I have attended.

Pay Equity Workshop helped me understand a complicated topic...

Good 'hands-on' instruction for daycare centre staff..

The Annual Child Care Lobby

On November 8, the Coalition hosted the first group lobby with the new government. The lobby was also a first in terms of the record attendance by members of the government. The forty NDP representatives included the Premier, and seventeen of the twenty-six Cabinet Ministers including Frances Lankin, Floyd Laughren, and Zanana Akande. The audience of over 200 child care advocates, staff, parents and ECE students were quite impressed with the turn out.

All three political parties were presented with questions focusing on three specific areas of concern:

- i) immediate action to alleviate the present child care crisis;
- ii) pay equity for child care workers;
- iii) support for the OCBCC proposal to restructure the child care system.

The questioners included child care workers, parents, and representatives of the Coalition, the Private Home Day Care Association, le Reseau ontarien des services de garde, and ECE students from community colleges across the province.

The five representatives from the Conservative party, including the Critic for Women's Issues, Cameron Jackson, and the Critic for Community and Social Services, Dianne Cunningham, agreed that a fundamental restructuring of the child care system was necessary and complimented the OCBCC on their proposal. While they supported the need for pay equity for child care workers and a universally accessible system based on ability to pay via income-testing, they did not support a universally funded system. As well, they could not support the idea of funding only a non-profit system.

The twenty Liberal members included

former Labour Minister Gerry Phillips and current Community and Social Services (COMSOC) Critic Lyn McLeod. One of the highlights of this lobby was Jamie Kass's introduction to the pay equity, ``... I do believe that one of the reasons you are not now the government is that you didn't grapple with the issue of pay equity (for workers in all female establishments)...'', to which Gerry Phillips could only respond, ``... am I the only one to blame (for the downfall of the Liberal government)...''



``Yes!''

Monte Kwinter, MPP for Wilson Heights, provided this defensive response to the question regarding the Liberal's support for our recommendations: ``We are at a disadvantage because any time we press the government, they have an easy answer, what are you pressuring us for, why didn't you do it'...the key is that we have to do this together...'' While it is laudable that the Liberals now recognize that lobbying for change ``is a cooperative thing'' and they will be ``behind us'', the looming question remains: why didn't they do more when their party was in power?

By far the most notable comments to emerge from the discussion were those by Lyn McLeod

and Diane Poole. The COMSOC critic stressed that she would ``press the new government for both accessibility and affordability'', recognizing that ``you cannot do one without the other.'' Poole, MPP for Eglinton, gave a personal review of the OCBCC proposal, noting that, ``...this holds a great deal of appeal for me...I think it is an excellent proposal...excluding pay equity...I think the proposal calls for an overall \$15 million being put into the system...quite frankly in the overall scheme of government that is quite a small amount and it should be an acceptable rate of expansion...'' As well, she commended the new model because it ``recognizes parental responsibility and it also recognizes that there has to be state responsibility.''

The NDP lobby began with a round of applause acknowledging the election victory, and was interrupted midway by yet more applause, with the arrival of Premier Rae. Many members of the caucus stated their commitment to restructuring the child care system, the Premier notwithstanding. However, no one offered any details on what a new system might look like or how or when it might happen. Bob Rae did make reference to the ``...absurdity of a vast number of spaces that are empty while people are on waiting lists for subsidy...'', and stated that ``the OCBCC) proposal for consultation is one that I can accept entirely... one where we are really working together on building a better system...and one we are committed to doing...'' He went on to note that ``the Coalition has set a very high standard for us in terms of response...approaching us this way with a very specific proposal is enormously helpful...gives us something very specific to respond to...(and) is a very good basis upon which we can have a discussion.''

Frances Lankin, Chair of Management Board, commented that ``in terms of a general direction'', she ``absolutely'' supported the

INSIDE NEWS

Working Paper and gave her commitment to support ``this kind of approach where we actually get on with solving the problem.''

The closing remarks were given by MCSS Minister, Zanana Akande, who thanked us and encouraged us to ``continue to insist upon that comprehensive system that we all want'' and reassured us that ``we will use your paper in consultation and we will use you to plan and implement and it will be fast-tracked ... we haven't a great deal of time to spare.'' And the Lobby concluded with OCBCC President Janet Davis reminding the government that ``we will be anxiously looking and waiting and expecting to see your commitment in the Throne Speech.''



Welcoming Premier Bob

New Strategy *continued from page 1...*

by the provincial government, similar to other child welfare and education programs. Recovery of costs from parents and other levels of governments will be the responsibility of the provincial government, through a separate administrative system.

How will the system work?

Parents will register their children on the program waiting list of their choice. When they reach the top of the list, they enrol their child in

a program on a first-come, first-served basis. At the same time as they register in a program, all parents (regardless of income level) complete an income test to determine their Ontario Child Care Contribution. The government will then bill parents for that pre-determined amount, monthly or quarterly (similar to the way OHIP was billed).

Child care programs will be assured of annual operating funding and can, therefore, concentrate their energies on providing stable, high quality programming. Staff will be paid wages that recognize the value of their work and will have improved working conditions and job security. Since the province will be responsible for the administration of funding, this will greatly reduce the administrative burden and financial worries of staff and parent boards of directors.

The Working Paper presents three recommendations as immediate steps to stabilize the operation of existing child care programs:

1. Fund 10,000 additional subsidized spaces and create 10,000 new spaces.
2. Implement and fund pay equity adjustments for all child care workers who have not found a remedy under existing provisions of the Pay Equity Act on the same schedule as other public sector workers.
3. Take action to restructure child care in Ontario as a fully funded provincial system, according to the following steps and schedule:

Green Paper - February 1991

Consultation - March/April 1991

White Paper/Draft Legislation - June 1991

Implementation of new system - October 1991

The ``Working Paper'' will provide a framework for consultations over the next few months and will be the focus of the February 3rd Council Meeting. **Please forward responses by February 1991 to: 279 St. George Street, Toronto, M5R 2P8. If you would like to receive a copy, please call us at 416-324-9080.**

Staff Changes

This fall we have experienced more than one historic occasion. Not only was an NDP government elected, but Sue Colley has left the Coalition and is now working for them. Janet Maher has taken up the position of Acting Executive Coordinator in the interim period.

Susan Biro, who was the voice at the other end of the receiver for most 1990, completed her contract with the Coalition the first week of November, just in time to ensure the Forum ran smoothly and then move on. Some of you may not recognize the voice that has replaced her's--it belongs to Donna Pickering, a Futures Program



Susan Colley

Susan Colley, Executive Director of the Coalition since 1985, has left to take a senior position in the new NDP government.

At the end of October Sue began as Executive Assistant to Francis Lankin, Minister of Government Services, Chair of Management Board Cabinet Committee -- one of the most powerful portfolios in the new Cabinet. As Executive Assistant, Sue holds the most senior position in the Ministers office, and is responsible for managing an office with 10 staff, advising and assisting the minister with all issues, and generally tackling a marathon schedule that begins most mornings at 7:00 and ends at least 12 hours later.

Sue has been a tireless activist for universal child care for over 15 years. She has given leadership to several child care groups, including the Day Care Reform Action Alliance, Action Day Care, and the Canadian Day Care Advocacy Association, and many other feminist and progressive social activist groups including National Action Committee on the Status of Women and the Equal Pay Coalition.

Sue has brought insight, humour, conviction, tenacity, abundant energy, intelligence, charisma, good judgement, caring and many other superb qualities and skills to everything she has tackled over the past decades.

The staff, the Executive and the Council will miss Sue tremendously. On behalf of all those who have worked with her over the years, I would like to extend to Sue a huge thank-you and wish her all the best in her new position.

Janet Davis

THE NEW ONTARIO CABINET

Bob Rae - *Premier;*
Intergovernmental Affairs
Floyd Laughren - *Deputy Premier; Treasurer*
Marion Boyd - *Education*
Richard Allen - *Colleges and Universities;*
Skills Development
Ruth Grier - *Environment, Greater Toronto Areas*
Howard Hampton - *Attorney-General*
David Cooke - *Housing and Municipal Affairs*
Peter Kormos - *Financial Institutions;*
Consumer and Corporate Affairs
Edward Philip - *Transportation*
Allan Pilkey - *Industry, Trade and Technology*
Evelyn Gigantes - *Health*
Shelley Martel - *Northern Development;*
Government House Leader
Gilles Pouliot - *Mines;*
Responsible for Francophone Affairs
Jenny Carter - *Energy*
Elmer Buchanan - *Agriculture and Food*
Frances Lankin - *Government Services;*
Chair of the Management Board of Cabinet
Bud Wildman - *Natural Resources;*
Responsible for Native Affairs
Robert Mackenzie - *Labour*
Elaine Ziembra - *Citizenship;*
Responsible for Human Rights,
the Disabled, Seniors and Race Relations
Shelley Wark-Martyn - *Revenue*
Anne Swarbrick - *Responsible for Women's Issues*
Michael Farnan - *Solicitor-General, Corrections ;*
Responsible for Anti-Drug Strategy
Rosario Marchese - *Culture and Communications*
Zanana Akande - *Community and Social Services*
Peter North - *Tourism and Recreation*
Shirley Coppen - *Chief Government Whip*

ELECTION RESULTS

History in the Making

September 6th marked a new page in the history of Ontario when voters elected the province's first NDP government. This is just one of what we hope to be many precedent setting events during the course of the thirty-fifth parliament.

The swearing in of Premier Bob Rae and his cabinet, celebrated on October 1st, marked yet another first for Ontario--eleven of the twenty-six Cabinet Ministers are women, the largest number in any government in Canada.

The new cabinet includes a founding member of the Ontario Coalition for Better Child Care, Frances Lankin, now Minister of Government Services and Chair of the Management Board of Cabinet. Also close to home, the new Minister of Community and Social Services, Zanana Akande, is the MPP for St. Andrew/St. Patrick-- the riding in which the Coalition office is presently located.

Get to Know Your New MPP

As in the past, the Coalition will be organizing province wide constituency lobbies in early 1991. We encourage advocates to become familiar with their MPPs in preparation for these events. This is your chance to tell the politicians about the child care crisis in your area. **Get involved! Call Romi Mainolfi - 416-324-9080.**

QUEEN'S PARK BEAT

New Minister of Community and Social Services



The Honourable Zanana Akande

Zanana Akande is a former principal of George Syme Community School and a graduate of the University of Toronto and of the Ontario Institute for Studies in Education (OISE). Her career has included service on the Ministry of Community and Social Services Advisory Committee on Children's Services.

She has served on the Board of the United Way of Greater Toronto, the Family Service Association, the Elizabeth Fry Society and York West Meals-on-Wheels. She is a member of the Federation of Women Teachers' Associations of Ontario, Women in Educational Administration, and the National Black Women's Congress. She has worked with Women's Habitat, a shelter for abused women, and is a co-founder of Tiger Lily, a magazine for visible minority women.

The Minister's Office is located at: 80

Grosvenor Street, 6th Floor, Hepburn Block, Queen's Park, Toronto, M7A 1E9. Let her know about the crisis in child care in your area; drop her a line or call her at (416) 965-2341.

* * *

Pay Equity Announcement

On December 18, Labour Minister Bob Mackenzie announced new measures to extend the benefits of the pay equity legislation to approximately half of the one million women who were originally excluded because they work in all female establishments. Under the legislation, workplaces having 100 - 500 employees will be required to post their plans for achieving pay equity by January 1, 1991. (Larger employers and broader public sector employers such as child care centres should have posted plans by January 1990. Payment of adjustments are to begin as of the date of posting.)

The Minister stated that he plans to introduce a bill in the spring of 1991 to amend the Pay Equity Act of 1987. The bill will obligate employers/bargaining agents to use two additional approaches to identify and redress the under-valuation of work traditionally performed by women: proportional value comparisons and cross establishment (proxy) comparisons.

Proportional value comparisons will apply to both the public and private sectors. The method of proportional value allows for comparisons on a job-to-job basis. It is a way of indirectly comparing female and male job classes by looking at the relationship between the value of the work performed and the compensation received by male job classes and applying those principles and practices to compensate female job classes.

Cross establishment comparisons will apply to the public sector only and will allow job classes in one public sector organization to be

QUEEN'S PARK BEAT

compared to job classes in another public sector organization where similar work is performed. Pay equity adjustments would be based upon the amount of the adjustment received by a comparably or equally valued female job class in the cross establishment organization.

The announcement also promised the establishment in 1991 of a Pay Equity Clinic to assist women to organize and litigate on Pay Equity, and \$500,000 for start-up and first year operational funding.

In our brief to the Standing Committee on Finance and Economic Affairs in January 1990, the Coalition recognized that legislating a proxy comparisons was necessary in order to provide child care workers with a remedy under the Pay Equity Act. It is reassuring that this remedy was included in the Minister's announcement. However, in that brief the Coalition also called on the government to establish a "single implementable mechanism to avoid separate pay equity negotiations in 2,500 different day care centres" throughout the province, and establish a fund to finance pay equity adjustments for day care workers. There was no hint on December 18 that the government was ready to move on either of these recommendations.

In our 1991 Brief, the Coalition is asking the government more specifically to fund an immediate \$2.55 an hour **Child Care Equity Adjustment** for all child care workers in the non profit sector in Ontario. This amount is based on the pay equity adjustment required to eliminate gender discrimination for child care workers in the Ontario Public Service. We would like to hear what child care workers think of the recommendation. Call us.

Extension of Parental Leave

On December 5, Labour Minister Bob Mackenzie introduced legislation to amend the Employment Standards Act (ESA) that will entitle each parent of a newborn or newly adopted child to 18 weeks of unpaid parental leave. The change is an addition to the 17 weeks of pregnancy leave already available to mothers. This amendment will be retroactive to November 18, 1990 to allow parents to take advantage of changes to the Federal Unemployment Insurance program which took effect on that date. The new legislation will reduce the amount of time an employee must work for the same employer to qualify for leave from one year to 13 weeks. It will also guarantee i) the parent's right to return to their job after the period of leave; ii) the accumulation of seniority and pension benefits, and the continuation of life insurance and extended health care benefits, during the absence.

The Minister noted that the entire ESA is currently under review, and his ministry will be examining the experience of other jurisdictions, such as Quebec, to guide them in the process. Areas for further consideration include unpaid family responsibility leave.

It seems the Minister should have taken a closer look at Quebec's Bill 97 (regarding Special Leave at Birth or Adoption), prior to making his announcement. This legislation, also introduced on December 5, guarantees provisions for Quebec employees that are not addressed in Ontario's proposed bill, such as: five days absence at the birth of a child, the first two of which must be remunerated; five unpaid days per year for family responsibilities; unpaid time off for medical examinations related to pregnancy; paid pregnancy leave in the form of a lump sum bonus as part of social benefits; and, a possible 6 week extension of pregnancy leave with a medical certificate. As well, Quebec parents, though they

are entitled to only 34 weeks in total parental leave, may divide the time between them as they feel appropriate. Also, the Quebec government has stated its intension to rescind entirely the service eligibility requirement for parental leave, meaning that an employee could be eligible for leave the first day of work at a new job.

* * *

Words from the Throne

The Coalition waited anxiously on November 20, along with many other groups, to find out the priorities of the first NDP government in Ontario. But the first Throne Speech revealed few details about the new government's planned initiatives. Instead the speech outlined principles of the government's social democratic agenda, and alerted those with high expectations to the ``realities that must guide our (the government's) decisions.''

The speech stressed the need for integrity in government, protection for workers during the recessionary period, fairness in tax, employment and social policy, and sound, effective energy and environmental policy.

Specific proposed action on child care was clearly lacking -- the speech committed to ``extend child care''. We had hoped that the government would promise quick action to increase subsidized spaces, and to make a commitment to fundamental changes in the funding of child care in Ontario.

On the bright side, the speech affirmed the N.D.P. commitment to both employment equity and pay equity. The needs of child care workers were specifically identified: ``We will make early progress on redressing unequal pay in areas such as child care, where grievances have been long-standing and unresolved.''

We were not alone when we expressed disappointment at the lack of clarity in the speech. Other social reform groups were frustrated and

somewhat disillusioned. But we were assured by several ministers that a string of announcements would be forthcoming before the end of the year. We understand that a child care initiative is being developed and that an announcement is expected soon. It seems that action on pay equity is also fairly close at hand.

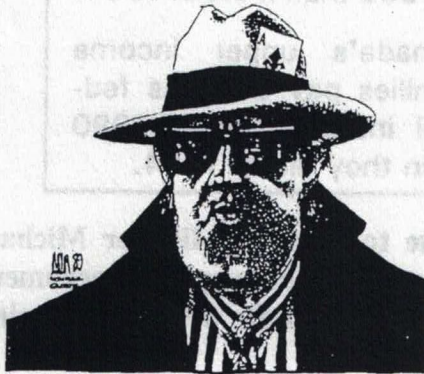
The most frequently asked question by reporters after our November 8 Lobby and the Throne Speech was, ``How patient are you willing to be?'. We all know that people who work in child care and parents with young children have more patience than almost everyone - - but we also know when and how to set clear, firm limits. Besides, we've learned a lot from preschoolers about being strong-willed, independent and very verbal. There is no doubt that we will be ``using our words'' over the next few months to let the government know we expect action.

Janet Davis



WANTED

FOR CRIMES AGAINST DEMOCRACY



Brian Mulroney,
alias "The Prime Minister"

A Portrait of Children in Canada

Children comprise the single largest group of poor people in Canada - one out every six children in Canada is growing up in poverty.

Despite years of economic growth, there were 62,000 more poor children in Canada in 1989 than in 1980, bringing the total number of poor children to over one million.

A conservative estimate is that half of all aboriginal children are poor.

Today about 13% of Canada's children (700,000) live with a single parent, compared to 9% in 1980. Sixty-five per cent (65%) of those children live in single parent family headed by a woman earning less than \$20,000 a year.

WORLD SUMMIT FOR CHILDREN: A Challenge to Canada

On September 29, 1990 Prime Minister Mulroney co-hosted the World Summit for Children at the United Nations headquarters in New York which was intended to promote the ratification of the United Nations Convention on the Rights of the Child.

National organizations concerned with the welfare of children feared that the occasion would be used merely as a public relations exercise to paint a false picture of the lives of children in Canada. A government report, Children of Canada. Children of the World, issued four days prior to the Summit served to reinforce those fears.

In reponse, a group of 28 organizations, including the Coalition, released a joint statement documenting Canada's failure to meet the basic needs of all our children and calling upon the Federal government to initiate comprehensive policies to eliminate child poverty.

Citing evidence of the Canadian government's withdrawal of support for families with children, the statement, entitled "The World Summit for Children: A Challenge to Canada", concluded that "Canada risks the embarrassment of hypocrisy..." unless the federal government renews its commitment to the children living within our borders.

The group put forward a list of four essential policies to support all Canadian families with children:

1. A social floor of economic opportunities consisting of:
 - adequate employment income;
 - government income security programs; and
 - a fair and progressive tax system that recognizes the costs of raising children.
2. Affordable housing for families with children.
3. Canadian programs of universally accessible, high quality child care and parental and family responsibility leave.
4. Access to essential health and social services that are racially and culturally sensitive.

FEDERAL UPDATE

GST - IT'S HERE

Our efforts to stop this regressive tax were overcome on December 19 by a stacked Senate and an arrogant government that refused to listen to the will of the people. Instead, the government is using our tax dollars to advertise the unpopular tax. The Federal Goods and Services Tax will be added to a vast range of items beginning January 1, 1991. To find out how Revenue Canada thinks it will affect your centre call one of the following toll free numbers and ask for a copy of their publication "GST Information for Non-Profit Organizations". Be sure to make use of these, you've paid for them.

Ottawa 990-8584 OR 1-800-465-6160

Toronto 973-1000 OR 1-800-461-1082

London 645-4041 OR 1-800-265-0017

(Note: Only non-profit child care centres receiving at least 40% of their fees from government funding will be entitled to a rebate of 50% of the GST paid on expenditures).

* * *

ACT NOW TO STOP BILL C-69!

In the last two issues of The Challenge, we outlined the detrimental effects the passage of Bill C-69 (An Act to Amend Certain Statutes to Enable Restraint of Government Expenditures) would have on childcare. The Bill, passed in the House of Commons on June 12, 1990, will allow the federal government to impose a ceiling on increases in money for the Canada Assistance Plan (CAP). Before becoming law, it has to be passed by the Senate and given Royal Assent by the Governor-General.

Write to the Senate Standing Committee National Finance and tell them to ask for changes or stall the bill:

The Honourable Fernand Leblanc, Chairman, Standing Committee on National Finance, The Senate, Parliament Buildings, Ottawa, Ontario, K1A 0A4, or call (613) 990-0088.

TORY TAX REFORM

A family of four with an income of \$24,000 pays 40% more in federal income tax in 1990 than it did in 1984.

Canada's upper income families pay 6% less federal income tax in 1990 than they did in 1984.

Write to Finance Minister Michael Wilson and tell him why his government should let the bill die without becoming law:

Michael Wilson, Minister of Finance, House of Commons, Ottawa, Ontario, K1A 0A6 (no stamp required).

Write a letter to your local Member of Parliament ask what they can do to help stop Bill C-69.

Write to your Provincial Member of Parliament as well.

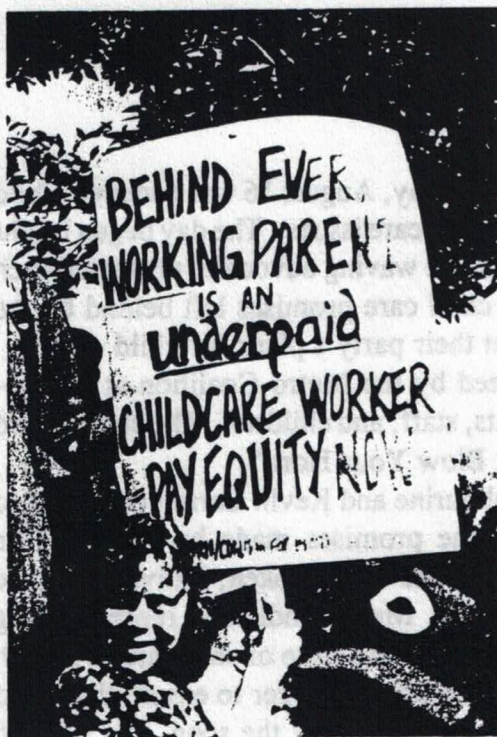
To help you write these letters, the Canadian Council on Social Development and the Campaign Against Bill C-69 have prepared a comprehensive analysis of the effects the legislation will have on Canada's social programs. The publication is entitled, "Canada's Social Programs Are In Trouble", and is available free of charge from the Canadian Council on Social Development, 55 Parkdale Avenue, Ottawa, Ontario, K1Y 4G1. Phone: 613-728-1865

The Ontario Coalition for Better Child-care, as a member of the National Action Committee on the Status of Women (NAC), will voice its concerns as part of the NAC Brief to be presented to the Senate Standing Committee on National Finance sometime in December. Let's all do our bit to stop the Bill.

IN BRIEF

Pay Equity Settlement

On November 14, the Metro Toronto School Board announced a \$16 million pay equity agreement for its 6,000 non-teaching staff, including teachers' assistants, secretaries, and janitorial staff. Teachers' assistants in Metro-run schools for the mentally retarded will see their pay cheques almost double by the end of 1991, when the pay equity plan is fully implemented. According to Jeanne Robinson, a teaching assistant and a representative on the 50-member committee that has been working on the pay equity plan for the past two years, "the board has finally realized that this is an important job."



Domestic Workers Are Not the Solution to the Childcare Crisis

adapted from NAC's Action Now vol. 1, no. 2

There is no group of workers more exploited in Canada than the domestic workers. Under the Foreign Domestic Movement (FDM) program, domestic workers (often known as nannies) are required to live-in; must seek government permission and a letter of release from their employer, before changing jobs. The program makes it very difficult for women to achieve landed status.

Domestic workers compare the conditions of their work to slavery. Most domestic workers are women of colour from third world countries.

The Coalition supports the National Action Committee on the Status of Women (NAC) in not accepting that the shortage of childcare be solved through the exploitation of immigrant and visible minority women.

The system of indenturing foreign women's labour to meet the great demand for childcare and domestic labour contradicts the efforts to gain equality for women.

We are asking our members to join NAC in writing to Minister of Employment and Immigration, Barbara McDougall, and tell her you think that foreign domestic workers should have equal rights to allow their entry as landed immigrants. Write to:

Honourable Barbara McDougall
Room 231, West Block
House of Commons
Ottawa, Ontario K1A 0A6
(no postage required)



Child Care S-t-r-ing Along

As part of the AdJUST ONTARIO election campaign, Thursday, August 16 was declared Child Care Day of Action, organized to enhance public awareness of child care issues. The day began bright and early with surprise visits to campaigning party leaders. Placard waving advocates presented each with a "string of broken promises", highlighting the broken child care promises left behind by the previous Liberal government, and asked the leaders to set out their party's plans for child care.

In Toronto, the "Child Care S-t-r-ing Along", organized by the Metro Coalition at Centro-Clinton Daycare, brought together numerous advocates, parents, staff, and children. The children led the event with their rendition of the song, "David Don't Just Blow Your Horn", accompanied by Karen Thorpe of the Metro Coalition on tambourine and Kevin Barrett of the Basic Poverty Action Group on guitar. After a presentation on the promises made by the previous government and the dismaying facts showing that each promise had been broken, individuals gave personal accounts of the problems with the present child care system. Metro candidates, representing each of the three parties, were then asked to outline their positions on the issue of childcare. As each finished their speech, the children tied a piece of string to the candidate's finger to ensure that child care issues would not be forgotten. The day ended with yet another set of the song, lots of horn blowing, and many hopes for a much better deal for childcare in the next parliamentary session.

**Wikwemikong Hub Centre:
``A Dream Come True''**

by Laurie McLeod, Anishinabek News

If you've had a chance to visit Wikwemikong's new Hub Centre you will understand why the children don't want to go home or in some cases, beg their parents to return to work.

The idea for the Hub Centre which serves primarily as a nursery school, day care and community centre was conceived by Program Manager Rose Marie Trudeau, almost 20 years ago. The final result is truly ``a dream come true''.

``When the children first attended the centre they just stood back in awe," said Trudeau. ``They just melted right in with the program."''

``The building was named after the new hub models that are being built now," she said. ``It is like a wheel. The hub signifies the centre of the community. We reach out to the community with all of our different programs.''

The Hub has been designed in a circular fashion. The gross motor room which serves as a play area during the day and a community centre in the evening, is surrounded by a variety of facilities. Among them are: two day care playrooms, two nursery playrooms, a kitchen, reception area, offices, an arts and crafts room, maintenance room and several restrooms designed to meet the needs of the little people who use them.

The toy lending library is every child's dream come true. It is overflowing with the finest of educational toys and is guaranteed to make every little hearty soar.

Plans for the million dollar Hub Centre project first began in 1986. ``That was when our old nursery school was condemned," Said Trudeau. ``It was so old. We had a lot of trouble keeping up with the fire regulations. So, I wrote a letter to chief and council informing them that it was important that we start looking for funding for a new building. In 1986, the Wikwemikong Board of Education was mandated by chief and council

to manage the nursery school programs along with the other educational programs. The nursery school was transferred to the board of education on Aug. 31, 1987. That is when everything started.''

The board of education and band council began to meet with different funding agencies. The Ministry of Community and Social Services agreed to pay half the cost of the centre. Wikwemikong Band Council committed an additional \$146,000 toward its construction. Contributions were also made by the Native Community Branch and the Ministry of Development and Mines.

The Ministry of Community and Social Services agreed to pay half the cost of the centre. Wikwemikong Band Council committed an additional \$146,000 toward its construction. Contributions were also made by the Native Community Branch and the Ministry of Development and Mines.

``Certainly, the early childhood training of children is probably the most important period, said Chief Alphonse Shawana. ``It is a very formative area. We've had a lot of that missing in the past educational methods. The new centre will have a long term impact on the new generation of children, giving them better opportunities.''

The day care and nursery components alone can accommodate as many as 120 children, 40 in full-time day care, 40 in the nursery program and 40 in the afternoon program. ``Presently, we have 104 children attending the centre," said Trudeau, ``and we have room for 16 more. We are also looking into establishing a private home day care and an after school program in the near future.

Chief Shawana welcomes visitors particularly Native communities who are contemplating building an educational facility, to come out and take a look. ``We will gladly share information and advice," he said.

LOCAL LINES

Child Care Crisis in Peterborough, Victoria and Haliburton Counties

The Peterborough Coalition for Better Child Care has been inundated over the last two months with calls from child care centres and parents in this region who are in a state of crisis. Evidence suggests that 'Regional Discretion' at the municipal and provincial levels is resulting in the fragmentation and reduction of local child care services and in funding. Those centres that:

- have been operating without an approved budget for a year,
 - have not received DOG funding for a year,
 - have not received a raise in 2 $\frac{1}{2}$ years (not even 4.5% cost of living increase)
 - have parents being told that their special needs children no longer qualify for a subsidy,
 - have staff who are being told that their educational qualifications suddenly no longer meet minimum requirements, and
 - have been told that their staff who earn \$18,000 - 21,000 per year are over-paid and therefore, do not require a yearly raise,
- are fed up and are getting (or continuing to be) extremely vocal on these issues.

The Municipal and Provincial offices must begin to understand that they are accountable to the people for the way local child care policies are being developed and implemented. Regional Community and Social Services offices must be consistent with other areas of the province in the interpretation of the Day Nurseries Act. Some member of the Steering Committee of the Peterborough Coalition have argued that Ontario needs an independent appeals procedure. A mechanism must be established whereby a centre which has been treated unjustly can appeal its case. In addition, more community input is needed into the development and implementation of child care policies.

Upcoming projects of the Peterborough Coalition:

January 17, 1991

Community Consultation Day - "Child Care in Ontario, Making the Shift to the 1990's" - The local community will develop a response to the OCBCC Working Paper.

March 23, 1991

Advocacy Workshop

Theme: Child Care as a Political issue and How to Influence and Improve the Child Care System

For more information please call the Peterborough Coalition office:
(705) 741-2902.

Mary-Jo Sullivan, Community Organizer

Sarnia

New Non-Profit Day Care

The North Lambton Child Care Centre opened on December 1, in a brand new building attached to a Senior Citizens Home. The centre will provide care for infant, toddlers and preschoolers in the rural area of North Lambton and Forest (Forest has a population of approximately 2,600). Although it measures 4,600 square feet, it retains a very friendly, homelike atmosphere. Services offered during PHASE I of the project include a Drop-in Centre, Toy Lending Library, and Intergenerational Programming between seniors and children.

Multi-agency services include the provision of child care to the Adult Education classes, with assistance from the Board of Education. PHASE II of the project will see more agencies, such as the Rotary Children's Place, becoming involved with the North Lambton Child Care Centre. As well, more services will be provided, including a school-age program and a Weekend Relief program. All of the capital funding for PHASE I was provided by the Ministry of Community and Social Services (MCSS).

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Unfortunately, the centre opened on December 1, with only five children. Although the Fire and Health Inspections were completed on time, the area Ministry of Community and Social Services representative was not able to schedule the licensing visit until December 6 -- six days after the planned opening. A decision was made to open on the planned date without a license, and therefore only five children could be registered until December 7. The Official Opening and Ribbon Cutting Ceremony will be held over until the month of February.

This beautiful facility is a must-see! For more information and tours, please contact the Supervisor, Elizabeth Evans-Knipp at (519) 786-6161.

Lambton College Students Attend OCBCC Fall Forum and Lobby

Approximately 40 second year ECE students from Sarnia's Lambton College were able to obtain firsthand experience at advocating on at the OCBCC Fall Forum and Lobby, held in Toronto on November 7 and 8.

While the Forum proved educational, it was the Lobby at Queen's Park that made lasting impressions on the students. Two of our students were involved in posing questions to the MPPs, while the others were part of the audience of 200-300 people who came to hear what the MPPs had to say about child care.

Back in the classroom, we watched videos of ourselves on the news and discussed the Throne Speech, and the issues of pay equity, the U-turn, etc. This was an invaluable experience of putting theory into practice -- talking about advocacy is not the same as advocating! Students also feel more prepared to host their community conference on March 2, 1991 as a result of having attended the Forum. Many students had joined the OCBCC as members at the beginning of the

term and now feel more connected to the Coalition and its activities. The Forum and Lobby were a grand success!

On Friday December 7 a presentation will be made to the Sarnia Daycare Supervisor's Support Group regarding membership in the OCBCC Network. The main objective of this presentation is to generate interest in the Network amongst area daycare centers, so that we can set a date for an evening meeting sometime in January to discuss in greater detail the new services being offered by the OCBCC. We hope to have a representative of Great Western Life Assurance come to talk about the benefits package, and we will also discuss the other benefits of membership: advocacy, conferences, newsletters, and publications, such as the Childcare Management Guide. We will keep you posted.

Janine Zarycki
Sarnia Coalition

York Region Subsidy Freeze Hits York Region

Since the end of August staff of the Children's Services Department of The Region of York have imposed a freeze on subsidy spaces in our community, although this decision was not discussed by our politicians until October 31, 1990 at a regular Community Services meeting of the Region. Presently there are over 550 children on the waiting list for subsidy for the private non-profit and commercial centers alone. The Region of York Children's Services staff are unable to tell us at this time the actual total number of children waiting for subsidy throughout the Region, as a centralized waiting list is still being designed. However, there are probably be close to 1,000 additional children waiting for a space in either a Regional centre, a community program or licensed private home daycare.

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At the beginning of 1990, York Regional Council approved a targeted total of 1,426 children to be serviced in the subsidy program for the budget year. Since the end of August, subsidy spaces in the Region have been restricted to 1,248 spaces: directly operated centres will receive the targeted 280 subsidized spaces; private centres (non-profit and commercial) will receive 130 spaces less than targeted, for a total of 848; and licensed private home daycare will receive 120 subsidized spaces, 48 less than originally targeted.

With the establishment of a centralized waiting list at the Children's Services Department the manner in which subsidy spaces are distributed in the region will change. Under this system it is unclear if non-profit and /or new school programs will be guaranteed a certain level of subsidized spaces as was the previous practise. We also do not know if a large portion of subsidy will end up in commercial centres.

These two events have had significant impact on centres and families. As a result of the freeze, the Region of York pulled purchase of service contracts from at least three new non-profit centres just before they were to be submitted to Regional Council for final approval. Armadale Child Care Centre, operated by Family Day Care Services is virtually sitting empty because parents cannot afford to pay the full cost of the child care fees. Armadale has 50 empty spaces and 32 children waiting for fee assistance, but the program cannot even get a contract with the Region of York, let alone the spaces! The centre was built under the joint initiative of the Ministry of Community and Social Services and the Ministry of Education and is located in a new school. In November 1990, 226 empty spaces existed in 16 of our 31 community non-profit day care centres in the region. Some parents are trying to pay the full cost of child care while waiting for subsidy. However, many of the families are having to resort to

cheaper care in the informal, unlicensed sector. This is of grave concern to us.

As a result, a group of non-profit child care programs have formed the **York Region Community Based Child Care Network** to lobby for more subsidy. The Network presently represents 18 non-profit programs. Representatives have met with the Barrie Area Office of Ministry of Community and Social Services, presented deputations to Regional Council, begun lobbying and meeting with local Regional Councillors, and distributed a parent bulletin. We are printing up buttons which outline our crisis and have requested a meeting with the Minister of Community and Social Services.

On December 3, the Network met with the Commissioner of Social Services of the Region of York and discussed the following issues:

1. The Region of York Children's Services Division's lack of community consultation and input into major policy and funding decisions.
2. The Region's changing and inconsistent procedures and policies.
3. Imposing a freeze on subsidy without Regional Council's prior agreement.
4. Issues around the centralized waiting list and an appeal structure for families with special circumstances.
5. Commitment to fee assistance agreements with several centres in 1990 not adhered to.
6. Expansion of subsidy and agreements in 1990 and 1991.

We are hopeful that our lobby efforts will lift the subsidy freeze and that we will see expansion in 1991. Our Network is certainly aware of the new provincial government's election promise of 10,000 new spaces in each of the next two years and we are eagerly awaiting an announcement from the Minister. However, our real fear is that the Region of York will opt not to use any of these 10,000 new spaces and not expand in 1991, to offset the 1990 Children's

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Services Department operating deficit. It appears that our goal of expanding subsidy spaces in our Region compliments the NDP's intentions. However, it cannot be achieved without adequate community consultation and the support of local municipal governments.

The York Region Community-Based Child Care Network welcomes new members. Contact one of the following to see how you can participate: Maria de Wit, Executive Director, Family Day Care Services, 922-9556 (w); Barbara Hoban, Supervisor, Bethany Children's Centre, 476-9395 (w); Dianna Leeder, York Region Coalition for Better Child Care, 476-4331 (w)

Metro Toronto

The struggle carries on. After many months of debate, Metro Council agreed to extend funding that recognizes final per diem rates for 1990. In addition, centres will also receive an interim per diem in January 1991 which will reflect a cost of living allowance increase. Although centres are grateful for receiving final rates, many centres are in serious financial crisis because of the delay. Unfortunately, Metro politicians have very little understanding of the direct effects of not recognizing final rates until this late in the year.

Many of the centres with a "purchase of service" agreement who submitted budgets requesting more than a 7% increase in per diems should expect a retroactive cheque in the mail soon. If you are not sure of your centre's status, you should contact your Metro Program Supervisor for clarification. This retroactive payment will provide a small relief to centres who have been affected by low enrolment which directly reduces incoming revenue. A number of centres have laid off staff because of low enrolment cannot sustain a full complement of staff.

The Daycare Coalition of Metro Toronto (DCMT) recognizes that Metro Council has been

extremely apprehensive about extending dollars which are not cost shared by the Provincial government. The previous Liberal government had imposed a 5% ceiling on the last budget, claiming that the Federal government were to blame because of their ceiling on CAP dollars. Passing the buck has always been a major part of government dealings but this time it had some very serious implications for centres and for families.

The Metro waiting list for subsidized child care is growing at an alarming rate and is now reaching 6,700 children. In addition, there are currently over 3,000 licenced vacancies in the Purchase of Service group in Metro. Apparently, this kind of vacancy rate does not exist in Metro or Private Home Daycares. As a result of the vacancy rate, many centres have been forced to reduce staff and cut costs of the program.

During April of 1990, Metro Council made a commitment to expand 2000 subsidized spaces if the cost was shared by senior levels of government. DCMT presented a deputation to Community Services and Housing Committee asking them to re-affirm their commitment and to pursue funds from the Provincial government in order to institute new subsidized spaces. In addition, we continue to lobby the Provincial government to recognize the crisis in the child care community.

Politicians need to hear from the community on a regular basis. We urge you to telephone and to write your Councillor and MPP explaining the situation at your centre.

Zeenat Janmohamed

Daycare Coalition of Metro Toronto

LOCAL LINES

Ottawa

As a direct result of lobbying with regional politicians during the spring lobby of the provincial government, this summer the Region of Ottawa-Carleton approved an additional 3% increase (for a total 7.5% increase) for salaries and benefits of staff in the private sector. The increase will start a catch-up process that will enable the private sector daycare staff to achieve parity with their municipal counterparts. The Ottawa-Carleton Day Care Association (OCDCA), CUPE local 2204 and the Ottawa Federation of Parents' Day Care are very proud of the work we did together to achieve this success.

The Ottawa-Carleton Day Care Association held its Annual General Meeting on Thursday, October 18, at 7:00 p.m. at the Ottawa Citizen Building on Baxter Road. The guest speaker that evening was Judy Rebick, President of the National Action Committee on the Status of Women, speaking about pay equity for child care workers. The following day, Friday, October 19, we continued the discussion of this topic at an all day Professional Development workshop with a panel of speakers including Sue Colley, Jane Adams, and Mary Cook. As well, Evelyn Gigantes (who has since become the new Health Minister) was invited to participate in an afternoon wrap-up session.

Christine Brooks
Ottawa-Carleton Day Care Association

Huron County

In March 1990, Women Today was funded by the Goderich Employment Centre to complete a twenty (20) week project, researching and making recommendations for the implementation of a Private Home Child Care system in Huron County.

Private Home Child Care and Child Care Needs in Huron County was an educational document compiled at the beginning of this proj-

ect and distributed throughout Huron County to increase awareness of childcare needs and preferences within Huron County. (It is available from Women Today, P.O. Box 1405, Clinton, Ontario, N0M 1L0, 519-482-9706.)

Various models of private home child care were reviewed by an Advisory Group and public meetings were held to determine the best model for the needs of our County. Private home child care attached to a Resource Centre was the preferred model, allowing co-ordination of services for the entire county.

At the completion of this project, a proposal was compiled to be submitted to the Ministry of Community and Social Services and the Canada Employment and Immigration Commission requesting further funding to carry out the pre-operational tasks.

Huron-Perth Centre for Children and Youth has offered sponsorship for this second phase and will be presenting this information at their August Board meeting.

Women Today will continue to support the efforts of making available, quality childcare a reality for Huron County.

Dianne Beach
Coordinator, Women Today

Waterloo

Some of the non-profit daycare centres in the region have formed a Non-profit Daycare Network. They are interested in networking and professional development and welcome any new members.

For more information contact: Alicia Hussey, Supervisor, Hildegard Marsden Day Nursery, University of Waterloo, 200 University Avenue West, Waterloo, N2L 3G1
519-885-1211.

Jane Mitchell has resigned as president of the Waterloo Region Coalition for Better Child-care to take up responsibilities as a Trustee on the

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Waterloo County Board of Education. The OCBC would like to thank Jane for her many years of service on the Council, and wish her the best of luck in her new position.

Gloria Simmons has also left the Waterloo Coalition and taken up new residence in British Columbia, where we are confident she will continue to advocate for better childcare.

Windsor

This year has seen expansion to almost double the number of childcare centres operated in school buildings. This is a much appreciated service to parents who do not want their young children leaving school premises without adult supervision. The junior kindergarten program introduced to the area last year has been well received.

We also now have more licensed in-home care available to families who choose to have their child cared for by a single caregiver rather than in a group setting.

This year, unfortunately, has also seen an unprecedented increase in the cost of municipal child care services. Fee paying parents received a thirty percent (30%) increase in their per diems by a resolution passed by city councillors in August, bringing the cost of toddler care to \$41.20 per day and preschool care to \$27.50 per day.

Patti Strople, Windsor Coalition

Three Cabinet Ministers from Northwestern Ontario

As of September 6, we welcome and congratulate the new MPP from Port Arthur Riding, the Honourable Shelley Wark-Martyn, who is the new Minister of Revenue. Congratulations also to those returning to office: Lyn McLeod, MPP for Fort William Riding; Frank Micalash, MPP for Kenora Riding; Gilles Pouliot, MPP for Lake Nipigon, Minister of Mines with responsibility for Francophone Affairs; and Howard Hampton, MPP for Rainy River, Attorney General.

Northwestern Ontario has a very strong

voice in the Cabinet. It is important that we keep in touch with our MPPs. The three Cabinet Ministers will have extremely heavy agendas. While they may be more favourable to a comprehensive child care program, they will also be busy with other things. It is up to us to ensure that child care is not forgotten. Some things that you can do are to write and congratulate all the members. This can be done creatively with the children helping or with a letter from your day care. You should also remember to invite them to visit your centre.

The child care community in Northwestern Ontario must communicate our concerns regarding the availability and the staffing of child care centres in Northwestern Ontario to our MPPs. Now is the time to meet with the MPPs, to ensure that they understand and remember the special circumstances of child care in Northwestern Ontario.

Lee Angus, NWORDCC

Dryden Day Care News

A contract has been signed between the architectural firm Osburn, Cotnam and Belair and Horst Lang Construction Ltd., clearing the way for the work to begin on a new Resource Building in Dryden. The new centre will include a day care centre for 48 preschoolers, an integrated Nursery School Program that serves approximately 60 children and a Toy Library/Resource Centre. Expected completion date is June 1991. Future plans are to integrate the Day Care Program and to offer a Home Day Care Service to meet the needs of infants and school age children.

Currently the Centre's enrolment capacity is 45. To improve the quality of the program and to ensure that the needs of the individual child and his/her family are met, the schedule has been divided into two separate programs. This makes for a much calmer day as for any large group activity such as lunch, outdoor play etc. is not 24 children. Three full time Early Childhood Educators work with each group.

Lynn Carlson

**The Marketing of Childcare:
A Move Towards Establishing Its Position,
Not Just Its Place**

We are engaged in a political and public battle for the survival of child care, where the victims are wounded families. The ailing movement as far as I can see has hit an impasse politically, which cannot be torn down with the use of its current marketing approach. Very little mileage is being logged towards universal access to care and professional recognition when the labels which depict the movement are not truly aligned with its direction.

Today I sense there are false associations which consumers and politicians have of child care which is a key factor that has constantly hindered the success of marketing the value of the service. In addition, the profession's ability to sell the necessity of the service under the labels of "child care" or "day care" is very restrictive.

Currently, Early Childhood Educators (ECEs) market the "care benefits" which represents to me 65% of the service value to society. The remaining 35% falls under the benefit category of learning and education. It is this educational value that the profession currently offers which cannot be fully exploited as a selling benefit while under the label of child care. Presently, learning and education is rarely seen as an integral part of child care in the eyes of educators, consumers or politicians.

The marketing of child care heritage and its current status needs to change. We are delivering a vital public service in counterproductive packaging. Due to the current packaging labels, there appears to be a growing cognitive dissonance between child care and the view of consumers and politicians over who we are, what we do and the real service we provide.

Times have changed dramatically for the profession over the past a decade. The system

now produces early childhood educators. These educators no longer just provide care; they are now responsible for the early education of our pre-school children and due to higher living cost per family plus changes in labour force, you now hear about the need for flexible child care and a shift of focus to "care" as an economic necessity.

Let's face it, the perceptions associated with child care have remained the same while the service benefits to society have increased in value. As long as the profession continues to be clothed in this out-dated wardrobe it will continue to be haunted by distorted images.

Let us for a moment change our wardrobe. Let's fictionally slip into the "Early Learning Care" fashions as an example of more appropriate packaging. Under the label of "Early Learning Care," references are being made to learning, education and provision of care. "Care" in this context would still retain its fundamental principles. The words "Early Learning" however, bring the educational value of the profession and service into prominence. These words demand that consumers and politicians cultivate a new perception. These new fashions make an image statement which is more aligned with the current features and benefits of the service.

I believe the provision of care for children will always have its place. But with the proper packaging changes, the profession and its services will begin to be acknowledged for its position in our society. It is my hope that the profession will be seen in the same light as education and medicare.

Paul Pakeman,
Children's Services Co-ordinator,
East York Community Development Council

A GLIMPSE INSIDE THE CRISIS

Campus Co-op Crisis

by Paul Bilodeau

This summer worried parent of Campus Community Co-operative Daycare Centre in downtown Toronto appealed for help to their Member of Provincial Parliament to help stave off an impending financial crisis.

There are 6,400 children on the waiting list for subsidized daycare spaces in Metro Toronto. But scaling the wall of bureaucracy to fill Campus Co-op vacancies had become a problem that was costing thousands of dollars and slowly putting the 21 year-old centre in the red.

On July 12, dozens of co-op parents sent letters to Ron Kanter, (then) Liberal MPP for St. Andrew/St. Patrick, telling him that provincial and Metro daycare procedures were responsible for driving the daycare to financial ruin.

"Your record on the daycare issue is one of silence. Just what have you been doing about it for the past three years?" the letter asked Kanter.

The MPP was angered by the letter - he later took a parent to task over it-- but it achieved its purpose. Within two weeks, Kanter called the daycare and arranged to meet with Campus Co-op parents and staff.

The meeting was arranged for noon August 1, the day after the provincial election was called.

Some parents thought their strategy had backfired when, on the sunny morning of August 1, two daycare inspectors, representing the Ministry of Community and Social Services and Metro Toronto, paid a surprise visit to Campus Co-op.

They had numerous complaints: loud Beatles music in the playground; there was sand on the sidewalk; the floors were not clean; there were strong odours in one bathroom. Most importantly, the Campus Co-op business administrator was not there

to greet them, and no staffer had been appointed to be head honcho in her place.

The parents, led by articulate Finance Committee member Sharon Bider, presented a fact sheet of specific ways the rules and regulations were combining to bankrupt Campus Co-op -- notably the slow method of filling subsidized vacancies, and the financial penalty accrued when children reach the ages of 18 or 30 months.

After the meeting, parents were satisfied that headway was made on ways of streamlining the contact between Campus Co-op and the bureaucracy when filling vacancies. Metro agreed to bend the rules somewhat so that Campus Co-op would not be penalized by reduced subsidy when children are waiting for a vacancy to move to a higher age group.

Kanter remained silent for most of the hour-long meeting. (He did point out, however, that the province is spending four times as much on daycare as they did three years ago). Then he reprimanded the parent who wrote the letter that got him there.

When asked whether the Liberal Party would announce an end to the government-imposed freeze on new funding for daycare, Kanter replied: "I don't know."

* * *

A GLIMPSE INSIDE THE CRISIS

The following letter was sent to the Minister of Community and Social Services from the Program Co-ordinator of Trent Day Care Centre in Peterborough in addition to a letter from the Board of Directors of the centre which outlined very specifically the problems they were experiencing as a result of "regional discretion" in the interpretation of the Day Nurseries Act and implementation of the Direct Operating Grant.

Dear Ms. Akande:

I am writing on behalf of the staff of Trent Day Care Centre. Our situation is described in detail in the accompanying letter, however, as Early Childhood Educators, we felt compelled to expand on several issues.

Our Centre was informed in October of 1989 that the practice of counting parent co-ops in our staff-child ratios was no longer permitted. Then began a lengthy process of developing staff schedules which would, excluding parents, meet the Day Nurseries Act requirements. It was during this task that we experienced a lack of respect and support from Ministry staff. Not only were we told that we made 'too much' money to access the D.O.G. funds, but that indeed we should be working longer days - 9 hours instead of the current 8 hours per day. In addition our forty-five minute lunch breaks should be shortened to 30 minutes. These recommendations not only contravene the Labour Standards Act, but are extremely insulting to qualified Early Childhood Educators.

Are Ministry staff not aware of the number of people who 'burn-out' because of working conditions they are condoning? There are Centres within our geographic area who have 'special' licenses because they are unable to find and keep qualified staff. (Incidentally, Health and Welfare Canada are commencing a study in January on just these issues.)

We believe the issue is not to lower our standards, but to raise those in other Centres.

The second issue that concerns us is the portion of our D.O.G. grant that is to be allotted to staff salaries, approximately \$15.00 per week. We are told that because our budget is yet to be approved, we cannot pay out this sum. The said amount is retroactive to January and is currently in excess of \$700.00 per staff person. We have requested a letter from the Ministry stating that in the event that our budget is not approved by December 31, 1990, the staff will still be awarded their portion of the grant. This letter is yet to be received.

In July a suggestion was made by the Ministry to fire 2 staff members and to give up 3 child care spaces. Our Board of Directors rejected this suggestion, but the suggestion is not one that staff can readily or willingly forget. The meeting scheduled in September that we had hoped would lead to the resolution of our situation was cancelled by the Ministry and instead a letter was to be sent to our Board. This letter is yet to be received.

It has indeed been a long and frustrating year for everyone at Trent Day Care. Both staff and Board want to resolve this crisis, but not by worsening the working conditions or by lowering salaries.

Yours sincerely,
Susan Aldred
Program Co-ordinator
Trent Day Care Centre

NEWS AND REVIEWS

THE CHILDCARE MANAGEMENT GUIDE - AVAILABLE NOW!

Born out of the Community/Parent Education and Training Project (CPET) Key Informant Survey, The Childcare Management Guide is a comprehensive resource for boards of directors of non-profit child care centres. Using a hypothetical child care program, the manual presents an actual board of directors' handbook complete with extensive information how a centre operates, samples of necessary documents, and details on the roles, responsibilities and concerns of boards of directors. Using the sample, centres can design personalized handbooks for their board of directors. Included in the Guide is an overview of childcare in Ontario, an annotated bibliography, and an index. The document has been coined a "child care centre encyclopedia" and is an invaluable resource for boards and supervisors alike. It is presently available from the Coalition office for the introductory price of \$35.00 + shipping and handling.

* * *

Quality Daycare Video

Two Toronto childcare advocates have produced a new video that presents a comprehensive vision of childcare. "Quality Daycare" analyzes the many dimensions of childcare and illustrates what would constitute the highest quality in each of these areas. More information about the video can be obtained from the project coordinators Karen Thorpe (530-4880) and Sue Hunter (588-4947).

The VHS cassette is available for \$40.00 from the Quality Daycare Video Project c/o Daycare Coalition of Metro Toronto, 736 Bathurst Street, Toronto, M5S 2R4

New Guide for Private Home Day Care Providers

Family Day Care: A Caregivers' Guide takes a comprehensive look at all aspects of the delivery of private home daycare. The book's author, Lee Dunster, has had extensive experience as a caregiver, which enables her to talk knowledgeably and practically about caring for children in a home setting.

The book covers topics common to all types of child care, such as creating appropriate play settings, programming and scheduling of activities for a variety of age groups. These chapters provide basic information, and incorporate a lot of the practices found in group daycare settings. However, great care has been taken to adapt the material for home settings. The information is described very clearly, without a lot of the jargon frequently found in texts written for group daycare workers.

Financial and administrative issues are also dealt with. The book provides advice on budgets, fees, receipts and record keeping. The pros and cons of working through a licensed private home daycare agency are also discussed.

The book's strongest point is the frank discussion of the frustrations and difficulties women often experience while caring for children in their homes. Practical methods of dealing with such things as loss of privacy, the balance of work and family responsibilities and general feelings of isolation are proposed.

A Caregivers' Guide is an important reference for a sector that is traditionally very under-resourced.

Paula Prieditis

NEWS AND REVIEWS

Women and Poverty Revisited

(adapted from *Community Action*, vol. 6, no. 1)

The latest report on women and poverty, published by National Council on Welfare is most appropriately entitled, *Women and Poverty Revisited*. Little has changed since the Council last reported on the issue in 1977; women still comprise 59% of those living in poverty. The facts support what women's groups have been saying all along--women, especially those with children, continue to be "much more vulnerable" to poverty.

The "most disturbing finding" according to the report "is the strong link between motherhood and poverty." The report indicates that:

- marriage breakdown places most women with children among the poor despite their employment;

- over 47% of all single women with children were poor in 1977 and by 1988 it was 56%; the presence of children increases the risk of poverty largely because of their impact on the mother's employment potential;

- never married single-parent mothers had a poverty rate of 75%.

The report offers a number of recommendations for government policy. It concludes that: "If mothers were provided with adequate supports from society, **including affordable child care**, long maternity benefits, equal access to well-paying jobs, fairer support payments, and if we had better income support programs for parents and older people, then women would not have to choose between personal financial security and motherhood."

Children with Learning Disabilities

The Learning Disabilities Association of Canada recently published *Help Build A Brighter Future: Identification of Children at Risk for Learning Disabilities in Child Care Centres*. The

handbook is for all individuals who take on the care of young children--parents and professionals alike--and focuses on the importance of early identification of preschoolers at risk for learning disabilities and the need for implementing remedial programs to enhance their development. It is available for \$6.00 from Learning Disabilities Association of Canada, 323 Chapel Street, Ottawa, K1N 7Z2, or call 613-238-5721


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Schools of the Future


On September 25, the Toronto Teacher's Federation released its blueprint for the future of the city's public schools. The report, that has taken two years to come to fruition, borrows ideas from the United States, Sweden, Great Britain and Japan, and presents increased parent involvement as the key to its success.


Among the list of suggested reforms are:


- giving parents a say in the hiring and firing of teachers
- running schools by a management team of teachers, parents elected by the community, support staff, a trustee and administrator
- eliminating the principal and replacing the position with a lead teacher who would spend time in the classroom as well
- having volunteers, usually seniors, run kitchens where children can pick up breakfast and a hot lunch. At the end of the day students could drop by the kitchen and take home a container of soup to tide them over until their parents get home from work and make supper.
- setting aside a room in each school for parents who drop in for a chat or to pick up child care information
- having employers give parents three paid afternoons off a year to meet with teachers at their child's school

 **To Michele Landsberg,**
 for articulating why childcare should be considered (and funded) as an essential service. In her Toronto Star column on August 31, she sums up the complicated crisis in one simple paragraph: *The real problem is that our society has muddled along without taking a decisive stand on day care. We've been treating it as an optional welfare frill, instead of as a basic necessity. Well, it's as essential as medicare.*

The Coalition has been sending politicians that same message for almost a decade now. Hopefully, those who read the article will join us in our struggle and do as Michele suggests, *insist that all three levels of government sit down and take clear responsibility for creating a policy that will put an end to this frantic, patchwork, now-you-see-it-now-you-don't daycare mess.*

 **To Prime Minister Brian Mulroney**
 for having audacity to host the World Summit for Children given the federal government's record of support for children and then provide the answer to the problem of child poverty in Canada in the form of Children's Bureau. Children who live in poverty do not need a new bureaucracy, they need concrete action, in the form of policies designed to enhance their living conditions. For a start, they need to see Bill C-69 scrapped.

 **To Jan and Jerry Fullerton,**
 founders of the Wee Watch daycare franchise. Children are not a commodity for creative capitalists to cash in on!

 **To the NDP Government,**
 for record attendance at the Annual Child Care Lobby. We will be looking for more record setting in 1991.



February 3

Ontario Coalition for Better Child Care - Council Meeting

Ontario English Catholic Teachers Assoc.
 5th Fl. Board Rm.
 65 St. Clair Ave. E.
 10 am - 5 pm

February 9

"Sharpening Our Focus: Daycare in the Nineties" Umbrella Central Day Care Services
 6th Annual Conference, Centennial College, Scarborough, Contact: Tess Ayles, 416-690-6101

March 1-2

Northwestern Ontario Regional Day Care Committee - Spring Forum
 Contact: NWORDCC, P.O. Box 144, Thunder Bay, P7C 4V5

April 27 - 28

Ontario Coalition for Better Child Care - Annual Conference
 Contact: Eileen Condon, 416-324-9080

May 22 - 25

Association of Early Childhood Educators of Ontario - Annual Conference, Skyline Hotel, Toronto, Contact: AECEO, 40 Orchard View Blvd., Suite 217, Toronto, Ontario, M4R 2G1

May 25

20th Annual Growing Together Conference and Parent Co-operative Preschools International Annual Gathering, Ontario Institute for Studies in Education (Bloor/St. George), Toronto
 Contact: Pat Fenton 487-9938 or Jane Clark 841-0230

June 5-8

Children: The Heart of the Matter
 Canadian Child Day Care Federation (CCDCF)
 Charlottetown, PEI

JOIN THE COALITION TODAY!



ANNUAL MEMBERSHIP FEES

Provincial Organizations:

Under 20 members	\$25.
21 - 50 members	\$35.
51 - 200 members	\$60.
201 - 1000 members	\$120.
1001 - 5000 members	\$300.
Over 5000 members	\$400.

Local Child Care Groups \$25.

Child Care Centres, union locals, libraries, other organizations or institutions \$25.

Individuals \$12.

ANNUAL NETWORK MEMBERSHIP FEES

Child Care Centres:

\$125 + \$1 per licensed child care space

Private Home Day Care Agencies:

\$75 per agency + \$1 per home

Other unlicensed child care-related programs, such as resource centres, drop-in centres, toy lending libraries:

\$50 per program

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 _____

Phone _____ (h)
 _____ (w)

Organization/Day Care Centre:

Supervisor/Director

Provincial Riding:

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