

# CHILD CARE CHALLENGE



NEWSLETTER OF THE ONTARIO COALITION FOR BETTER CHILD CARE

## SPECIAL ISSUE

### Municipal Elections: Putting Child Care On The Agenda



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## 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

Janet Davis, President

Dave Hagerman, Vice President & Treasurer

Laurel Rothman, Past President

Leona Rodall

Colin Hughes

Zeenat Janmohamed

Vivian McCaffrey

Anita Price

Shari Ridgewell

Carrol Anne Sceviour

Janine Woehl

Nora Anderson

## NEW OCBCC STAFF

Over the last few months, many new faces have joined the Coalition staff. Below is a listing of all current staff.

Kerry McCuaig - Executive Director

Janet Maher - Administrative Director

Peter Birt - Resource Development Officer

Eileen Condon - Membership and Special Events Coordinator

Jennifer Wilson - Executive Assistant

Vera Ndaba - Administrative Assistant

Shelley Johnson - Administrative Assistant

Lisa Evans - Reception

We bid a fond farewell and good luck to Sonja Osberg, Romi Mainolfi and Mary Helen Kolisnyk as they embark on new adventures.



## THE CHALLENGE

Kerry McCuaig & Romi Mainolfi, Research and Writing

Colin Hughes, Editor

Shelley Johnson, Production

Published quarterly by the Ontario Coalition for Better Child Care and distributed to members and subscribers. Subscriptions are available for \$20.00 per year.

## INSIDE NEWS

### New OCBCC Office

The Ontario Coalition for Better Child Care has a new home. We are now located in the restaurant heartland of Toronto; for those of you not familiar with the city that is the Bathurst and Bloor area. Our address is now **2nd Floor, 500A Bloor Street West, Toronto, Ontario, M5S 1Y8**. Stop by and visit us, we are just one block east of the Bathurst subway station, above the JJ Muggs restaurant.

Our new numbers: fax (416) 538-6737  
telephone (416) 538-0628

### Regional Workshops

The Annual Coalition spring conference was deferred until the fall this year to enable us to hold a series of workshops across the province. The theme for the one day workshop was: *Effecting Real Change for Child Care and Child Care Workers in the 1990s*. Participants, in Sudbury, Kitchener, Ottawa, Muskoka, and Sarnia, discussed how to transform the inadequate system of child care in Ontario and how to support non-profit child care.

Among the questions they sought answers to were:

1. What governing structures should be put in place to ensure accountability to the public and user?
2. What resources and support systems would be required to turn the current patchwork into a high quality system meeting the community's needs?
3. How do we expand the system?
4. What role, if any, would the educational system play in the delivery of child care?

The initial feedback from each regional workshop was that the sessions were "invaluable and extremely informative". Our thanks go out to OCBCC Executive members who facilitated the workshops: Janet Davis, Vivian McCaffrey, Dave Hagerman, Colin Hughes,

Leona Rodall, and Zeenat Janmohamed. We would also like to thank the co-sponsoring organizations and those who organized locally for the event, especially: Leslie Peat of the London Coalition for Better Child Care; Jodi Golding of the Muskoka Coalition; Sandra Shimada of the Ottawa Carleton Daycare Association; Janine Woehl of the Sarnia Coalition; Dawn Scagnetti of the Sudbury Women's Centre; Alicia Hussey of the Waterloo Coalition; and Nora Mallet of the Windsor Coalition.



**NOW AVAILABLE!**

### BETTER CHILD CARE

RECORDS MANAGEMENT CUSTOM COMPUTER SOFTWARE

**The Child Care Network** has developed a records management custom computer software program for non-profit child care centres to assist in maintaining child and staff information.

**UNIQUELY DESIGNED FOR CANADIAN  
CHILD CARE CENTRES**

**ATTRACTIVELY PRICED AT WELL  
BELOW MARKET RATES**

<b>Child Care Network Members:</b>	<b>\$200</b>
<b>Non-network Members:</b>	<b>\$275</b>

INCLUDES A DETAILED, CUSTOM INSTRUCTION MANUAL  
TRAINING AVAILABLE AT REASONABLE RATES

## INSIDE NEWS

### **10th Anniversary Conference & Lobby**

### **STILL STRUGGLING FOR BETTER CHILD CARE**

The OCBCC marks its 10th anniversary with a conference and lobby to be held at the downtown Toronto Holiday Inn, November 29th to December 2nd.

The conference features an impressive line up of guest speakers including Audrey McLaughlin, national leader of the New Democratic Party of Canada speaking on child care as part of a progressive social agenda.

Ontario Health Minister Frances Lankin, opens the conference Friday evening speaking on the future of Canada's social programs. Frances was among the founders of the OCBCC.

Social Services Minister Zanana Akande will outline the government's plans for child care reform as Saturday's luncheon speaker.

Julie Davis, secretary treasurer of the Ontario Federation of Labour addresses the pay and working conditions of child care workers as a key factor in delivering quality care.

Understanding changing federal/provincial relations and their impact on child care is made easy by Barbara Cameron of the National Action Committee on the Status of Women and Dr. Michael Rachlis author of "The Impact of the 1991 (Federal) Budget on Health Care".

Saturday's morning panel looks at barriers to a comprehensive child care system with Lise Corbeil of the National Anti-Poverty Organization, Gord Peters, of the Chiefs of Ontario, Fely Villasin of INTERCEDE and Peggy Nash of the Canadian Auto Workers.

The conference also offers 25 workshops covering everything from how to convert to non-profit, working with the media, child care programs for aboriginal children, special needs children and infant, and school age care.

Three workshops are offered in French.

There is also time for regional and issues

workshops and to discuss the OCBCC's campaign strategies.

The conference also features a Child Care Fair. Twenty five commercial and non-profit agencies are participating. The fair also features a hands-on demonstration of the Child Care Network's accounting and administrative software programs, and information on the Network's group insurance plan.

Plan to stay for the lobby, Dec. 2. Always the high point of OCBCC conferences, the lobby gives child care advocates a unique opportunity to meet with the government and opposition caucuses, ask the tough questions and get some answers.

For a brochure with all the details write or phone the OCBCC office.

### **JOIN US!**

### **ONTARIO COALITION FOR BETTER CHILD CARE**

**10TH ANNIVERSARY  
Conference and Lobby**

**Ten Years Later:  
Still Struggling  
for Better Child Care**

**November 28 - December 2, 1991  
Downtown Holiday Inn**

## FEDERAL UPDATE

### **Child Care Program Dead Say Tories**

Tory house leader Harvey Andre announced September 11 that child care is no longer on his government's agenda and, indeed, that plans for improvements to child care may be abandoned entirely.

"In spite of all the Mulroney government's committees, reports and promises, Canadian families and children who need child care are much worse off than they were when this government took office," charged Laurel Rothman, Ontario representative to the Canadian Day Care Advocacy Association."

The Mulroney government promised a national child care program during both the 1984 and 1988 election campaigns. Child care advocates rallied against a 1987 initiative by the government charging that it would not create any new child care spaces and would expand public funding to commercial operators.

The OCBCC is still lobbying for a national child care program. In the interim it is calling for emergency measures, including lifting the cap from the Canada Assistance Plan, and restoring transfer payments to the provinces.

### **Constitutional Reform Rules Out Child Care**

The federal government's new constitutional package, "Shaping Canada's Future Together", would block any possibility of a national child care program in Canada and would tear apart the fragile system that exists today.

The proposal would prohibit the federal government from introducing any new Canada-wide cost shared programs without the approval of at least seven provinces representing 50 per cent of the population.

If such restrictions had been in place in the 1960s, it is doubtful that medicare would have

ever been implemented.

Current child care programs would be threatened by the call to entrench property rights in the Constitution. Such "rights" would seriously curtail the ability of all levels of governments to regulate business. This could directly impact on child care.

For example municipal government's often strike deals with developers to include child care centres in their projects in exchange for modifying zoning or density regulations. With property rights in place, a developer would be able to argue before the courts that municipal zoning laws interfered with the developers right to develop their property as they please.

Property rights could also restrict the right of government to regulate commercial child care. Operators could claim that the Day Nursery Act infringes on their freedom to conduct business. The provision could also be used to challenge government's right to give preferential treatment to the non-profit sector arguing that it interfered with their operations.

Child care advocates should also take note of the section in the proposal that would guarantee the free mobility of capital. This would hinder the ability of provincial governments to develop industrial strategies.

A strong industrial base is necessary to support and expand social programming.

The Ontario government has responded to the federal package with a discussion paper of its own, titled "A Canadian Social Charter: Making our Shared Values Stronger". It is available from Ministry of Intergovernmental Affairs.

The OCBCC supports constitutional guarantees for social programs. Child care, must be part of any constitutional reform. The coalition will be calling on the provincial government to lobby vigorously for this demand.

### Federal Cabinet Shuffle

Some spring cleaning went on in the Federal Government in late April. Notable among the changes in cabinet postings are: Don Mazankowski, former Agriculture Minister now heads Finance; former Transport Minister Benoit Bouchard is the new Health and Welfare Minister; and responsibility for Employment and Immigration now rests with Bernard Valcourt, former Consumer and Corporate Affairs Minister. Much to our dismay, Brian Mulroney remains Prime Minister.

### Childcare Agenda Launched

The Canadian Day Care Advocacy Association and Action Daycare launched a joint child care policy agenda for the next federal election at the recent Second National Conference of the Canadian Child Day Care Federation in Prince Edward Island.

The Child Care Agenda calls for a two step strategy for revision, to be discussed during the next federal election campaign. Step One demands emergency measures, including removing the cap on the Canada Assistance Plan; expanding and increasing paid parental leave benefits; providing federal capital funding; and expanding the Child Care Initiatives Fund. Step Two calls for the introduction of a new national child care system that meets the objectives of federal/provincial/territorial agreements and that puts the principles of universally accessible, high quality, comprehensive, equitable and accountable programs into action.

Noting that the percentage of children served by the licensed childcare system has not risen over the past decade, and that parental fees have soared, while staff salaries remain abysmally low, the CDCAA and Action Daycare are calling on the federal government to invest in its children, its families, and society as a whole. Given Canada's

interest in improving its labour market productivity and international competitiveness, a high quality child care system is a wise social investment.

### OCBCC Lobbies for Federal Funding of Social Programs

Federal Health Minister Benoit Bouchard was at the Sutton Place Hotel in Toronto on June 19 to promote devolution and decentralization at a dinner meeting of provincial ministers of health and social services. Bouchard has stated that the federal government is willing to divest its responsibility for health care and social welfare to the provinces, raising great concern among advocates about the direction of federal/provincial negotiations.

Members of the Ontario Coalition for Better Child Care, along with members of NAC, CDCAA, Canadian Health Coalition, Aids Action Now, and other protesters provided a less than warm welcome, chanting such notable tunes as "Health Care Is Our Right". The crowd did not get a chance to meet with the Federal Health Minister, as he was guarded safely from the front entrance of the hotel where the protest took place. However, they did voice their opposition to caps and freezes on federal funding for social programs to the media and Provincial Health Minister Francis Lankin.



Illustration by Malcolm MacPhail

# RISE UP



## FOR A PEOPLE'S PROGRAM

The Ontario Coalition for Social Justice, together with a number of equality seeking groups including the Ontario Coalition for Better Child Care, organized a week of events to illustrate popular dislike for the Federal government's policies during the National Progressive Conservative Party convention which took place in Toronto August 6 - 11.

Events included a week long tent city, "Mulroneyville"; a "Truckers for Canada" motorcade; a slide show on Canada's Medicare System, "Critically Ill With Tory Cutbacks"; and Employment Equity and "Put People First" rallies.

The OCBCC joined advocates for health, education and social services in protesting cuts to federal transfer payments at the "Tory Supermarket" on August 7. There were endless line ups at counters for health care, education, child care and social assistance. However, customers in the "Express Lane", where private services could be purchased by those who could afford them, got quick attention.

Speakers - Laurel Rothman of OCBCC and CDCAA, Laurie Kingston of OFS, Earl Manners of OSSTF, Pam Fitzgerald of the Canadian Health Coalition and John Southern of PUSH Ontario -

reported on the horrifying effects of continued cuts to social programs by the Tory government.

The reduction in federal funding is causing hospital beds and operating rooms to close; limiting the number of child care subsidies available; reducing social assistance payments to the disabled; and exacerbating an already overburdened education system. It is estimated that the cumulative loss to the Ontario treasury in 1991 will be \$3.6 billion, as a direct result of cuts to transfer payments and the cap on the Canada Assistance Plan.

Following the speeches, a report card was distributed to allow participants and passersby the opportunity to grade the Tory government on their performance in the areas of health care, child care, programs for people with disabilities, unemployment insurance, and funding for education. Of the 200 preliminary responses, all but one undecided respondent, found the Tory's performance completely unsatisfactory.

Copies of the report card are available from the Ontario Coalition for Social Justice, in Toronto, at 441-3663. This is your opportunity to tell the Federal government what you think of their policies.

### Supreme Court Rules in Favour of Bill C-69

On August 15, the Supreme Court of Canada ruled unanimously that Bill C-69, the Act that allows the federal government to impose a 5 per cent cap on increases in Canada Assistance Plan payments to Ontario, British Columbia, and Alberta, is legal. The decision overturns the B.C. Court of Appeal ruling of June 1990 that Ottawa had exceeded its authority in introducing Bill C-69.

OCBCC joined other social activists in criticizing the ruling. The Supreme Court judgment kills any hope for a National Child Care Program, as many provinces will be unwilling or unable to engage in any new initiatives without access to federal dollars. No doubt the provinces, already hard hit by the recession and increased demand for welfare, will cut back on discretionary programs, such as child care. Taken together, the cap on CAP, the cuts in transfer payments for health and education, and Bill C-20 (the new government bill mandating spending controls), will further the devolution of all social programs to the provinces. For a government that is supposedly committed to national unity, it is paradoxical that they should dismantle the very ties that bind the country together - the social safety net.

### THE NEW ONTARIO CABINET

Bob Rae - *Premier;*  
*Intergovernmental Affairs 325-1941*  
Floyd Laughren - *Deputy Premier; Treasurer 965-6361*  
Marion Boyd - *Education;*  
*Responsible for Women's Issues 325-2600*  
Richard Allen - *Colleges and Universities;*  
*Skills Development 325-4100*  
Ruth Grier - *Environment, Greater Toronto Areas 323-4360*  
Howard Hampton - *Attorney-General 326-4000*  
David Cooke - *Municipal Affairs;*  
*House Leader 585-7111*  
Brian Charlton - *Financial Institutions 327-2948*  
Marilyn Churley - *Consumer & Commercial*  
*Relations 323-4375*  
Edward Phillip - *Industry, Trade and*  
*Technology 325-6900*  
Allan Pilkey - *Solicitor-General;*  
*Correctional Services 965-2021*  
Evelyn Gigantes - *Housing 327-4300*  
Shelley Martel - *Northern Development; Mines 965-3707*  
Gilles Pouliot - *Transportation;*  
*Francophone Affairs 327-9200*  
Will Ferguson - *Energy 327-2940*  
Elmer Buchanan - *Agriculture and Food 326-3067*  
Frances Lankin - *Health 327-4300*  
Tony Silipo - *Chair of the Management*  
*Board of Cabinet 325-7089*  
Bud Wildman - *Natural Resources; Native Affairs 965-1301*  
Robert Mackenzie - *Labour 326-7600*  
Elaine Ziemba - *Citizenship; Human Resources 325-6170*  
Shelley Wark-Martyn - *Revenue 325-3333*  
Karen Haslam - *Culture and Communications 325-7021*  
Zanana Akande - *Community and Social Services 325-5225*  
Peter North - *Tourism and Recreation 963-1401*  
Shirley Coppen - *Chief Government Whip 325-7877*

### \*\*\*NO LONGER IN THE CABINET\*\*\*

Mike Farnan  
Peter Kormos  
Jenny Carter  
Rosario Marchese  
Anne Swarbrick



## MUNICIPAL ELECTION KIT

*On November 12:*

### *Cast Your Vote for BETTER CHILD CARE*

Child care is a municipal issue and should be made one in the November 12 elections.

Municipalities play an important role in the delivery of child care from planning and coordination, to the administration of child care subsidies, to direct service delivery, to purchase of agreement services.

Municipalities contribute 20 per cent of the costs of subsidized child care services. If a municipality declines to "kick in" its share, a region can be entirely without subsidies and consequently without child care.

It is also the municipality which determines the criteria for the administration of subsidies. This leads to extreme inequities. In Ontario, only 10 per cent of all children eligible for either a full or partial subsidy actually received one. A child could receive a subsidy in one region and be excluded in another.

This tangle of provincial-municipal funding responsibilities and how it undermines the delivery of child care services is highlighted by last January's provincial announcement of 5,000 new subsidized child care spaces.

To date only 3,500 have been brought on line.

This is in part due to a deal struck with Metro Toronto. Metro took 2,000 spaces, implementing 1,000 in the spring, but will delay bringing the other 1,000 into the system until December 15.

The deal allowed Metro to use the province's subsidy money to address its accumulated child care deficit. The deficit had built to \$10-million over the last five years because of the discrepancy between the actual costs of providing child care in Metro and the cost approved by the ministry.

Meanwhile centres and parents are bearing the brunt. Nine have closed, 57 others are in crisis, the waiting list has expanded to 8,000 while 4,000 fee paying spaces are vacant.

This situation is not unique to Metro Toronto. Many regions went so far as to decline any new spaces. The Northwest not only failed to access any new subsidies but turned back 71 of its existing spaces.

Peterborough is for the first time experiencing a

shortage of subsidized spaces with 200 families now on the waiting list.

Why the 5,000 space good news story turned into a bad news one, is obvious to child care advocates.

Municipalities do not have the tax base to support social services. During this recession, when welfare roles have increased by 200 per cent in some regions, councils are making their choices. Welfare is a mandated service -- it must be provided. Child care is "optional".

This is why the Ontario Coalition for Better Child Care insists that the provincial government assume the full cost of child care. Until it does, child care will remain inaccessible.

In the interim there is much that municipal councillors and school board trustees can do to assist in the delivery of high quality child care.

This special election package is designed for child care advocates to use in the campaign. It gives suggestions on where to go to get the information you need on the state of child care in your region. It provides suggestions on how to plan all-candidates meetings. It gives some questions you might want to put to candidates at meetings, on the phone or at the door.

It is designed to be used as a package, or you can photocopy single pages for distribution.

It is by no means all inclusive. There is much that can be done to highlight child care in the campaign, from letters to the editor, to publishing candidates response to a child care questionnaire, to working for candidates which support candidates, to being a "child care" candidate yourself.

Whatever it takes get involved! And remember on November 12 to cast your vote for BETTER CHILD CARE!

## Getting Involved

### Know the Candidates:

1. Collect campaign literature from each of the candidates running in your ward/municipality (contact candidate headquarters to receive information)
2. Take note of which issues candidates list as important
3. Question candidates on their positions on child care issues when they campaign door-to-door
4. Participate in all-candidates' meetings and public forums; these allow you to hear candidates' statements on various issues, first-hand, and provide opportunities to question each on their position on child care issues (use the list of questions in this kit)

### Organize An All Candidates Meetings:

*Organizing an all-candidates' meeting is an excellent way to bring together child care advocates in your area and establish a local coalition, if one does not already exist. By organizing your own meeting, you participate in setting the agenda and determining what issues are discussed.*

1. Establish an election planning sub-committee of your local coalition. (If there is no local coalition in your area, form a committee of child care supporters, such as parents, staff, and representatives from women's organizations, trade unions, social service agencies...)
  - A. Educate the committee on the issue; use the fact sheets provided in this kit.
  - B. Decide on a strategy and questions to ask candidates. (Use the Q & A page provided in this kit, or adapt it to make question applicable locally, if necessary.) Prepare supplementary questions in case the answers are ambiguous. (To avoid evasive answers, ask "how" questions)
  - C. Prepare for effective participation by role playing. People who have worked on elections previously can provide invaluable insight.
2. Select several possible dates, then consult with the campaign managers of each candidate to set a final date.
3. Inform the candidates of meeting date and get acceptance confirmed.
4. Arrange logistics. Free space is often available from community centres and schools (ensure suitable sound system is also available). Select chairperson to preside over the meeting.
5. Publicize the meeting and mobilize child care supporters to attend.
6. Distribute questions to candidates (send to campaign managers at least a week in advance) and potential audience members.
7. Decide on meeting format (eg: how will the room be set up; will the question be oral or written; who will ask questions; will there be time limits on answers...etc.).
8. Inform the media. Send out a Media Advisory at least two days in advance. Send out a Press Release the day of the event, and follow this up with calls to specific media personalities.
9. Arrange for:
  - someone to welcome the candidates
  - someone to collect additional written questions, if these are allowed
  - someone to record the answers
  - large name cards in front of each candidate
  - water for speakers
10. At the meeting:
  - distribute questions and fact sheets at the door, to all who attend
  - keep a record of questions and answers (taping may be the easiest method)
  - keep a record of media coverage
11. After the meeting:
  - debrief/evaluate the meeting for future use (return Report Form to OCBCC)
  - plan any necessary media follow-up
  - plan another meeting of all new child care supporters
  - discuss having regular meetings with elected representatives

## MUNICIPAL ELECTION KIT

### Questions to Candidates

**The federal government has reneged on its promise to implement a new national child care program. It has also placed a five per cent ceiling on the Canadian Assistance Plan. This means any new expansion for child care must come solely out of provincial dollars. If elected, what role will you play to ensure that the federal government lives up to its responsibility to ensure child care become a public service?**

**(To municipal candidates) If elected will you ensure that any new purchase of service agreements go solely to the non-profit sector?**

**(To school trustee candidates) If elected will you ensure that child care space in schools is allocated only to non-profit programs?**

All research indicates that quality child care is more likely to be delivered by the non-profit sector. For-profit (commercial) centres are associated with violations of government standards, a high rate of parent complaints, lower paid staff and a high turnover of staff. Public funds and public space should go to providing the best quality child care available, not individual profits.

**If elected would you work to establish a child care board with community representation?**

Community representation would ensure municipal councils and school boards make informed decisions about child care issues. With responsibility for the planning and co-ordination of child care, the establishment of subsidy criteria, and often as direct providers, in the case of

municipalities, or as landlords in the case of school boards, these decisions have serious consequences for child care in your community.

**If elected would you work to ensure that subsidies are allocated on a "first come, first serve" basis to all who qualify under the provisions of the Canadian Assistance Plan?**

The federal government is willing to provide fully subsidized child care for two-parent families with two children with a net family income of \$38,456 a year. Partial subsidies are available until family income reaches \$56,684. All municipalities impose much more restrictive criteria. Some municipalities order the "needy". Who is most need: a teen mom trying to complete her education; a mother on social benefits who has found employment; or a mother who will have to quit her job if she doesn't have child care?

**(To trustees) If elected would you ensure long-term leases for child care centres in schools?**

Most child care programs in schools must renew their leases annually. With no security of tenure centres are reluctant to make structural improvements to their facilities. Also if school enrolment goes up (often because there is a child care program in the school), the centre is always under threat of eviction.

## MUNICIPAL ELECTION KIT

### CHILDCARE HOMEWORK

#### USEFUL INFORMATION TO COLLECT

##### Wages:

What are the average salaries for child care staff in your municipality/county?

How many child care programs are unionized?

How much Direct Operating Grant (DOG) did child care workers receive in your area? Are there large differences between centres?

##### Maps:

Try to get a map indicating where all the child care programs in your community are located.

##### Other Useful Information:

Collect minutes and reports from the committees of your municipal council that deal with child care issues (ie: Community Services, Neighbourhoods, Social Services)

Check voting records of councillors who have previously served

Distribute child care information packages to all candidates running for School Board Trustee; determine School Board support for child care issues

#### WHERE TO FIND IT

Contact your area/district office of the Ministry of Community and Social Services; or conduct a survey of centres in your area

You may find one through a local community information centre or at the public library

Municipal Clerk's office

### ONTARIO COALITION FOR BETTER CHILD CARE ALL-CANDIDATES MEETING REPORT FORM

Date of meeting: \_\_\_\_\_

Names of Candidates: \_\_\_\_\_

Name and organization of Chairperson/Moderator: \_\_\_\_\_

Address: \_\_\_\_\_ Phone: \_\_\_\_\_

Meeting organizers: \_\_\_\_\_

Name: \_\_\_\_\_ Org.: \_\_\_\_\_

Address: \_\_\_\_\_ Phone: \_\_\_\_\_

Name: \_\_\_\_\_ Org.: \_\_\_\_\_

Address: \_\_\_\_\_ Phone: \_\_\_\_\_

#### CANDIDATE RESPONSES/NOTABLE COMMENTS:

Your comments on format, success, etc.:

## MUNICIPAL ELECTION KIT

### CHILD CARE HOMEWORK

#### USEFUL INFORMATION TO COLLECT

The best advocates are always the best informed! To become the best informed advocates in your community we have prepared a checklist of information you should have.

**Names/Addresses/Phone Numbers:**  
Mayoralty Candidates

Municipal Council Candidates in your ward

Ministry of Community and Social Services, Child Care Area/District Office serving your municipality/ward (list on page 13)

Municipal/regional Director of Children's Services, Social Services or Community Services, depending on the department that is in charge of child care in your region

**Demographics:**

How many children are there in your county/municipality?

How many mothers with children under the age of 6, are in the workforce in your community?

How many single parents with children under the age of 6 are in the workforce in your community

How many families with young children are on welfare

**Policy:**

Does your municipality/county have a policy on child care?

Do you have a copy of the latest and all relevant previous policies? (eg: Peterborough County's 1989 Child Care Strategic Plan; the Municipality of Metropolitan Toronto's 1990 Comprehensive Review of Childcare Report )

Do you have a copy of a Client Eligibility Assessment Form as implemented by your municipality? (form used to determine eligibility for subsidy, also referred to as Form 7)

On what basis does your municipality distribute subsidized child care spaces?

Does it have priorities for parents? Do child care centres have quotas for subsidized spaces?

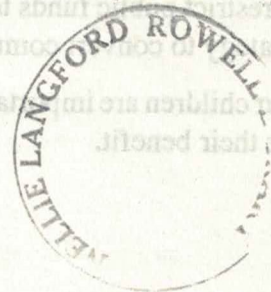
#### WHERE TO FIND IT

Contact the City Clerk listed in the Blue pages of the phone book to confirm your Ward/Municipality and to get campaign headquarter information for all candidates running for mayor/council

Refer to Blue pages; ask for an organizational chart from the appropriate department to help you sort out who is who

Call Statistics Canada at 1-800-263-1136 (in Toronto call 973-1991) and your municipal Children's Services, Social Services or Community Services department

Available from your municipal Children's Services, Social Services or Community Services department



## MUNICIPAL ELECTION KIT

### FACT SHEET

#### TOWARDS A HIGH QUALITY SYSTEM OF CHILD CARE IN ONTARIO

The fact that high quality child care still remains inaccessible to most children in this country is a telling statement about the kind of society we live in.

The benefits of early childhood education in a caring, nurturing environment have been well documented. High quality child care has been shown to have a profound positive influence on children's cognitive and social development.

Research has shown that a key determinant of quality is auspice, that is, whether the child care service is provided by a commercial or non-profit organization.

The evidence shows that not-for-profit centres rate better on the major determinants of quality: including staff-child ratios; staff training in early childhood education; staff salaries and staff turnover. These centres are most likely to provide developmentally appropriate activities and environments in which staff are most sensitive to children's needs.

The research also shows that commercially-run centres are most likely to have staff-ratio violations, to violate staff-training requirements, to pay lower wages and benefits to staff, to have higher staff turnover, to have higher incidents of infectious illnesses and to require more monitoring visits from regulatory agencies.

A recently-published review of literature conducted by Ontario's Ministry of Community and Social Services confirms this evidence. It concludes that "all the above findings taken together strongly support the conclusion that quality is more likely to be found in non-profit than in for-profit centres."

A high quality system of child care is urgently needed. Without it, working parents bear an intolerable burden, as they alone absorb the responsibility of competing demands of work and family life. Groups seeking equality -- women, visible minorities, and Native people -- are hampered in this goal as the lack of quality child care makes training and education and work and career aspirations unattainable. Children are systemically denied an opportunity and resource that would benefit them through their lives.

We urge the Ontario government to move immediately towards the creation of a high quality, non-profit system of child care. The first steps must include a commitment to improve funding and a commitment to restrict public funds to non-profit child care services. This should be accompanied by a conversion strategy to convert commercial spaces to non-profit spaces.

Our children are important. The government must ensure that all public resources for child care be used for their benefit.

# MUNICIPAL ELECTION KIT

## LOCAL GOVERNMENT IN ONTARIO

Responsibilities for a number of matters and services that affect primarily the local area have been delegated by the provincial government to municipalities.

Typical municipal services include: Fire and police; road construction and maintenance; parks, recreation, libraries and other cultural facilities; public transit, snow removal, street lighting, water and sewage; garbage and animal control.

The city also provides many social services including education and health care, short term welfare and employment assistance, child protection and other services to the elderly and persons with disabilities.

**Your municipal government is also a major player in providing child care in your community.**

Many larger municipalities establish Boards and Commissions to advise on and assist in the management and delivery of major services, for example:

- \*Public Transit, including transit for disabled persons
- \*Hydro Electricity and Telephone Services
- \*Provision for Schools and other educational facilities
- \*Provision for Hospitals and other health care facilities

In all, there are over 800 municipalities in Ontario, ranging from villages or townships with less than a dozen permanent residents to the regional municipality of Metropolitan Toronto, serving over 2 million people or over 20 per cent of the total population of Ontario.

The head of a local council (mayor in cities and towns, reeve in villages and townships) is always elected by all the voters in the municipality. The head of a regional or county council (usually chair or warden) is not generally elected directly by voters, but by members of the council from their number.

Most positions on municipal councils as well as their various Boards and Commissions are filled by election, normally for a three year term of office. There are, however, often a number of positions, particularly on Boards and Commissions, appointed by the local council. These can often be important places to gain experience in local government.

**Local elections in Ontario are held every three years on the second Monday in November. 1991 is a municipal election year.**

Collectively, local governments in Ontario spend about \$25 billion each year (or about half of the budget of the Province of Ontario). About half of this money is spent on primary and secondary education. The remainder is spent on other services.

Revenue for municipal government expenditures comes from three main sources, in approximately equal proportions. A little over one third comes from property taxes. A little less than one third comes from various 'user fees' (transit fares, parking fees, recreation rentals, and the like). The remainder comes from various provincial and federal grants and subsidies.

### Who can Vote in Municipal Elections?

Anyone can vote in a municipal election, who, on the day of the election is:

18 years of age or older;

a Canadian citizen;

and either a resident of the municipality or a property owner or tenant in the municipality during a specified period before the election.

Each municipality is required to publish a polling list of eligible voters and to inform each voter by mail of her/his eligibility to vote by August 31st of an election year.

**If you have not received your notice contact the Elections Inquiry Office of your municipality. THE DEADLINE TO GET ON THE LIST IS OCTOBER 11.**

### Who Can be a Candidate in Municipal Elections?

Any person who is eligible to vote may be a candidate, so long as s/he files nomination papers, supported by 10 qualified voters, with the municipal clerk at least 21 days before the election. A candidate (and her/his nominators) for Board of Education must be a designated supporter of the Board (public, separate, English, French) for which s/he is a candidate.

## MUNICIPAL ELECTION KIT

### MCSS AREA OFFICES

**CENTRAL REGIONAL OFFICE**  
10 Floor, 2195 Yonge St.  
Toronto, Ontario  
M7A 1G1  
Tel: 963-1108  
Fax: 963-3108

**TORONTO AREA OFFICE**  
8th Floor, 2195 Yonge St.  
Toronto, Ontario  
M7A 1G1  
Tel: 325-0600  
Fax: 483-0319

**BARRIE AREA OFFICE**  
P.O. Box 910, 34 Simcoe St.  
Barrie, Ontario  
L4M 1A1  
Tel: (705) 737-1311  
Fax: (705) 737-5142

**MISSISSAUGA AREA OFFICE**  
Suite 212, 1140 Burnhamthorpe Rd.  
West  
Mississauga, Ontario  
L5C 4E9  
Tel: 897-3100  
Fax: 896-0206

**NORTH REGIONAL OFFICE**  
2nd Floor, 473 Queen Street East  
Sault Ste Marie, Ontario  
P6A 1Z5  
Tel: (705) 949-8052  
Fax: (705) 942-1582

**SAULT STE MARIE DISTRICT OFFICE**  
Box 68, 123 March Street  
Sault Ste Marie, Ontario  
P6A 2Z5  
Tel: (705) 946-7419  
Fax: (705) 942-3680

**SUDBURY DISTRICT OFFICE**  
8th Floor, 111 Larch Street,  
Sudbury, Ontario  
P3E 4T5  
Tel: (705) 675-4515  
Fax: (705) 673-1947

**NORTH BAY DISTRICT OFFICE**  
621 Main Street West  
North Bay, Ontario  
P1B 2V6  
Tel: (705) 474-3540  
Fax: (705) 474-3825

**TIMMINS DISTRICT OFFICE**  
Main Floor, 11 Elm Street North  
Timmins, Ontario  
P4N 6A3  
Tel: (705) 267-7901  
Fax: (705) 267-1586

**THUNDER BAY DISTRICT OFFICE**  
3rd Floor, 710 Victoria Avenue  
Thunder Bay, Ontario  
P7C 5P7  
Tel: (807) 622-2272  
Fax: (705) 623-0194

**KENORA/RAINY RIVER DISTRICT OFFICE**  
20 Main Street South  
Kenora, Ontario  
P9N 1S7  
Tel: (807) 468-2400  
Fax: (807) 468-3822

**SOUTHEAST REGIONAL OFFICE**  
336 Alfred Street  
Kingston, Ontario  
K7L 3S5  
Tel: (613) 548-6761  
Fax: (613) 549-7653

**PETERBOROUGH AREA OFFICE**  
60 Hunter Street East  
Peterborough, Ontario  
K9H 1G5  
Tel: (705) 742-9292  
Fax: (705) 743-7998

**KINGSTON AREA OFFICE**  
Suite 103, 1055 Princess Street  
Kingston, Ontario  
K7L 5T3  
Tel: (613) 545-0539  
Fax: (613) 545-4550

**OTTAWA AREA OFFICE**  
Child Care Unit  
1 Nicholas Street, Suite 710  
Ottawa, Ontario  
K1N 7B7  
Tel: (613) 787-4069  
Fax: (613) 239-2891

or  
10 Rideau Street, 7th Floor  
Ottawa, Ontario  
K1N 9J1

**SOUTHWEST REGIONAL OFFICE**  
5th Floor, 195 Dufferin Ave  
London, Ontario  
N6A 1K7  
Tel: (519) 438-8344  
Fax: (519) 672-4683

**LONDON AREA OFFICE**  
217 York Street  
London, Ontario  
N6A 1B7  
Tel: (519) 438-5111  
Fax: (519) 672-9510

**HAMILTON AREA OFFICE**  
P.O. Box 2112  
6th Floor, 119 King Street West  
Hamilton, Ontario  
L8N 3Z9  
Tel: (416) 521-7280  
Fax: (416) 523-7927

**WATERLOO AREA OFFICE**  
Waterloo Square  
5th Floor, 75 King Street South  
Waterloo, Ontario  
N2J 1P2  
Tel: (519) 886-4700  
Fax: (519) 885-1580

**WINDSOR AREA OFFICE**  
1st Floor, Ontario Gov't Bldg.  
250 Windsor Ave  
Windsor, Ontario  
N9A 6V9  
Tel: (519) 254-1651  
Fax: (519) 255-11522



## *Where's the Downpayment?*

Child care workers are still waiting for the downpayment on pay equity. The announcement made by the Minister of Community and Social Services, Zanana Akande, last January was accompanied by a promise that it would be in the hands of workers by June 1991. This date was then backed up to mid-August. The newest deadline is the end of October.

But even this is not firm. The forms that are to go out to centres to determine the numbers of eligible employees have not been drafted, let alone mailed.

Nor has eligibility criteria been officially released. However according to ministry spokespersons the \$30-million committed to pay equity would give about \$2,000 each to workers in the non-profit sector. This amount would include all staff on a centre's payroll, with pro-rated payments for part-time workers. Non-profit providers of family home day care would receive \$1,000 each, while field workers are eligible for the full \$2,000.

Funding for the downpayment, and future pay equity adjustments for the non-profit sector are to come out of provincial revenues. The April 1991 Budget committed the government to extending and financing pay equity into the broader public sector. \$280-million is in this year's budget for pay equity adjustments. The budget contained an ongoing commitment to spend nearly \$1-billion annually.

Among the "reasons" for holding on to the downpayment is its links to amendments of the pay equity act. The government is no longer willing to entertain "proxy" comparisons, the method by which all-female job groups would access pay equity. Instead these groups, which include child care workers, would receive wage increases out of a "wage enhancement fund."

There are dangers to the wage enhancement option. First it is a program, not a law, meaning it can be cut or modified at any time. Secondly, if wage increases are insufficient, the wage gap between workers in the municipal centres, where pay equity has brought significant improvements, and the non profit sector will grow dramatically. In Stratford and Windsor for example, municipal child care workers received adjustments which will bring their wages up to \$18.50 an hour.

This will have profound affects on programs in both sectors. The non-profit sector will be in a constant scramble to keep staff from being lured to municipal centres. Fees may have to rise. On the other hand municipalities may look at getting out of day care entirely and transfer their licences to the non-profit sector as a cost saving measure.

The downpayment was promised as immediate relief to the low wages of child care workers. It was not announced with strings attached. There are no valid reasons why it is being withheld, only excuses.

The Ontario Coalition has launched a campaign to have the downpayment released. It is asking child care workers, parents, and all those concerned about quality child care to phone Premier Bob Rae and demand that the government keep the promise and release the downpayment today.

The coalition has also issued a pay equity form, which it is asking child care staff in non-profit centres to fill out. Send the forms into the coalition office. They will be presented during the Dec. 2 lobby.

## QUEEN'S PARK BEAT

### Lack of Child Care Forces Women to Take Homework

The International Ladies Garment Workers Union and the Workers' Information and Action Centre of Toronto have initiated a campaign for legislative protection of homeworkers in the garment industry.

The garment industry is being decimated by free trade, economic restructuring, automation and the high value of the Canadian dollar. While it still remains the largest industrial sector in the City of Toronto, employment in factories has decreased by thousands and much production has been shifted to homeworkers.

Homeworkers are among the most vulnerable sector of the labour force. They often earn less than minimum wage, are unorganized and isolated, and often do not know or benefit from the little protection afforded them by the law.

A study conducted by the union found that homeworkers, who are exclusively women, would like to work outside the home but cannot afford child care.

"The lack of child care allows employers to use these women as cheap reserve of labour," said Barbara Cameron who conducted the research for the union. "Many of the women interviewed reported being offered homework as an option to continue working once they became pregnant."

Homeworkers are frequently immigrant women who need English as a second language and skills training to take jobs that will pay enough to October 1, 1991 allow them to support their families.

### Capital Funding to For-Profit Centre

The right hand may not always know what the left hand is doing at Queen's Park.

While the Ministry of Community and Social Services says it remains committed to extending public funding solely to the non-profit sector, and ministry regulations prohibits capital money for commercial child care, a for-profit centre has opened in Nipigon with the help of a provincial grant.

The Ministry of Northern Development and Mines approved a grant through its Heritage Fund to two entrepreneurs to open a child care centre.

The fund, which is administered through the Ministry of Citizenship, is designed to assist in the establishment of Native businesses. The centres was licensed and received further support from COM-SOC.

The issue was brought to COMSOC's attention by Thunder Bay Advocates for Better Child Care. A reply from the Citizenship minister Elaine Ziemba said the events were not "intended to indicate any change in policy" regarding capital funding to commercial operators.

Intended, or not, this is a policy change. Thunder Bay Advocates are seeking assurances from the ministries involved that the incident not be repeated.

### \$26 per Child

"Restraint" is on the lips of the provincial government. New programs have been scrapped. Treasurer Floyd Laughren announced a \$300-million cut to social spending. Child care has already felt the bite. Program development funds have dried up. But there could be more. Government spokespersons have warned, "nothing is sacred", not current programming, not subsidies, certainly not pay equity.

The April 1991 budget allocated \$465-million to child care. With 1.7-million Ontario children who could use child care, that works out to \$26 per child.

### "Given a Downpayment"

Child care workers in Zanana Akande's St. Andrew-St. Patrick riding are wondering if they were overlooked when the downpayment on pay equity was paid out.

In a flyer to her constituents the Minister of Community and Social Services lists some of the highlights of her ministry during the first session of the legislature.

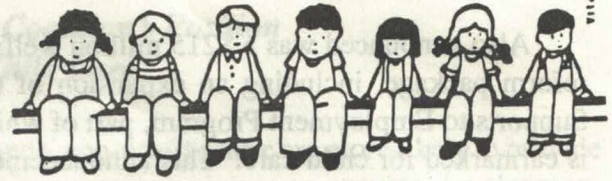
On the list: "given a down payment on pay equity for workers in the not-for-profit child care sector".

## QUEEN'S PARK BEAT

### Ontario's First NDP Budget Holds the Line

Unlike the Federal government, the province did not attempt to reduce the deficit on the backs of the poor. Rather, the provincial government announced new money for non-profit housing, training and retraining, pay equity and employment equity. As well, a capital fund, aimed at improving municipal and provincial infrastructures will create 77,000 new jobs. The NDP have been under intense criticism from the Tories and the financial markets for the \$9.7 billion deficit; yet, \$3.5 billion is a direct result of revenue lost by federal cuts to transfer payments and the cap on the Canada Assistance Plan. In addition, changes to the federal Unemployment Insurance Act is forcing more and more of the unemployed onto welfare. Welfare costs are expected to reach \$4.9 billion this year, up from \$2.5 billion two years ago.

There were no surprises or major increases in funding for child care. A \$465 million commitment was made, up nominally from \$395,900 in 1990. Included in the figure are \$30 million for a



down payment on pay equity and \$22.8 million for 5,000 new subsidized spaces, as announced in January 1991. The First Nations will receive \$5 million in capital funding to create 400 new child care spaces on reserves.

There were a few other budget initiatives which may have impact on child care. Child care workers who are now excluded from the down payment on pay equity could benefit from an additional \$25 million which has been earmarked for pay equity settlements for smaller agencies. A review toward a community based, multi-use of educational facilities is currently underway and the approach will be incorporated when a \$300 million capital fund for schools becomes available in 1994.

### ONTARIO'S DEFICIT IN PERSPECTIVE

(reprinted from OFL Focus, July 2, 1991)

Ontario's projected deficit of \$ 9.7 billion is moderate if considered in perspective with the record of recent Conservative governments. The Ontario deficit is comparatively low in terms of total spending, in terms of GDP and in per capita terms with other provinces and with the federal government under Conservative governments:

Region	Deficit (millions)	Share of Spending	Share of GDP*	Per Capita
Ontario 1991	\$ 9,726	18.6%	3.4%	\$ 992
Conservative Governments:				
Alberta 1987	\$ 4,073	31.9%	6.9%	\$ 1,713
Saskatchewan 1986	\$ 1,200	30.5%	7.0%	\$ 1,188
Canada 1991	\$ 30,500	20.2%	4.5%	\$ 1,149

\*Gross Domestic Product

## QUEEN'S PARK BEAT

Also announced was a \$215 million welfare reform package, including an expansion of the Supports to Employment Program, part of which is earmarked for child care. This announcement was most disappointing as the government's own figures indicate that at least \$450 million was needed to get social assistance 'back on track'. If the government had followed through on its promised minimum corporation tax, there could have been an extra \$2 billion in revenue to devote to social programs. Corporate taxes have reached a five year low at 7.4 per cent.

There was some progress made on reforming personal income taxes. Poor families will pay \$50 million dollars less in personal income tax. Dependant supplements were increased, meaning a single parent earning less than \$22,500 will not have to pay Ontario income tax; however, she would need to earn \$31,000 to meet the basic needs of her family, according to the Metro Social Planning Council. Even with the reforms, personal taxes will reach a five year high, reaching 37.1 per cent of provincial revenue.

\*\*\*\*\*

### **S-h-o-e-s-t-r-i-n-g Budget: OCBCC Appears Before Select Committee on Finance and Economic Affairs**

Members of the Ontario Coalition for Better Child Care came out in full force on July 31, to tell the Select Committee on Finance and Economic Affairs what they thought of the provincial budget. Shoelaces were tied to committee members' microphones to demonstrate that, much like child care centres, the current provincial government is also dealing with a shoe-string budget.

Coalition President, Janet Davis, pointed out

to members of the Committee that only \$1.5 billion was spent on new programs. As she told the Committee, "much of the (\$9.7 billion) deficit is actually a result of cuts in federal transfer payments." These cuts include a 5% cap on the Canada Assistance Plan, which helps fund child care subsidies.

She went on to explain that while the Coalition was encouraged by the announcement, in January, of child care initiatives totalling \$52.8 million, most children, parents and childcare workers have yet to reap any of the benefits. Research conducted by the Coalition office shows that only about one-third of the 5000 new subsidized spaces announced by the government six months ago have been made available to parents. Similarly, though we were pleased by \$30 million allocated to pay equity for child care workers in non-profit centres, these workers have not yet received any funds, and it seems that payment is now be contingent on amendments to the Pay Equity Act. Also unsettling is the fact that three months have passed since the tabling of the budget and we are still waiting for estimates on capital and program development funding. It is expected that these will be reduced.

Participants - including: Gael Hepworth, a parent at McMurrich Sprouts Daycare; Cecilia Marshall, a parent at Jessie Ketchum Daycare; Carol Smith of Direction 2000; Mary Gabriele, supervisor of St. John Bosco Child Care Centre; Mary Willard of the York Region Coalition; Monica Yardley, a parent at St. Stephen's Community Daycare; and Cheryl West, supervisor of Pat Schulz Child Care Centre - spoke poignantly about how delays in the distribution of funding and the overall inadequacy of funding for child care result in a great deal of suffering by children, parents, and workers.

## QUEEN'S PARK BEAT

### *Ministry Report Supports Coalition's Position on For-Profit Child Care*

In March, the Ministry of Community and Social Services released its long awaited document, *Factor's Related to Quality Child Care: A Review of the Literature*. The research, conducted by Gillian Doherty of The Doherty Skelton Partnership Inc., involved 52 key informants; three hundred and twenty-four documents published within the last 15 years in Canada, the United States, the United Kingdom and Western Europe; and 17 additional letters seeking unpublished materials. The scope of the review was to examine quality as it pertains to centre-based and family-based child care; infants, toddlers, preschoolers, and school-aged children to age 12; and special needs children. For the purposes of the review, and in keeping with New Directions for Child Care policies, quality child care was defined as "that which supports and facilitates the child's physical, emotional, social and intellectual well-being and development and supports the family in its child-rearing role".

Contextual factors which impact on quality were found to be: funding; auspices; standards; licensing/sponsorship in family-based child care programs; and parent involvement. Of no surprise to us, six Canadian studies and research from the United States supports what have been saying for a decade now: quality is more likely to be found in non-profit programs. Doherty found that "for-profit status was associated with a greater likelihood of centres falling short of a government standard; having a provisional licence; or having complaints lodged against them." As well, for-profit centres tended to have lower paid staff and higher staff turnover rates. Most importantly, an American study (Whitebrook et al., 1990) found that whether or not centres received government-

funds, non-profit centre are more likely to provide appropriate caregiving; to provide developmentally appropriate activities; and to spend a higher proportion of their budgets on the caregivers.

The Coalition held a press conference on June 11 to publicize the evidence found in the report, and to release our broadly endorsed statement on high quality, non-profit child care. At the time of the press on the press conference, the statement (reprinted in the Election Kit pull-out in the centre of this newsletter) had already received support from twenty-five organizations.

### **MINISTER INITIATES CONSULTATION ON CHILD CARE REFORM**

The Minister of Community and Social Services, Zanana Akande, has begun a consultative process to develop a comprehensive, affordable, non-profit child care system in Ontario. Over the summer OCBC President, Janet Davis, participated in a "Core Working Group" of various child care representatives who met with a Steering Committee of Ministers, including Zanana Akande (MCSS), Marion Boyd (Ministry of Education), Giles Pouliot, (Francophone Affairs), Anne Swarbrick (Womens Issues), and Bud Wildman (Native Affairs).

During these discussions, the group identified key issues and options for the government to consider regarding the restructuring of the child care system. Broader public consultation is expected in late fall with the release of a government consultation paper on child care reform.

## OPINIONS

### **No Public Dollars for Profit Child Care**

**Vivian McCaffrey**

(reprinted from OPSTF NEWS, June 1991)

As a new government, the NDP is under pressure from varying quarters to, in some cases, live up to election promises and party policy and, in others, to back away from traditional party positions and respond to other interests and viewpoints. An issue for which the government is feeling considerable heat at the moment is the decision to provide pay equity grants to child care workers in non-profit programs. Owners of commercial child care centres are accusing the government of discrimination against their employees.

As a founding member of the Ontario Coalition for Better Child Care, Ontario Public School Teachers' Federation has long supported the establishment of a universally accessible, high quality, affordable, non-profit child care system. This vision for child care has also been a key plank in the NDP social platform. Improving the salaries of child care workers and developing a broadly-based system which is non-profit are integral to achieving such a goal.

The relationship between good salaries and quality of service and the principle of not using public dollars to fund private, for-profit social services are well understood by public school teachers who have been fighting similar battles. OPSTF, through the child care coalition, is supporting the government's move to only fund pay equity for the non-profit sector. We do not dispute that child care workers in commercial centres are also underpaid, but it is the responsibility of their employers, who make a profit from their work, to provide pay equity. Under pay equity legislation, employers are required to spend up to one per cent of their annual payroll to provide pay equity for undervalued job classes.

In most cases, owners of commercial child care centres may not be reaping large profits. They may publicly argue that they cannot afford to provide pay equity and threaten to close down their centres, creating hardship for both their

employees and the families they serve. Closing is not the only option available to these operators; they can choose to convert to non-profit status and thereby be eligible for the pay equity grants.

Conversion would involve the operators drawing a salary rather than a profit and being accountable to a community-parent board of directors. In order to facilitate conversion, the Ministry of Community and Social Services should provide advisory support through its regional offices.

The real crisis in child care is not the issue of pay equity grants to the non-profit sector. Rather it is the ad hoc way in which child care services are funded, a patchwork of parent fees, subsidies and government grants. The provincial government should be applauded for its initiative to support under-paid child care workers, but the stability of existing child care programs will not be assured until non-profit child care is directly funded by government with partial cost-recovery from parents on an ability-to-pay basis.

*Vivian McCaffrey is a Legislative Researcher with the Ontario Public School Teachers' Federation.*

### ***The Child Care Management Guide***

This is a comprehensive resource guide for Boards of Directors, educators, students and staff involved with child care. Using a hypothetical child care program as a model, the book provides detailed and practical information on all aspects of a centre's operation and management.

***French version also available.***

**Cost: \$40.00 per copy (includes GST)**

## CALENDAR

### September 25-27

*Day Care: A Home Away From Home*  
Private Home Day Care Association of Ontario  
9th Annual Conference, Thunder Bay  
Contact: 783-1152

### October 3-5

Constituency Assembly Plenary of the Select  
Committee on Ontario in Confederation.  
Contact: Committee Clerk

### October 3-5

Canadian Association of Toy Libraries and Parent  
Resource Centres, Annual General Meeting,  
Ottawa.  
Contact: (613)728-3307

### October 16

Metro Toronto Mayoralty Debate on Children's  
Issues, sponsored by Metro Coalition for Better  
Child Care.  
Contact: Zeenat Janmohamed, 538-7630.

### October 18

*"Children are not the Problem"*  
Anti-Racist Childcare Video Premiere Public  
Screening.  
Contact: Congress of Black Women, Toronto  
Chapter, 658-0703.

### October 26

Alliance for Employment Equity Conference on  
Women and Double Discrimination, Toronto.  
Contact: Handel Mlilo, 975-8339.

### October 27-30

*Canada's Children: The Priority for the 90s*  
Co-sponsored by the Child Welfare League of  
America, Canadian Child Welfare Association,  
Canadian Council of Children and Youth, and the

Canadian Public Health Association, Chateau  
Laurier Hotel, Ottawa.  
Contact: Sandra Scarth, National Steering  
Committee, Toronto 324-2180

### November 12

Municipal Elections

### Nov 30 - Dec 2

*Ten Years Later:*  
*Still Struggling for Better Child Care,*  
OCBCC 10th Anniversary Conference and  
Lobby, Downtown Holiday Inn, Toronto.  
Contact: Eileen Condon, 538-0628.

### **Bookkeeping and Accounting Packages for Child Care Programs**

#### NEWVIEWS FOR CHILD CARE

(available for Network Members only!)

We do your bookkeeping for you! A complete  
financial management system supported by a quali-  
fied accountant. Quick, guaranteed turnaround time.

#### LEVEL ONE

1-25 children	\$250.00/month
26-60 children	\$300.00/month
71-90 children	\$525.00/month

#### LEVEL TWO (Bronze)

NEWVIEWS for CHILD CARE a software account-  
ing package specially adapted for child care  
programs. Members \$795.00  
Non-members \$900.00

#### ADDITIONAL SERVICES

To convert your current books and set you up on  
NEWVIEWS one-time fee \$150.00

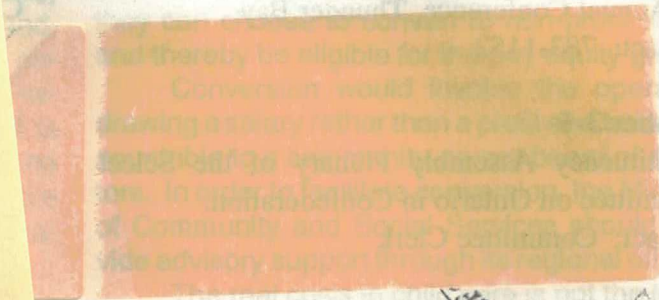
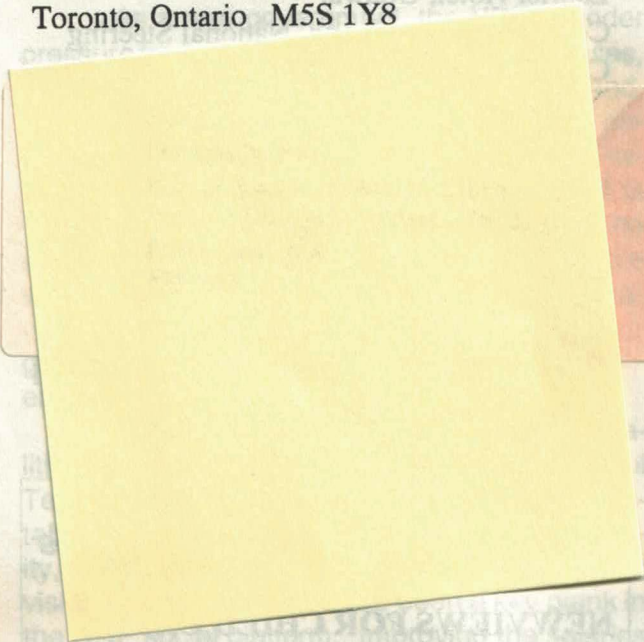
#### COMPUTER TRAINING

3 day workshop, a hands-on introduction to comput-  
ers, NEWVIEWS AND BETTER CHILD CARE  
\*\$1000.00

\*(The Child Care Network will assist child care programs in preparing Skills  
Development funding applications to recoup training costs).

**JOIN THE COALITION TODAY!**

**Ontario Coalition for Better Child Care**  
 500A Bloor Street West, 2nd Floor  
 Toronto, Ontario M5S 1Y8



**ANNUAL MEMBERSHIP FEES**

<b>Provincial Organizations:</b>	
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.