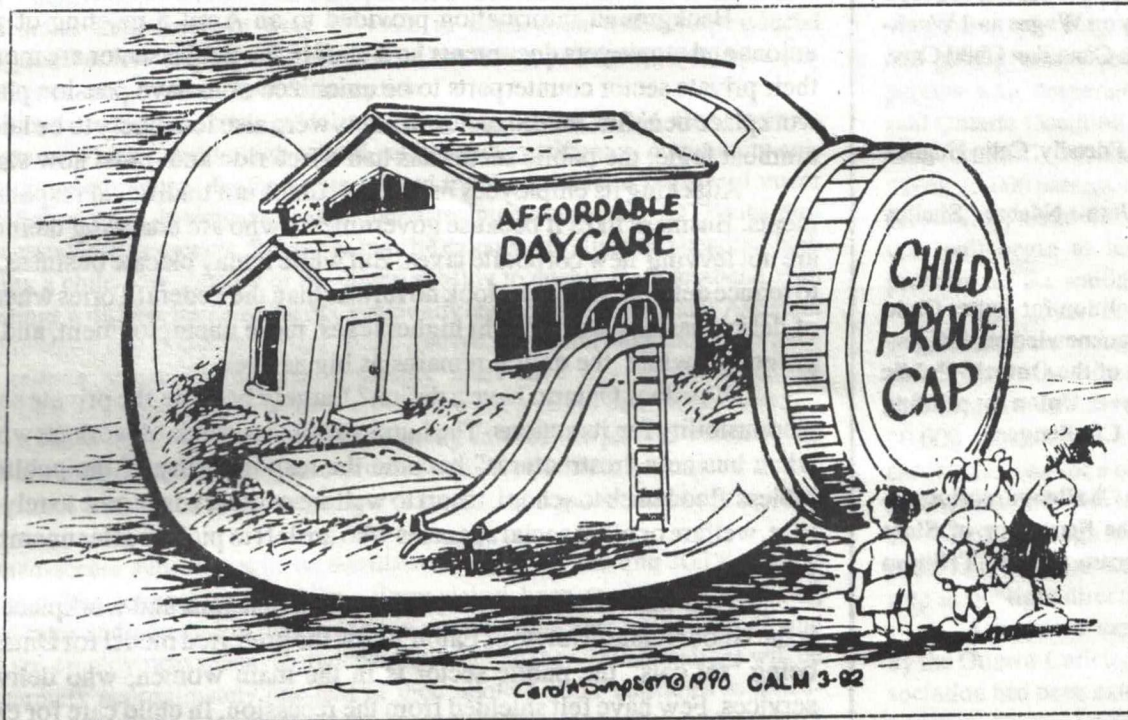


CHILD CARE CHALLENGE



NEWSLETTER OF THE ONTARIO COALITION FOR BETTER CHILD CARE



The Future of Child Care in Ontario?

Ontario's child care services are in a crisis, with 18,000 families on subsidy waiting lists. The Ontario Coalition for Better Child Care will be meeting with the Premier and his Caucus on May 27 to tell the government the time for child care reform is now.

To find out how you can get involved, see inside...

INSIDE THIS ISSUE:

Expanded Criteria for Some JOTF SubsidiesPage	3
New Pay Equity ConcernsPage	6
Child Care Absent from Throne SpeechPage	8
National Child Care CampaignPage	15

500A Bloor Street West - 2nd Floor, Toronto, Ontario M5S 1Y8 Tel: (416) 538-0628

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

Research and Writing: Evelyn Napier, Kerry McCuaig, Zeenat Janmohamed.

Contributors: Howard Clifford, The Child Care Employee Project, Union of Child Care Workers of Eastern Ontario, Community Action News, **Caring for a Living: A Study on Wages and Working Conditions in Canadian Child Care**, TLRC Canada.

Editors: Martha Friendly, Colin Hughes.

Production: Vera Ndaba, Shelley Johnson.

The Ontario Coalition for Better Child Care gratefully acknowledges the generous assistance of the **Ontario Public Service Employees Union** for printing the **Child Care Challenge**.

The **Child Care Challenge** receives assistance from the **Secretary of State Women's Program** and the **Trillium Foundation**.



MORE OF THE SAME

W

hen your children attend school, when you visit a hospital, when you drink water from a tap, or walk in a park, you are benefiting from some of the services provided by Ontario's public sector workers.

These are the services that make Ontario a good place to live and a good place to do business. But instead of giving praise for work well done, the provincial government is ready to put public sector workers on the dole as it prepares to cut jobs and wages. According to Queen's Park \$6-8-billion has to be eliminated from the deficit. New taxes and spending cuts are forecast. A main target is the \$27-billion public sector wage bill.

Background information provided to an April 5 meeting of public sector unions and employers documents how staff in the public sector are more likely than their private sector counterparts to be unionized or to have pension plans and other workplace benefits. Public sector workers were also less likely to be laid off. In government logic, the public sector has had a free ride and must now share the pain.

Attacking its employees in difficult times is a traditional response of governments. Business likes it because governments who are attacking their own workers are not levying new corporate taxes. But while it may placate business, it does little to reduce deficits. One need look no further than the Federal Tories where eight years of deficit bashing has brought higher taxes, more unemployment, and fewer social programs, while the deficit remains as big as ever.

Why does Ontario have a deficit? Largely because the private sector takes no responsibility for its actions. The hundreds of thousands of workers who are spit out when business "restructures" become the responsibility of the public sector. The jobless flood back to school, resort to welfare or otherwise come to rely on the health care, welfare or other social agencies who are left to pick up after unemployment and poverty.

And what is wrong with unionization, pensions and workplace benefits? Or is the labour relations style of Eaton's now the preferred model for Ontario? Far from being "fat cats" the public sector is in the main women, who deliver front line services. Few have felt shielded from the recession. In child care for example, most staff have not seen a wage increase in almost two years and layoffs are common as programs downsize or close their doors.

Now we have been called to the table to discuss a social charter. The Child Care Network is always prepared to talk but based on past experience is not optimistic about the outcome. Two and a half years ago the OCBCC presented the government with a proposal to turn the fragile patchwork of child care services into a stable system. It contained a new funding option that would flip a bureaucratic tangle of funding mechanisms into one streamlined program. A restructured management would eliminate inefficiencies and duplication of services. In the intervening months we have seen little progress toward child care reform but we have been invited to meeting after meeting to discuss how we can do more with less. A social charter sounds like more of the same.

The government needs to re-examine its priorities. A problem created by unemployment isn't solved by creating more unemployment. Battling unemployment, including providing child care so parents can work, would do more to improve Ontario's fiscal climate, than this fixation with the deficit.

ACCESS CRITERIA EXPANDED FOR jobsONTARIO CHILD CARE SUBSIDIES

M

Minister of Community and Social Services Tony Silipo told reporters and child care advocates at a Queen's Park press conference on March 5 that the provincial government is broadening the access criteria for 8,200 jobsOntario Training Fund (JOTF) child care subsidies to include students and social assistance recipients. The subsidies are part of the 20,000 child care subsidies announced in May of 1992 in connection with the provincial government's jobsOntario employment program. Conflicting provincial/municipal priorities have plagued the program since its inception.

Indications are that the new guidelines being considered would cover parents attending programs which provide high school equivalency certificates, community colleges, university undergraduate degree programs and training programs registered under the Vocational Schools Act. In almost all cases student recipients of the new JOTF subsidies must be social assistance recipients. Subsidies may be extended to students attending high school receiving a child care subsidy or needing a subsidy to enable them to attend high school. In meetings with both the Minister of Community and Social Services and Assistant Minister for Education and Training Shelley Wark-Martyn, Coalition representatives have stressed that criteria concerning student eligibility must have a wide and inclusive interpretation. Details concerning the access criteria are expected to be finalised soon.

Minister Silipo has also stated that his Ministry intends for parents currently on waiting lists to benefit from the initiative as current subsidy recipients found eligible for the new JOTF subsidies are moved into that category, freeing up regular subsidies for other parents.

The eased-access subsidies will be distributed within the existing JOTF subsidy distribution plan. The number of subsidies allocated had been reached by assessing unemployment rates and population in conjunction with the allocated training credit and the number of pre-employment spaces assigned to the municipality. Municipalities will be instructed to earmark approximately one-half of their allotted JOTF subsidies as eased-access. For example, Haldimand-Norfolk is allocated 143 JOTF child care subsidies; 70 of those subsidies will now be available for applicants who qualify under the new criteria. In Metro Toronto 2,400 subsidies will be available to the expanded group. jobsOntario Child Care Project Manager Marni Campbell says that MCSS hopes to ensure equal access to rural communities by delivering the new subsidies in this manner. Child care advocates had expressed concern that rural communities would not receive their fair share of the expanded-criteria subsidies.

Lobby Campaign Gets Results

The broadening of the access criteria follows four months of intense lobbying by the OCBCC. On November 12, 1992 the OCBCC had issued a press release calling on the provincial government to release 10,000 of the 20,000 jobsOntario Training Fund child care subsidies into the broader non-profit child care community. This was in response to news coverage concerning the delay in implementation of the JOTF program, including the child care subsidies. When the Ottawa-Carleton Child Care Association launched a postcard campaign calling for the release of 10,000 JOTF child care spaces, the easing of access criteria for the remaining 10,000 spaces, and a lifting of the freeze on the Direct Operating

continued pg 4

JOTF POSTCARD CAMPAIGN SUCCESS

Child care advocates applauded the announcement made by the provincial government to broaden the access criteria for 8,200 jobsOntario Training Fund (JOTF) child care fee subsidies.

"We are happy to see the government responding to our concerns and getting these subsidies out to the parents who desperately need them," said Ontario Coalition for Better Child Care (OCBCC) president Jane Bertrand. "With 25,000 parents currently waiting for subsidy, the addition of 8,200 subsidies will begin to take some of the pressure off the waiting lists."

"The government is moving in the direction we indicated to them last November," continued Bertrand. "At that time we called for the release of 10,000 subsidies to the broader child care sector, and for a broadening of the access criteria for the remaining 10,000 subsidies. Although today's announcement falls short of our demand, it is a step in the right direction."

A postcard campaign initiated by the Ottawa-Carleton Child Care Association had been extended across the province by the OCBCC. The cards, addressed to Premier Rae and illustrated with children's hand prints, pointed out that with the JOTF program moving into its second year only 300 of the 20,000 subsidies had been implemented.

Bertrand stated that the Coalition is willing to assist the government in implementing the subsidies, and will be monitoring the initiative carefully.

"The lack of affordable child care in Ontario has reached crisis proportions," said Bertrand. "It is imperative these new subsidies be implemented without delay."

U.S 'WORTHY WAGE CAMPAIGN' ECHOES CANADIAN CHILD CARE CONCERNS

Since 1988 child care providers, ECE's, parents, teachers, and advocates in the United States have been waging the Worthy Wage Campaign - a campaign that works to inform the American public and its political leaders about the realities of child care. Like their Canadian counterparts, American child care providers are working in a field where most employees are underpaid and undervalued. The grassroots campaign advocates that:

- * the U.S. child care system must have a level of funding that meets the true cost of providing quality child care,
- * staff can no longer keep a poorly funded system afloat by working for substandard pay, and
- * child care compensation is a problem that must be solved now.

The Worthy Wage campaign was highly visible at the November 11-14 1992 National Association for the Educators of Young Children (NAEYC) conference held in New Orleans. At a meeting held during the conference, the Worthy Wage Coalition met to ratify its Statement of Principles and to review activities planned for "Worthy Wage Day '93" on April 22. A "fashion action" theme where parents and workers will wear something prominently visible about the campaign - T-shirts, buttons, costumes - will be used as a workplace conversation starter. The Minnesota Child Care Workers Alliance will be passing around \$10 "play-money" bills with a statement on the back calling for real money for worthy wages. Seattle activists have developed "Tools for Staying Power" which include a pitchfork that comes with the slogan "Pitch in, fork over the money".

continued pg 5

from pg 3

Grant and the Wage Enhancement Grant, the OCBCC extended the initiative province-wide.

On January 27, 1993 the Coalition met with senior representatives from the Treasurer's and Premier's offices to discuss the **jobsOntario** child care spaces situation. Topics covered included an examination of the reasons for the low take-up of the JOTF child care subsidies, that subsidies were not all becoming part of the permanent system as originally promised, and that subsidies were going to informal care. Government representatives stated that the November OCBCC press release had generated concern and that the matter was being looked into.

The OCBCC's JOTF recommendations were also incorporated into its recent constituency lobby. Cabinet members and members of the government's Policy and Priorities Committee heard from their constituents about the problems with JOTF child care subsidies and the Coalition's proposals for addressing those issues.

The four months of lobbying have paid off with the March 5 announcement. The next test will be whether the government can quickly implement the new policy. Concerns remain that the subsidies will not be taken up due to local roadblocks, or be put into private home child care and then quietly dropped in the future. Subsidies may also end up going into the commercial sector. Child care advocates will be monitoring the progress of the new initiative to ensure prompt take-up, that the new subsidies become a part of permanent non-profit child services, and that they quickly reach the thousands of Ontario families in need of child care.

Learn at Home through Individual Studies

St. Lawrence College offers courses in
Home Child Care
School Age Child Care
Early Childhood Education

Each course lasts five months from the date you register.
Registration is continuous and you may register at any time.

Be the new professional in your community.

Education makes the difference.

For more information, please contact:
Individual Studies, St. Lawrence College
King & Portsmouth, Kingston, Ontario K7L 5A6
(613) 544-5400, ext. 1133/1508/1504
1-800-4630-SLC (in Ontario)



ST. LAWRENCE COLLEGE SAINT-LAURENT
BROCKVILLE CORNWALL KINGSTON

COALITION PRESENTS REFORM WORKING PAPER



On February 1, 1993, representatives from the Ontario Coalition for Better Child Care met with senior government representatives to present the OCBCC brief **Management, Financing, and Cost Recovery in a Reformed Child Care System**. The document examines in greater detail the ideas presented in the Coalition's earlier response to child care reform, **On The Road To Reform**. The result of several months research and consultation, it is a working paper intended to supplement the cabinet document prepared by MCSS on child care reform. It suggests a management system, a model for cost recovery based on parental contributions, and most important, how base funding can be accomplished within existing and committed revenues designated for child care.

Key elements of child care reform as outlined in the paper include:

- * **Base Funding:** a "flip" from funding individual users through the subsidy system to directly funding the services. Revenue sources would include funds currently going to parent subsidies, the WEG, PEG, and DOG, jobsOntario child care subsidies. Possible within current committed expenditures. Does not require legislative changes.
- * **Cost Recovery From Parental Contributions:** a contribution based on family income and size, amount of service provided, and geographic location. Maximum contribution level established to ensure affordability across income levels. Contributions determined through a sliding scale geared to family income.
- * **New Child Care Management System:** Mandating real power to local Child Care Planning/Management Councils critical to this model. The community loses interest in participating in bodies where it exercises no power. Without it municipalities and school boards would have no incentive to continue in-kind supports, and parent involvement would lessen.

The timing for reform is critical. For the first time in a decade there has been no expansion in the regular subsidies. The broadening of access criteria to the JOTF subsidies is not enough to substantially diminish, much less eliminate, current subsidy waiting lists. With a freeze on the DOG and WEG to new programs, an estimated 1,350 spaces lost to closures, and the lessening and withdrawal of program support on the part of public sector sponsors child care in Ontario is more fragile than ever. The child care community is concerned with the pace of reform, and it expects to see reform implemented during this government's current mandate.

The OCBCC believes reform is possible, and that the recommendations contained in its working paper offer a concrete vision of how to move reform forward. It remains to be seen if the government will move beyond the broad policy directions outlined in the MCSS cabinet submission, and commit to immediate implementation of child care reform.

from pg 4

The Denver campaign has developed a child care workers' Bill of Rights, and Arizona advocates have sandwich boards decorated with diapers and the slogan "It's time for a change - join the Worthy Wage Campaign".

The Campaign also plans to develop a legislative agenda, and a meeting to evaluate Worthy Wage Day '93 and begin planning for next year is set for late spring or early summer.

WOMEN'S PROGRAM RENEWED ON A PERMANENT BASIS

Stating that "Fostering women's equality [is] beneficial to Canadian society in both social and economic terms", Secretary of State Monique Landry announced on February 25 that the Women's Program is to be renewed on a permanent basis.

Established in 1973, the program has been the primary federal source of financial and technical support for women's and other voluntary organizations working for equality and equity for women in Canada.

ONTARIO'S CABINET LINE-UP

Telephone and fax numbers are in the 416 area code.

Bob Rae (York South): Premier and Minister of Intergovernmental Affairs
Tel: 325-1941 Fax: 325-3745

THE SUPER-MINISTRIES

Floyd Laughren (Nickel Belt): Deputy Premier, Minister of Finance
Minister Without Portfolio: Brad Ward
Tel: 325-0400 Fax: 325-0374
Combines Treasury, Revenue and Financial Institutions

Frances Lankin (Beaches-Woodbine): Economic Development and Trade
Minister Without Portfolio: Richard Allen
Tel: 325-6900 Fax: 325-6918
Combines Industry, Trade and Technology and Telecommunications

Dave Cooke (Windsor-Riverside): Education and Training
Minister Without Portfolio: Shelley Wark-Martyn
Tel: 325-2600 Fax: 325-2608
Combines Education, Colleges and Universities, and Skills Development

LARGE SINGLE MINISTRIES

Tony Silipo (Dovercourt): Community and Social Services
Tel: 325-5225 Fax: 325-5221

Evelyn Gigantes (Ottawa Centre): Housing
Tel: 585-7111 Fax: 585-6935

Ruth Grier (Etobicoke-Lakeshore): Health
Minister Without Portfolio: Karen Haslam
Tel: 327-4300 Fax: 326-1571

CABINET SHUFFLE BRINGS NEW MINISTER, DEPUTY, TO MCSS



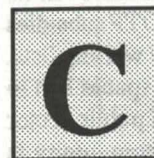
remier Bob Rae shuffled his cabinet on February 3, with the result that child care advocates will be dealing with some new faces at MCSS. **Tony Silipo**, formerly Minister of Education, was named Minister of Community and Social Services. **Rosemary Proctor** has been appointed Deputy Minister. Joining Mr. Silipo at the MCSS Hepburn Block offices will be child care policy analyst **Maureen O'Hara** and executive assistant **Ellen Waxman**. OCBCC representatives have met with the Minister and his senior staff to discuss child care reform, and further meetings are planned.

The responsibility for the **jobsOntario** Training Fund initiative comes to Education and Training Minister **Dave Cooke**. Cooke, formerly Minister of Municipal Affairs, is heading up the new "super-ministry" which combines the ministries of education, colleges and universities, and skills and development. **Shelley Wark-Martyn** is the minister-without-portfolio who will assist Mr. Cooke.

In changes unrelated to the cabinet shuffle, **Marg Gallow** has been made Acting Assistant Deputy Minister for Operations. She maintains her position as Executive Lead for child care and chair of the Divisional Child Care Management Committee. Correspondence should be addressed to her at 6th Floor Hepburn Block, 80 Grosvenor Street, Toronto, M7A 1E9.

Karen Glass, formerly with the child care unit of the central regional office, has moved to the Program Coordination Section of the Operations Division as the new Child Care Coordinator. She is located at the 7th Floor, Room 750, Hepburn Block.

NEW PAY EQUITY CONCERNS: TARGETED SUPPLEMENT, FLAWS IN NEW BILL



Child care workers making less than \$35,000 a year will be receiving a \$500 increase in their Wage Enhancement Grant. The increase is part of a \$50-million pay equity downpayment program announced jointly on March 18 by Minister Responsible for Women's Issues Marion Boyd and Labour Minister Bob MacKenzie. The program will deliver a \$2,500 pay equity downpayment to lower-wage women working in the broader public sector. These include workers in home support, immigrant and homemaker services, women's shelters, public libraries, community mental health programs, and developmental services such as associations for community living. The downpayment represents a permanent increase to the base salaries of eligible public sector workers.

Child care workers have been receiving a wage enhancement grant of \$2,000 as a downpayment on pay equity since 1991. The \$500 supplement will bring the pay equity downpayment for some child care workers up to the level of that being delivered to women in other sectors.

Concern has been expressed however about the eligibility ceiling placed on the supplement. Currently only those child care workers earning less than \$35,000 per year are eligible to receive the \$500 adjustment. Advocates question the fairness of targeting the payment, pointing out that the only principle which should be considered is whether or not

employees have achieved their pay equity-adjusted salary levels. In programs where pay equity has been achieved, pay equity funding should continue to flow in order to increase the public funding portion of staff wages. The targeting ignores the fact that in the child care sector parent fees are a major source of revenue, and discriminates against parents who have paid high fees in order to justly compensate staff.

An additional concern is that the announcement does not extend to providers in the private home child care (PHCC) sector. The Coalition has advised MCSS of these problems and the Minister's office is looking into the matter.

Coalition Members Take Pay Equity Message to Queen's Park

In other pay equity news, child care staff from across Ontario appeared at hearings held January 18 through 21 at Queen's Park concerning Bill 102. The Bill amends the pay equity act to include over 420,000 women, including child care workers, who are excluded under the existing legislation. Child care workers were for the most part prevented from achieving pay equity as there was usually no male comparator in the workplace. Under Bill 102, the introduction of the proxy comparator method will permit child care workers (and women in other sectors) in an all-female workplace to match job classes with an outside organization.

Program supervisors and staff from Brant Street Daycare, St. Lawrence Co-operative Daycare, McMurrich Sprouts, Cobourg Daycare, Isabella Walton, South East Grey Community Outreach, and Pat Schulz Child Care Centre told the committee that while they applaud the government for the improvements Bill 102 offers, serious problems still remain. For example, pleading "restricted financial circumstances", the government has delayed the implementation date for proxy by one year, to January 1, 1994. Child care workers pointed out that women in their sector have lived with their own "restricted financial circumstances" long enough. They called for a return to the original implementation date of January 1, 1993.

Kim Rudd from Cobourg Day Care and Cheryl West of Pat Schulz Child Care Centre highlighted a serious flaw in the Bill when they informed the committee that they will both be retired before they achieve pay equity. In Kim's case the wait would be 60 years. This is because Bill 102 provides for proxy payouts to proceed at one per cent of payroll per year, with no cap. Rudd and West joined other advocates in calling for a cap of January 1, 1998 to be placed on achieving pay equity through the proxy method.

The Ontario Coalition for Better Child Care echoed these concerns in its presentation. The Coalition also called for the municipal child care worker to be maintained as the proxy comparator. And if the municipality does not offer child care, the program using the proxy method should be able to use as a comparator the next municipality that does.

Marion Boyd (London Centre):
Attorney-General/Women's Issues
Tel: 326-4000 Fax 326-4016 /
Tel: 314-0270 Fax: 314-0253

Bob Mackenzie (Hamilton East):
Labour
Tel: 326-7600 Fax: 326-1449

COMBINED MINISTRIES

David Christopherson (Hamilton Centre): Solicitor General/Correctional Services
Tel: 326-5075 Fax: 326-5085

Brian Charlton (Hamilton Mountain): Management Board/Government House Leader
Tel: 327-2333 Fax: 327-3790 /
Tel: 325-7871 Fax: 325-7874

Bud Wildman (Algoma): Environment/Energy/Native Affairs
Tel: 323-4360 Fax: 323-4682

Anne Swarbrick (Scarborough West): Culture/Tourism and Recreation Minister Without Portfolio: Shirley Coppen
Tel: 325-6200 Fax: 325-6195

OTHER MINISTRIES

Howard Hampton (Rainy River): Natural Resources
Tel: 314-2301 Fax: 314-2216

Ed Philip (Etobicoke-Rexdale): Municipal Affairs
Minister Without Portfolio: Allan Pilkey
Tel: 585-7000 Fax: 585-6470

Elmer Buchanan (Hastings-Peterborough): Agriculture and Food
Tel: 326-3067 Fax: 326-3083

Gilles Pouliot (Lake Nipigon): Transportation/Francophone Affairs
Tel: 327-9200 Fax: 327-9188

continued pg 8

Marilyn Churley (Riverdale): Consumer and Commercial Relations
Tel: 326-8500 Fax: 326-8520

Shelley Martel (Sudbury East): Northern Development and Mines
Tel: 327-0661 Fax: 327-0665

Elaine Ziemba (High Park Swansea): Citizenship and Human Rights
Tel: 325-6170 Fax: 314-6042

CHIEF GOVERNMENT WHIP

Fred Wilson (Frontenac Addington)
Tel: 325-7877 Fax: 325-7888

PUBLICATIONS

Taking Action: Working Together for Positive Change in Your Community

by Elizabeth Amer & Constance Mungall

A guide for people who do not think of themselves as activists, yet want to work toward positive changes in their community. How to plow through bureaucratic obstacles, get the ear of politicians, raise money through effective fundraising. Child care programs, take note! \$14.49 includes shipping and tax. To Order: Self-Counsel Press, #8-2283 Argentia Rd., Mississauga Ont L5N 5Z2

Tel: (416)821-7353
Toll-free: 1-800-387-3362

The Canadian Directory to Foundations: 10th Edition

Detailed information on 850 foundations: the complete guide to funding sources for your organization
Associates: \$145.00 plus GST
Non-associates: \$250.00 plus GST
Shipping and handling: \$5.00
Ontario residents add 8% sales tax
For further information/To order:
The Canadian Centre for Philanthropy
1329 Bay Street, 2nd Floor
Toronto, Ontario
M5R 2C4

CHILD CARE ABSENT FROM THRONE SPEECH



government seriously interested in putting Ontario back to work would have included child care reform in its Speech from the Throne, charged the Ontario Coalition for Better Child Care.

On the same day as the Throne Speech, Statistics Canada confirmed that child care is the lowest wage occupation in the country. Ontario boasts a service in crisis with 18,000 families on waiting lists for subsidized care, 6,000 vacant spaces and for the first time an actual drop in the number of licenced spaces.

"Child care was to be a government priority, instead it shows up in the April 13 Throne Speech as a recycled promise from last year," charged Coalition president Jane Bertrand, referring to the Speech's reference to the 20,000 spaces attached to the Jobs Ontario Training Fund.

The Jobs Ontario Child Care spaces, announced with much fanfare in last spring's budget, have had a dismal record. Ten months after their announcement, when 8,800 spaces were slated for use, only 65 had been taken up. Last month the government eased the criteria for 8,200 spaces but it remains to be seen if the criteria is loose enough to allow families to access the subsidies.

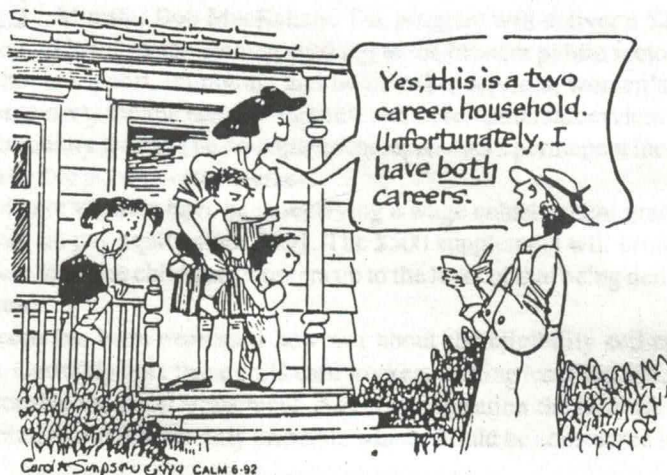
"Even if the JOTF spaces are used, without child care reform, all this government will have accomplished is to further entrench child care as a welfare service in Ontario," Bertrand noted.

"What was a bureaucratic and humiliating process for families has now been made more complicated," Bertrand charged. "The families waiting for child care can now vie to get their names on three waiting lists, instead of the previous one."

"The Jobs Ontario mess is just another example of what we told the NDP from day one, child care can not be tinkered with any longer, it needs fundamental reform", Bertrand said.

In 1990 the OCBCC presented the government with a reform package containing a new funding and administration package which would flip a costly and bureaucratic maze into streamlined system capable of delivering public dollars directly to the child care services.

"Two years of public consultation have followed the presentation but today we are no closer to child care reform than we were when the government took office", Bertrand said.



Carol Simpson 6/79 CALM 6-92

CONSTITUENCY LOBBY TARGETS KEY MPPS

On January 15 the OCBCC launched a lobby to bring child care into the riding offices of local MPP's. This year's constituency lobby was targeted towards Cabinet members and members of the Policy and Priorities committee. Those selected included the new Minister of Community and Social Services Tony Silipo, Minister of Education and Training Dave Cooke, Economic Development and Trade Minister Frances Lankin, as well as Ministers Ruth Grier and Evelyn Gigantes. Key Liberal MPPs were also lobbied, including leader Lyn McLeod and community and social services critic Yvonne O'Neil.

The lobby focused on three issues; child care reform, **jobsOntario** child care subsidies, and pay equity. The questions on child care reform focused on base funding and the introduction of legislation for the fall of this year. **jobsOntario** questions were taken from the postcard campaign (see "JOTF Campaign a Success" page 3). Pay equity questions dealt with maintaining the 1993 implementation date for proxy, placing a 1998 cap on proxy payouts, and maintaining the municipal child care sector as the proxy comparator.

The lobby extended to mid-March, and was timed to coincide with Cabinet's and the Policy and Priorities Committee deliberations on a child care reform submission from MCSS. (See "Coalition Presents Reform Working Paper", page 5.)

Constituency lobbies give advocates the opportunity to meet with their local MPPs and provide them with an update on the child care concerns of their constituents. The more relaxed setting of the riding office combined with the face-to-face nature of these meetings allows the MPP, especially those not dealing with child care policy on an ongoing basis, to gain a deeper understanding of the issues. Involving parents and providers in the riding maximises the impact of the meetings. It is hoped that Cabinet and Committee members will respond to child care reform in a timely and effective manner as a result of the input received from their constituents.

Wife Assault: A Series of Brochures in Seventeen Languages.

Produced by the Ontario Women's Directorate in conjunction with ethno-specific community groups across Ontario. Brochures are now available in the following languages: Arabic, Amharic, Chinese, Farsi, Polish, Portuguese, Spanish, Somali. Brochures are "generic", and each has a pocket in the back for groups to insert information about resources specific to their communities.

To Order Contact: OWD Publications Dept., 2 Carlton St., 12th Floor, Toronto M5B 2M9 Tel: (416) 314-0300.

No Place Like Home: Building Sustainable Communities

By Marcia Nozick. Published by the Canadian Council on Social Development

An alternative vision of how we can develop sustainable communities. Examines the subject through five major themes: economic self-reliance, ecological development, getting community control over resources, meeting individual human needs, building a community culture. Illustrated by lively examples drawn from communities across North America.

Paper \$30.00 hardcover \$40.00
To Order: CCSD Publications, 55 Parkdale Ave., P.O. Box 3505, Station C, Ottawa, K1Y 4G1



NORTH WEST

Subsidy Criteria Under Review

The city of Thunder Bay is reviewing the discretionary items of its subsidy criteria with a view to re-distributing child care subsidies. Child care advocates are concerned that a change in the criteria of the needs test could effectively make many families ineligible. While the province sets a maximum above which families are not considered for subsidy, there is no minimum set which would specify that families at or below a certain figure are indeed eligible. By tightening up on the discretionary criteria the city could in effect lower the cut-off for subsidy, thereby preventing many families with genuine financial need from accessing child care subsidies.

Constituents Lobby Liberal Leader, NDP MPP

As part of the OCBCC constituency lobby, advocates from the Northwestern Ontario Regional Day Care Committee met recently with both Liberal leader Lyn McLeod and NDP MPP Shelley Wark-Martyn, now a minister-without-portfolio in the newly created Education and Training super-ministry. The MPPs were asked questions concerning child care reform, the JOTF child care subsidies, and pay equity. (See "Constituency Lobby Targets Key MPPs", page 9.)

The Liberals are currently reviewing their child care policy, and Advocates asked McLeod whether or not the process was complete, and what the contents of the Liberal child care policy look like. McLeod however stated that "New Directions", issued in 1987 under the Peterson government, was still the party's child care policy and that she was unsure as to what future changes might be made. McLeod also said she did not know how feasible it would be to fully fund child care programs, and that income testing would be a better means of assessing families' ability to pay for child care. She also supports the establishment of a single ministry for the delivery of children's services.

With the commercial/non-profit child care issue a major concern in her riding, McLeod was asked about Liberal support for non-profit child care. In response she stated that she saw the issue as one of quality and parental choice, and that the Liberals would support funding for the non-profit sector while still funding commercial programs.

In the meeting with Shelley Wark-Martyn the NDP MPP stated that 1993 will see "a lot of implementation work" on child care reform. Wark-Martyn committed to lobbying for child care at the March cabinet retreat, and supported the principle of child care being 100% provincially funded. She also noted that there is a real need for public education on the issue. Wark-Martyn pointed out that "...children belong to everyone....that child [needing child care] could be your doctor in your senior years."

JOTF Subsidies Flowing in Kenora

On the **jobsOntario** front, northern child care advocates report that Kenora has been very successful in utilising its JOTF child care subsidies. In particular it has been effective in reaching Family Benefits recipients, usually single mothers, who are in need of the child care subsidies. Advocates credit the efforts made by the Town of Kenora, which acts as the JOTF broker in the area, as well as extensive, albeit informal, word-of-mouth advertising as being the main factors behind the success of the program. However a lack of licensed infant and after-school spaces has meant that a number of JOTF child care subsidies have gone to informal care.

Off-Reserve Child Care Program a Northern First

Mah-mo-wen-chike, an approved corporation made up of parents, aboriginal organizations, and community members has received \$800,000 through **jobsOntario** Capital to establish Northern Ontario's first off-reserve native child care program. Located in Thunder Bay, the centre will be licensed for 30 spaces, including infant care. Parents using the program will be encouraged to access JOTF child care subsidies.

WINDSOR\ESSEX

Zero Budget Increases for Essex County

The Corporation of Essex County has finalised a budget that allows for no increases over the previous year. The county's budget has meant economies in a number of areas, including child care.

Pointing to the need to meet pay equity the county has increased its user fees for subsidised parents from \$1 to \$3 per day. Although this is the first increase in user fees since 1980, the 300 per cent increase will spell hardship for those already least able to afford it. In addition the County has moved to shift program supervisors out of the office and into the programs as a further cost-cutting measure. Beginning May 1 the Supervisors, who previously worked as full-time administrative staff, will spend 3.5 hours of their 7.5 hour workday in the program, and for that time period will be paid at the ECE rate, adjusted for pay equity.

Shannon Hyatt of Essex County Children's Services says that the province is only funding 66% of the county's pay equity costs, and that Essex County will be looking to Queen's Park for further financial assistance.

OTTAWA-CARLTON

Cabinet Document Criticised

On February 22 the Ottawa-Carleton Child Care Association (OCCCA) in conjunction with the Regional Municipality of Ottawa Carleton, CUPE Local 2204, the Ottawa Federation of

Parent Day Cares, the Child Care Information organization and the Ontario Coalition for Better Child Care held a press conference in Ottawa to respond to a leaked cabinet submission on child care reform. Prepared by MCSS, the document contained recommendations to cabinet on how to proceed with child care reform.

"These recommendations ignore the need for expansion of subsidised spaces and do not recognise the need for a fully-funded child care system", stated OCCCA President Anne Marie Rene de Cotret. The Ottawa-Carleton child care community is calling on the government to withdraw the recommendations and to work with groups like the OCCCA and the OCBCC to develop a fully funded system.

Advocates emphasised that a reformed child care system must be fully funded, with a mechanism for affordable parental contributions. The current recommendations do not include full base funding of child care centres.

Members of the organizations present also noted that the Regional Municipality of Ottawa-Carleton has played a progressive and leading role in creating high quality child care, and that the option to maintain the municipality's role should be a part of any new service model.

Meeting Held to Discuss New JOTF Subsidy Criteria

The child care community and the Director and Assistant Director of Children's Services for the Ottawa-Carleton region met on March 24 to discuss the expansion of criteria for the JOTF child care subsidies. The meeting, which was also attended by representatives from the region's Department of Social Services, examined how best to utilise the 493 eased-access subsidies available to the region. In addition the region has decided to increase the number of subsidies available to 616 by supplementing the provincial funds with a regional contribution of 20% of the cost of the original 493 subsidies.

The region is examining a number of options on how best to deliver the subsidies. Allocation could be to those applicants meeting the new criteria. Another method would be to "flip" eligible parents currently receiving subsidy over to a JOTF subsidy, thereby freeing up the regular subsidies for those on the waiting list who do not meet the JOTF criteria. Combining the two approaches is also being looked at. This last would allow for greater flexibility and could be used to assist centres in financial difficulty due to empty full-fee spaces.

A report outlining the various options and recommending an implementation plan will be completed by the beginning of April.

Child Care Workers Move Closer to Wage Parity

The Regional Municipality of Ottawa-Carleton has voted to spend its 20% of child care funding at 100% of actual cost in order for child care providers in community child care programs to continue to move towards achieving wage parity with regional

child care staff. The initiative, part of pay equity, began in 1990 and 1991 when the region gave the community based programs a 3% increase on top of their cost of living increase.

The decision, which is retroactive to 1992, means that in excess of \$200,000, covering 1992 and 1993, will go towards improving the salaries and benefits of child care workers in community-based programs in the region.

METRO TORONTO

Metro Stands Firm on Existing Cuts

The Management Committee of Metro Council has refused to support a staff and community request to re-instate child care subsidies cut last year. Preferring to minimize the property tax increase rate for 1993, Metro councillors are holding the line on last year's funding cuts to critical programs such as child care subsidies and services for seniors. This is in spite of an overall \$65-million surplus in Metro's budget, at least half of which was derived from cuts to the Community Services budget last year. At that time Metro Council cut 546 child care subsidies, closed six Metro school-age child care programs and began contracting out cooking and cleaning jobs in child care programs. At the same time parents were hit with substantial increases in user fees. Although Metro admits that the unanticipated surplus is a direct result of last year's cuts, it refuses to roll-back user fee increases and re-instate subsidies.

One area which continues to emerge unscathed from Metro cost-cutting is the police department. Metro's police budget is expected to come in at close to \$600 million for 1993. The contrast is instructive. Once seen as a government with progressive leaders, Metro Council is willing to cut expenditures in vital community programs yet waste millions on new police vehicles and guns.

Unemployed Face Child Care Subsidy Cuts

In a further demonstration of its inability to grasp the realities facing Metro's poor and unemployed, the Community Services and Housing Committee has voted to cut child care subsidies to the unemployed. At present, out-of-work parents can continue to receive child care subsidy for up to six months while they look for employment. If unsuccessful in finding a job by the end of that time they may apply for an extension.

The new policy eliminates child care subsidies for unemployed parents after four months. There will be no extensions.

Metro says it is concerned about the number of people on social assistance, yet it is cutting back on a critical support to unemployed parents who are trying to find work. Single mothers will be the group most affected by this measure - a measure that, in effect, punishes parents for the "crime" of being unemployed.

E V E N T S

FORUM 1993

THE NORTHWESTERN ONTARIO REGIONAL DAY CARE COMMITTEE

FRIDAY APRIL 30, 6:30 P.M. - 10:00 P.M.

SATURDAY MAY 1, 9:00 A.M. - 4:00 P.M.

Keynote Speaker:

Tony Silipo,
Minister of Community and Social Services
Friday April 30, 8 p.m.

Location: NorWester Resort Hotel
2080 Highway #61

Sponsored by: Northwestern Ontario Regional Day
Care Committee (NWORDCC)

NWORDCC gratefully acknowledges the assistance of the Ministry of Community and Social Services.

FED UP? SHOW UP!

MAY 15 • PARLIAMENT HILL • OTTAWA

Women and women's groups from across Canada are taking the message to Ottawa that we want child care, not child poverty; we want jobs, not attacks on the unemployed; we want fair trade, not Free Trade; we want equity and equality, not discrimination and racism; we want a social agenda based on fairness, not an agenda dedicated to multinational corporations at the expense of the rest.

Free! Buses to Ottawa, return the same day. Call now to reserve your seat. Contact the OCBCC (416) 538-0628.

ACTION CANADA CARAVAN

ON THE ROAD TO OTTAWA

Child care advocates! Join the Action Canada Caravan when it visits your community and help put child care back on the national agenda! The Action Canada Caravan is criss-crossing the country from Campbell River B.C. to St. John's Newfoundland visiting more than 50 towns and cities to collect your message to take to Ottawa on May 15.

Contact the OCBCC to find out how you can make child care a part of the Action Canada Caravan. For further information call: OCBCC (416)533-7188 or May 15 Info Line: 1-800-363-9005

CHILD CARE FUNDING CUT, SUBSIDIES FROZEN IN MANITOBA

Manitoba Family Services Minister Harold Gilleshammer has announced cuts to operating grants, a freeze on subsidised child care spaces and increased user fees for parents. The province claims to be directing government funding instead to organizations which "deliver key human services such as child protection, support to the frail, elderly and adult mental health agencies".

The number of subsidised child care spaces in Manitoba will be capped at 9,600 and a freeze implemented on the licensing of new child care spaces. The Manitoba Child Care Association (MCCA) has indeed been calling for a freeze on newly licensed programs so that funding can be directed to existing programs. However, with 10,000 child care subsidies currently in the system, the subsidy cap of 9,600 means a loss of 400 subsidies. It is expected that the subsidies will be cut through a process of attrition. In addition, effective April 1, 1993, parents receiving subsidy will pay an extra \$1.40 per day for child care as a result of the government reducing its subsidy fee by that amount. This is on top of the \$1 per day many centres already charge. Operating grants for licensed child care centres will also be reduced by 4%, while licensed nursery schools will see a 50% grants cut. If centres and nursery schools continue to operate despite these cuts it will almost certainly mean lower salaries and fewer benefits for child care professionals.

The Seeking Employment Subsidy has been reduced, to two weeks from eight weeks twice a year. Full time students will be eligible for only two weeks once per year.

Funding withdrawals were announced for 56 social, cultural, and environmental organizations by Finance Minister Clayton Manness. Those affected include the Family Day Care Association of Manitoba, the Self-Help Parents Project of the Learning Disabilities Assoc. of Manitoba, the Manitoba Anti-Poverty Organization and a number of aboriginal Friendship Centres. The Manitoba Child Care Association will no longer receive its grant of \$50,000, \$5,000 of which is forwarded to the Day Care Volunteer Program. MCCA representatives stress the organization will not close its doors, but that they will have to re-assess services in the light of the \$45,000 funding loss.

NO BENEFIT FOR CHILDREN IN "NEW CHILD BENEFIT"

As of January 1, 1993 the universal family allowance program, established in 1944 with the unanimous consent of all parties, is no more. Existing federal child benefits have been replaced by a "new child benefit" and an increase in the child care expense deduction. The reforms will mean increased savings for wealthy families, and will do nothing to ease child poverty or increase the number of affordable child care spaces in Canada.

In the Spring/Summer 1992 issue of *Perception*, Caledon Institute of Social Policy president Ken Battle noted that families on welfare will receive slightly fewer child benefits under the new system, while families earning in excess of \$100,000 per year will see their benefits increase. Income tax savings from an increased child care expense deduction is the chief reason why higher income families will receive higher benefits. Osgoode Hall Law

continued pg 14

QUEBEC CHILD CARE STAFF STAGE ONE DAY WALKOUT

Child care staff in 163 child care centres unionised under the CSN walked off their jobs on April 22 in protest over the Quebec government's refusal to address their wage demands. With an average wage of \$9.30 an hour, Quebec's child care staff earn below the national average of \$9.60 an hour. The abysmally low salaries are the main reason for the 32% employee turnover rate in Quebec's child care sector. Some 60 non-unionised child care programs gave staff time off to attend the demonstration.

Gathering at the Palais de Congres in Montreal, child care workers went on to stage a demonstration in front of the offices of Minister Violette Trepanier. Trepanier is responsible for L'Office des Services de Garde a L'Enfants, which governs the wages for child care staff. Last September Trepanier stated she agreed that sector wages were too low. However, she has since refused to meet with representatives from the CSN to discuss the issue.

The CSN planned the strike in cooperation with the U.S. Worthy Wage Campaign (see page 4), which is staging numerous actions across the U.S. to dramatise the plight of underpaid child care staff. Child care communities in other parts of Canada will also be staging lobbies and demonstrations on this issue throughout the spring.

Said Patty Hnatluk, co-ordinator of the Worthy Wage Campaign, "These common activities are a first in North America. Child care workers have too much to share for this show of solidarity to be stopped." CSN vice-president Claudette Carbonneau echoed the sentiment when she said, "Over and above recognition for their work, what is at stake here, let's not forget, is the overall quality of public service."

NEW FUNDING WILL BENEFIT CANADA'S FAMILY RESOURCE MOVEMENT

The Canadian Association of Toy Libraries and Parent Resource Centres (TLRC Canada) has launched a two-year project to help develop and strengthen family resource networks across the country. With a grant provided by Health and Welfare Canada, the association of 427 members will carry out an ambitious plan to link programs and related services throughout its five regions.

"Isolation can be a big problem for programs," says Project Coordinator Maureen Kellerman. "The major goal of TLRC's regional development project is to assist programs to connect with one another through networking."

The Association is using a community development model to ensure local input and participation in project activities. Meetings are either currently underway or in the planning stage in each province.

Established in 1987 to promote community-based family resource services, TLRC Canada had been hampered in the past by a lack of funds. "Family resource services have been developing at a tremendous rate over the past few years. This grant will enable programs to exchange information and ideas and to share expertise," Ms. Kellerman says.

TLRC Canada is confident that by strengthening the capacity of programs to respond to the needs of those who care for young children this project will, in turn, strengthen Canadian families.

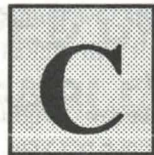
from pg 13

Professor Neil Brooks notes that a single mother claiming \$5,000 in child care expenses from a taxable income of \$25,000 will benefit to the amount of \$1,340 under the new system. A two-parent two-income family with combined earnings of \$150,000 claiming the same \$5,000 will receive a benefit of \$2,450 - almost twice that of the poorer family.

Battle points out that in its promotion of the program the government excludes figures in order to "prove" the assertion that the new benefit will help the poor. It is true that monthly benefits will go up; however, when all annual child benefits are taken into consideration a family on welfare is shortchanged. For example, the new benefit discriminates against the unemployed and those on social assistance by paying a \$500 Earned Income Supplement to working parents only.

The new benefit will penalise those parents who cannot find work in a market where unemployment is above 10%. It does not create child care spaces which could support unemployed parents in finding work. That one in six Canadian children lives in poverty is unaddressed. The fact remains that those most in need will not benefit from the "new child benefit" at all.

NEW NATIONAL STUDY HIGHLIGHTS WAGE REALITIES



Child care advocates have welcomed the release of the final report from the national study **Caring For A Living: A Study on Wages and Working Conditions in Canadian Child Care**. A joint project of the Canadian Day Care Advocacy Association and the Canadian Child Day Care Federation, the survey was conducted by social policy research and communications firm Karyo Communications Inc., with Patti Schom-Moffatt as principal researcher. As part of a federal task force on child care Karyo and Schom-Moffatt had carried out the national study **The Bottom Line: Wages and Working Conditions of Child Care Employees** in 1984. Prior to **Caring For A Living** the 1984 study was the only data available on the wages of Canadian child care workers.

The cornerstone to the delivery of a quality child care system is the people caring for our children. Given the tremendous responsibility inherent in the job, child care advocates have long suspected that child care staff have been subsidising child care services through low wages and few benefits. **Caring For A Living** confirms these suspicions and makes clear that the subsidisation has not been without significant cost to the child care worker. For the most part, the study found that child care staff enter the field of early childhood education because of their care and concern for children. And most likely, they will leave the field because the value of the work they perform is not recognised by society, and because they do not receive appropriate compensation.

Caring For A Living examines, among other factors, the wages, education, and experience of child care staff as well as benefits and working conditions, career options, mobility and tenure. It covers recommendations for the child care field, job satisfaction, turnover and perceived respect. Centre demographics are examined in detail, including the number of children in centres, proportion of filled spaces, degree of difficulty in filling spaces, and centre resources. While the study is national in scope, a breakdown of the results by province is also provided.

Child care is a predominantly female occupation and the wages paid reflect this. Despite the fact that child care workers are better educated than the majority of Canadian workers, their salaries fall near the bottom of those of industrial wage earners. The low wages in child care place many child care workers near or below the poverty line. None of this will come as news to child care workers. But the detailed documentation provided by

this study will be an invaluable aid in educating politicians and the public concerning the need for both better wages for child care staff and adequate funding for the sector as a whole. With a federal election just around the corner and a national child care campaign about to be launched, the timing of the release of this report couldn't be better.

To obtain copies of *Caring For A Living* contact the Canadian Day Care Advocacy Association, 323 Chapel Street, Ottawa, Ont., K1N 7Z2 (613) 594-3196.

CHILD CARE GROUPS LAUNCH CAMPAIGN CHILD CARE



With a federal election looming this fall, Campaign Child Care 1993 has been established to put child care back on the political agenda. Comprised of the Child Care Advocacy Association of Canada (formerly the Canadian Day Care Advocacy Association) in conjunction with labour, women's, visible minority, anti-poverty and provincial child care advocacy groups, Campaign Child Care '93 has made "**Children: Our Hope, Your Future**" the theme of an extensive national campaign the politicians will not be able to ignore.

The current federal government has refused to make child care a national priority. Last year Health and Welfare Minister Benoit Bouchard announced the "killing" of any plans for a national child care program. Yet fewer than 12% of Canadian children are able to access licensed child care programs, and according to recently released figures from Statistics Canada, 68% of women with young children were either working or looking for work.

Campaign Child Care '93 has established a national working group made up of the Child Care Advocacy Association of Canada, NAC, the Canadian Labour Congress, the National Organization of Immigrant and Visible Minority Women, Child Poverty Action Group, the Assembly of First Nations, the OCBCC, the British Columbia Action Coalition, and the Public Service Alliance of Canada. The working group will develop and distribute fact sheets, editorials and articles for newsletters, a report card on the child care records - and promises - of the three main political parties, an election brochure and regular bulletins for the campaign. The Canadian Labour Congress is distributing a poster highlighting the child care campaign. Other national and provincial organizations will be invited to endorse and participate in the campaign.

The OCBCC, in conjunction with labour and social partners in Ontario, will be organizing local and provincial events during the campaign and will be encouraging members to actively participate in planning events across the province.

Politicians and television viewers caught a glimpse of what is to come when the national public affairs program W5, as part of an examination of the growing need for child care, covered campaign preparations in its Sunday March 21 broadcast. Organizers expect the momentum to build to the extent that every politician will have to address the call for a national child care program.

For more information contact Zeenat Janmohamed at the OCBCC office. (416) 538-7630

NEW IN THE OCBCC RESOURCE ROOM...

Storytime Handbook for Daycare Workers

How to conduct a storytime programme, theme ideas, annotated lists of picture books, practical ideas for using films and cassettes. Special section "A Visit To" features lists of books, songs, films and fingerplays to accompany daycare outings.

Limited quantities available free from: Helen Lerach, Daycare Resource Project, Regina Public Library, P.O. Box 2311, 2311-12th Avenue, Regina, Saskatchewan S4P 3Z5.

Market Madness: The Distribution of Money and Time Over the Past Twenty Years

A 'Social Infopac' produced by the Social Planning Council of Metro Toronto. Examines how the market has redistributed money to Canadians over the past twenty years and the role government programs have played in these changes. Challenges the necessity of these developments and offers a set of principles on which to develop policies of change.

To order contact Mary Micallef at the SPC, (416) 351-0095

The Flexible Services Development Project - Interim Status Report

An interim report on thirteen pilot projects focused on the development of child care policies and services for:

- * rural and geographically isolated families
- * families requiring child care outside of normal service hours
- * families faced with short-term emergencies
- * children with minor, short-term illnesses

The report also provides some background to the Flexible Services Development Project and the establishment of the pilot projects.

Our Traditions, Our Children, Our Future

Proceedings of the Native/Aboriginal Early Childcare Issues Conference
Fredericton, New Brunswick, November 6 & 7, 1992

Includes the directors' meeting, panel discussion and keynote address as well as workshops proceedings and closing remarks.

Caring For a Living: A Study on Wages and Working Conditions in Canadian Child Care. A Joint Project of the Canadian Day Care Advocacy Association and the Canadian Child Day Care Federation. (See page 14)

CALENDAR

Third Annual National Child Care Conference

Children: The Heart of the Matter
Sponsored by the Canadian Child Care Federation
Westin Harbour Castle Hotel
Toronto, Ontario
May 26 - 29, 1993
Contact: Canadian Child Care Federation
Tel: (613) 729-5289

The Intelligent Heart: Approaches to Therapy With Women

A Series of Workshops Continuing Through June 5, 1993
Sponsored by Community Resources and Initiatives
Contact: Louise Horton, CRI, 344 Dupont St., Suite 106, Toronto Ontario, M5R 1V9
Tel: (416) 924-8998

Adventure Place

20th Anniversary Conference: "Celebration of Childhood"
Monday May 3, 1993
Faculty of Education, University of Toronto
371 Bloor St. West, Toronto
Tel: Adventure Place (416)224-5890

ON THE ROAD AGAIN FOR QUALITY CHILD CARE



Last fall we told you how Howard Clifford, the National Advisor on Child Care for Health and Welfare Canada, undertook to bicycle across Canada in support of child care. The first half of his journey ended in Winnipeg. Beginning later this spring Howard will be setting out to complete his cross-Canada adventure. From Winnipeg, where last year's leg ended, Howard will move on to visit the rural and remote areas of Northern Ontario en route to the Maritimes, where his journey will end September 11 in St. John's Newfoundland. As with last year's odyssey, Howard will be visiting as many child care programs as possible, with childcare associations in each province organising the itinerary.

Howard set out last year to listen to the hopes and aspirations of child care staff and parents from the myriad of day care communities in rural and remote Canada. From Victoria to Dawson Creek, Fort Nelson through the Yukon and on into Saskatchewan, Howard heard from both remote communities and their larger urban counterparts. Each has its own distinctive child care issues and many are struggling to find their own creative solutions.

The support and participation generated by Howard's trip was overwhelming. Howard says that although he expected interesting conversations with parents and day care people along the way, he thought "...most people would be indifferent to a middle-aged bicyclist coming through their communities." Instead, says Howard, "There was this incredible outpouring of excitement and bonding that took me by surprise. People were hungry and thirsting to share the positive aspects of child caring."

What thrilled Howard most of all was how the children caught the spirit of the trip. More than one hundred children on tricycles gathered outside Dawson City to accompany Howard to a barbecue. 600 children were waiting to greet Howard when he reached Edmonton. And in countless communities, Howard enthralled children at circle time with stories of the adventures of his small-wheeled bicycle, "Skooter".

Mayors and reeves from large and small communities welcomed Howard and expressed their delight that he would visit these out of the way and often forgotten places. The local media provided excellent coverage and provided child care advocates, providers, and parents with the opportunity to have media attention focused on community child care programs and issues.

Howard says that, in particular, he will never forget the dedication and devotion of the child care staff in the communities he visited on his trip. Many of these are not even household names to people in the child care community, much less to the general public. "But if we had our values right" says Howard, "their names would be respected in every household."

Watch for details on Howard's journey and how you can get involved in our next issue.

COALITION HOLDS FIRST COUNCIL MEETING OF 1993

Representatives from across Ontario ignored the weather forecaster's storm warnings and gathered at Toronto's New City Hall on February 22 for a meeting of the OCBCC Council. The day's agenda included a presentation and discussion of a Coalition working paper **Management, Financing, and Cost-Recovery in a Reformed Child Care System**, prepared by the Coalition as a supplement to the government's discussions. (See page 5.) The Council also received an update on the constituency lobby (see page 9) and heard regional, **jobsOntario**, and pay equity reports.

A presentation by Ottawa-Carleton's Jaimie Kass and Metro Toronto Coalition coordinator Zeenat Janmohamed on the proposed national child care campaign received unanimous - and enthusiastic - endorsement from the Council Members. (See page 15.) Guest speakers at the Council meeting were John Clarke, provincial organizer for the Ontario Coalition Against Poverty and Bill Howes, executive assistant with the Labour Council of Metro Toronto and York Region. Clarke spoke on proposed changes to Ontario's social assistance legislation which, anti-poverty activists fear, will introduce punitive measures to force social assistance recipients into mandatory volunteer programs or low-wage job ghettos. Clarke pointed out that it is important to remove barriers to employment and retraining for those on welfare, but that the poor must not be penalised for the extent of job loss experienced in Ontario since the signing of the Free Trade Agreement and the onset of the recession. Clarke asked Council members to ensure that child care in particular is not used to force women into jobs which pay at below subsistence-level rates.

Labour Council spokesperson Bill Howes updated members on proposed changes to Canada's UI system (see Child Care Challenge, Winter 1993) and plans for a Toronto rally against the cuts. The rally (which subsequently saw over 7,000 people converge at Nathan Phillips Square and march to Tory headquarters in downtown Toronto) is one of a series of events leading to a major demonstration in Ottawa later this spring. (See page 12.)

The meeting was also the occasion for elections to the executive and council. New on the executive is Noreen McChesney, who will alternate with Barb Lysnes as the representative from Northern Ontario. Council elected new individual members Karen Chandler and Diana Fong, and the OCCCA chose Nancy Rubenstien as their new Council representative.

NETWORK MEMBERS MEET FOR ANNUAL FORUM

Over 60 program supervisors, child care providers, Board members, and advocates from across Ontario attended the OCBCC Child Care Network Forum held at Toronto's New City Hall on Saturday afternoon February 20. Thunder Bay, Peterborough, North Bay, Waterloo, Sarnia, the Ottawa-Carleton region, Sudbury, Cobourg and Metro Toronto were just some of the Ontario child care communities represented.

In her opening remarks Ontario Coalition for Better Child Care president Jane Bertrand stressed the importance of child care programs having a provincial voice for both political and advocacy purposes. As child care reform moves us into base funding it is the programs delivering the service which will be taking the leadership role in child care. A new

continued pg 18

Ontario Fair Tax Commission:

Public Hearings Schedule

May 7 - Sault Ste. Marie

May 12 - Timmins

May 13 - Sudbury

May 17 - St. Catharines

May 19 - Kenora

May 20 - Thunder Bay

May 25 - Grey Bruce

June 1,2 - Ottawa

Commissioners from the Fair Tax Commission will be present at the meetings to hear from the community concerning Ontario's tax system A discussion paper is available.

Contact: The Fair Tax Commission, 1075 Bay Street, 6th Floor, Toronto, Ontario M5S 2B1 Tel: (416) 325-8222

Healthy Places/Healthy People III

1993 Annual Conference

Communities in Action - You Make A Difference

Sponsored by the Ontario Public Health Association

November 14- 17, 1993

Holiday Inn, Sudbury Ontario

Contact: OPHA (416)367-3313

Helping Not Harming

A Public Forum on Appropriate Limit Setting for Young Children

Sponsored by the Infant Mental Health Promotion Project and the North York Inter-Agency Community Council (NYIACC)

Thursday May 13, 1993

7:00 - 9:00 p.m.

North York Board of Education, 5050

Yonge St., Assembly Hall, 1st Floor

Admission is Free

Contact: NYIACC (416) 490-8903

C.M. Hincks Institute

Families required for child development study.

Mothers and infants between 12 and 24 months needed to fill out questionnaires and visit playroom. Opportunity to

continued pg 18

from pg 17

observe assessment process and receive feedback on infant's development.

Contact: Mirek Lojkasek

Tel: (416) 972-1935 ext: 3313.

Schooling Under the NDP: What is Happening? What is Possible?

A Conference on Public Schooling and Social Democracy

Ottawa, June 5-6, 1993

Sponsored by Our Schools/Our Selves

Contact: Henry Smaller, Dept. of History and Philosophy, Ontario Institute for Studies in Education, 252 Bloor St. West, Toronto M5S 1V6

Tel: (416) 536-0414 (Home)

Young Children in a Violent World: Strategies for a Non-Violent Tomorrow

May 12 - May 14, 1993

Novotel

3 Park Home Avenue

North York Ontario

Sponsored by the North York Inter-Agency and Community Council

Contact: Patricia Quinn (416) 490-8903

A Time for Action...A Time for Change

Social Justice Conference

April 30 - May 1, 1993

King's College, London, Ontario

Speakers: Maude Barlow, Judy Darcy, Gord Wilson, Joe Fahey.

Actions and alternatives to the corporate agenda: strategies for communities.

Contact: Mark Priest, London and Area Coalition for Social Justice

Tel: (519)432-2123

Ending Violence Against Women:

Moving Into Action

April 29, 30, May 1

Althouse College

University of Western Ontario

London, Ontario

Sponsored by the London Battered Women's Advocacy Centre and the University of Western Ontario

Contact: The Faculty of Continuing Education, UWO, Tel: (519)661-3631

from pg 17

management structure and funding mechanism in a reformed child care system will require the establishment of a body to negotiate with the government for child care programs. Through the Child Care Network, already established as the provincial voice for non-profit child care, members can be a part of the representative body which already has a seat at the provincial child care table.

Forum participants also looked at how the Network could open its membership beyond child care programs. It was agreed that a membership category within the Network should be established for agencies which, while not service providers themselves, provide support for child care services. It was also proposed that a special category be created for organizations representing communities - such as the aboriginal and francophone - which, for historic and cultural reasons, should have a special status within the Network. Both proposals will be brought forward by Network representatives on the OCBCC executive to the April executive meeting. A possible restructuring of Network membership at the local level is being taken back to the local communities for further discussion.

After a discussion of broader based bargaining led by Jaimie Kass of Ottawa-Carleton, and an update from Network insurance representative Anne Spencer, members broke into four regional groups and confirmed their Council and Network representatives. The Network will meet again during the October fall forum.

While the afternoon agenda was a full one, the Forum's central theme was prominent. The OCBCC Child Care Network has the capacity to strengthen the child care community's ability to organize, advocate, and negotiate. Child care programs have the opportunity to have a real say in how the child care reform process unfolds by advocating for a stable and rational plan to support non-profit child care in Ontario, and an active membership can effectively lobby for policy decisions which will benefit the child care community as a whole.



ARE INSURANCE COSTS EATING INTO YOUR BUDGET?

TAKE A LOOK AT THE NETWORK'S GROUP BENEFIT PLAN!

Presently 350 child care workers are protected by one of three Plans offered by **The Child Care Network**. Our goal is to have 500 Plan participants by the beginning of May. We can reach our goal with your support!

Here's how it works. The more Plan participants there are, the more potential we have to become a powerful group that can negotiate the best insurance coverage for child care workers, at greatly reduced costs.

Take a look at Ontario's fastest growing group insurance plan for child care workers. We can give you a simple cost analysis and show you just much money you can save.

The Plan includes:

- life insurance
- dependent life insurance
- long term disability benefit
- healthcare (100% reimbursement)
- dental care (including orthodontic coverage)
- vision care
- same sex spousal coverage
- permanent part-time employees with a minimum of 20 hrs per week.

For more information call Eileen Condon, Network Co-ordinator at the Coalition office (416) 538-0628.

IT IS TIME TO GROW...



ISN'T IT TIME THAT YOUR PROGRAM JOINED THE CHILD CARE NETWORK ?

The next several months are critical to the future of child care in Ontario.

As child care reform moves towards base funding it is the programs delivering the service which will be taking the leadership role in child care. A new management structure and funding mechanism will require the establishment of a body to negotiate base funding with the government for child care programs.

The Child Care Network will fulfill that role! With a strong membership base, **The Child Care Network** will have the clout necessary to push child care reform through within this government's mandate.

YOUR MEMBERSHIP WILL MAKE THE DIFFERENCE!!

NETWORK MEMBERS:

- *are part of a strong organization which will negotiate with the provincial government on behalf of the child care sector
- *are eligible to participate in one of the most comprehensive group benefit plans available to child care workers in Ontario
- *are represented on the Coalition Council and Executive
- *have access to accounting and management software, especially designed for Canadian child care centres
- *have access to computer support services
- *free copies of **The Child Care Challenge** and **The Child Care Management Guide**
- *a bi-monthly Network Newsletter keeping programs up-to-date with the latest child care news, and more
- *The Child Care Challenge Newsletter, published quarterly.



Join The Child Care Network Today

Name _____

Address: _____

City _____ Prov _____ Postal _____

Tel:(w) _____ Tel:(h) _____ Fax: _____

Membership Fees

Child Care Centres	\$125.00	Private Home Day Care	\$ 75.00
	+ \$1 per licensed space		+ \$1 per licensed space

Other unlicensed child care related programs, such as resource centres, drop-in centres, and toy lending libraries \$50.00