

March 17, 1987.

Dear Friends,

The next three months are crucial to the development of a comprehensive system of quality child care in Canada. The NAC Child Care Sub-Committee is counting on the support of your organization in the coming period.

By June 30, 1987, the federal government will announce a National Child Care Policy. Before then, two things will happen.

- \* Before the end of March, the Special Parliamentary Committee on Child Care, which was appointed by the Mulroney government, will submit its report to the House of Commons.
- \* Before the end of June, the federal and provincial governments will agree on some changes to the current cost-sharing arrangements for financing child care. Negotiations between the two levels of government are already underway.

The NAC Child Care Sub-committee believes that governments have decided to move on child care policy now because they recognize that support for a system of universally-accessible, quality child care is building quickly. The want to make some high profile but limited reforms immediately before the pressure for significant reform gathers even more momentum.

Some of the proposals being considered by the governments are dangerous. They will move child care policy away from the goal of a comprehensive system of universally-accessible, quality, non-profit care. We are especially worried about two proposals: relying on the tax system as a means to finance child care and encouraging the expansion of profit child care services.

The National Action Committee is working closely with the Canadian Day Care Advocacy Association and the Canadian Labour Congress to influence government policy during this crucial period in the direction of a comprehensive, universally-accessible system of quality, non-profit child care. We would like the active support of your organization for two activities in particular.

- (1) Responding to the Report of the Special Parliamentary Committee on Child Care

NAC is co-operating with the Canadian Day Care Advocacy Association (CDCAA), the Canadian Labour Congress (CLC) and other organizations to hold press conferences in Ottawa and each of the provinces to respond to the Report of the Special Parliamentary Committee.

. . . more



We would like your organization to watch for these press conferences and to write letters in support of the NAC position to:

1. Prime Minister Brian Mulroney (with copies to Health and Welfare Minister Jake Epp), House of Commons, Ottawa;
2. Your provincial Premier and social services minister;
3. Local media.

More information on the NAC position may be obtained from your NAC Regional Representative (see the enclosed list).

(2) Influencing Federal-Provincial Negotiations

In the period after the Special Committee submits its Report, pressure must be put on provincial and federal governments to ensure that any regressive recommendations are rejected and measures are taken instead which will lead to the creation of a comprehensive system of quality, non-profit child care.

The National Action Committee and the Canadian Day Care Advocacy Association have already agreed to co-operate in a Canada-wide petition campaign in April and May. We are hoping that the Canadian Labour Congress and other organizations will join us in this.

We need the support of all member organizations of NAC for this petition campaign. I hope that we can count on you.

Copies of petitions and supporting literature will be sent to your organization at the beginning of April. At this point, we would like you to begin to make arrangements to circulate the petitions when they arrive. (Be creative with your plans -- parents and their supporters are everywhere! Petitions may be circulated at meetings, in shopping centres, laundromats and door-to-door).

Enclosed with this letter is a package of background information on NAC's child care policy. Extra copies of any of the pieces are available from the NAC Child Care Sub-Committee through the NAC office in Toronto. If you have any questions which you need a quick answer to, you may call me at home (416) 598-3922.

Thanks for your co-operation.

Yours sincerely,

*Barbara Cameron*

Barbara Cameron,  
Chairperson,  
NAC Social Services Committee.

# Government action is needed

---

Governments in Canada must recognize child care as a basic social service, not a welfare programme. They must make a commitment to build a Canada-wide system of universal, quality child care.

NAC calls on governments to begin immediately to negotiate a new federal-provincial agreement for sharing the costs of child care. This agreement should be expressed in a new Child Care Financing Act introduced as soon as possible in the federal parliament.

NAC opposes attempts by governments to bury their heads in the sand by responding to the demand for quality child care through piece-meal measures. Specifically, NAC opposes the channelling of new public funds to profit-making child care centres and the use of the tax system to put a few extra dollars in the hands of child care users.

---

**Public funds must go to the creation of new, quality, non-profit and public child care services.**

---

“ We believe that child care is the social policy issue of the decade. The next five years represent a turning point during which concrete action to begin to transform child care and parental leave policies into a true system must take place. We can no longer take an ostrich-like approach, burying our heads in the sand while ignoring the developing crisis around us. ”

Report of the Task Force on Child Care (1986)



# CHILD CARE

I am interested in being actively involved in NAC's fight for a Canada-wide system of quality child care. Please put my name on your mailing list.

Name .....

Address .....

Phone .....

Organization (if any) .....

Mail to:  
Child Care Sub-committee,  
National Action Committee  
on the Status of Women,  
344 Bloor St. West, Toronto, Ontario.



**NATIONAL  
ACTION  
COMMITTEE**  
ON THE STATUS OF WOMEN

# A Canada-wide child care system

---

The National Action Committee on the Status of Women supports a comprehensive system of services for pre-school and school-age children. At the centre of such a system would be group care for children in child care centres. This would be supplemented by licenced family home care for children and parents with special needs.

A flexible system of quality child care should be:

**Universally accessible** Child care is not a welfare measure but a necessary social service. It must be available to all parents who choose to use it.

**Publicly funded** Child care, like the school system, must be supported out of public funds.

**Non-profit** There is no margin for profit in quality, accessible child care. Public funds should not subsidize commercial operators.

**Regulated** All Child care services must be monitored to ensure that they maintain high standards with respect to the emotional and intellectual development and physical

**Democratic** Parents must be given a significant role in the running of child care centres. Child care workers must also have a voice in the decision-making of centres.

**Fair** Child care workers should not subsidize services through their low wages. They must receive fair compensation for their training and labour.

**Egalitarian** Child care programmes should promote the full development of all children. Respect for each child regardless of sex, race, ethnic or religious background must be encouraged.



CHARLES RASNIK

# Who needs a comprehensive system of child care?

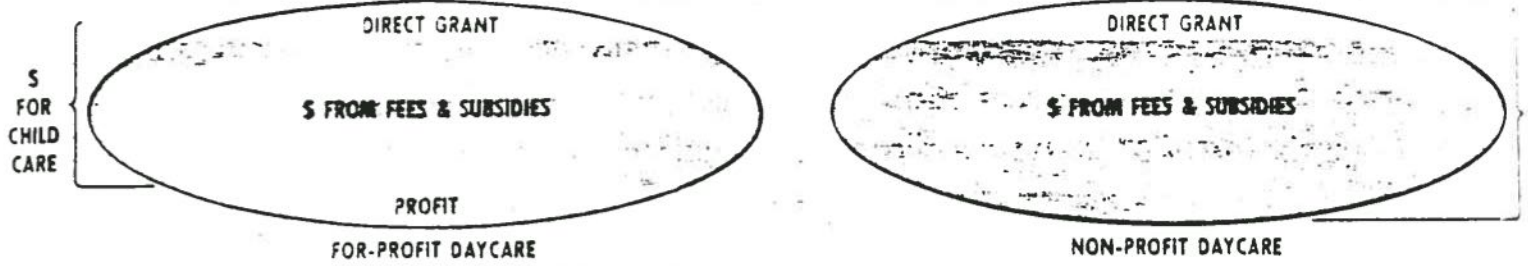
---

**Children do** Canada's children deserve the best our country can afford. Resources must be channelled into a system of high quality, non-profit and public child care.

**Women do** The Royal Commission on the Status of Women in 1970 and the Royal Commission on Equality in Employment in 1984 recognized child care services as an essential condition for the achievement of the equality of men and women.

**Men do** More and more fathers are sharing in the child care responsibilities of families. Women's equality and good child care are goals of men as well as women.

**Canada does** A system of high quality child care is a good investment in the future for all of us.



In a non-profit program, all income — from parents' fees and public funds — is used for childcare.

In a for-profit program, a portion of income — from parents' fees and public funds — goes to the owners, and is lost to childcare.

Even with a direct grant, in a for-profit program, less money would be spent on the childcare program, and salaries would still be considerably lower than salaries in a non-profit program.

**THIS IS A POOR USE OF PUBLIC DOLLARS AND POOR PUBLIC POLICY.**

*How does a for-profit sector affect the quality of childcare?*

- All evidence indicates that the for-profit sector is much less likely to provide high quality care, and much more likely to provide poor care than the non-profit sector.
- The for-profit sector, in Canada, and in other countries, has actively worked to reduce childcare standards, and has lobbied against improvements in regulations and financial accountability.
- Improved public funding for for-profit childcare, particularly in the form of capital or direct grants, will allow the for-profit childcare sector to expand to dominate the field and determine the quality of care. In Alberta, this has resulted in an erosion of childcare standards.

*What can you do?*

- 1 Oppose any federal or provincial moves to improve public funding to for-profit childcare owners
- 2 Phone, write, or visit your federal and provincial Members of Parliament or provincial legislature
- 3 Contact your provincial Minister in charge of childcare and the federal Minister of Health and Welfare
- 4 Ask other individuals and organizations to do the same

**THE CARE WHICH CHILDREN RECEIVE IN THEIR EARLY YEARS, IN THE FAMILY AND IN ALTERNATIVE SETTINGS, IS OF THE UTMOST IMPORTANCE. CANADA NOW STANDS AT A WATERSHED IN THE DEVELOPMENT OF PUBLIC POLICY WHICH WILL OFFER FAMILIES A RANGE OF OPTIONS TO HELP THEM PROVIDE THIS CARE. LET'S BEGIN TO BUILD THE SERVICES WHICH WILL DO THE BEST JOB, AND MAKE THE BEST USE OF PUBLIC FUNDS . . . ACCESSIBLE, AFFORDABLE, HIGH QUALITY, AND NOT-FOR-PROFIT CHILD CARE.**

**FOR FURTHER INFORMATION, CONTACT:**

- National Action Committee on the Status of Women . . . . . 416-922-3246
- Canadian Day Care Advocacy Association . . . . . 613-594-3196
- Ontario Coalition for Better Day Care . . . . . 416-535-4188

# CHILD CARE FOR-PROFIT: WHY WE OPPOSE IT

Over the past decade, childcare advocates, women's, religious, and voluntary organizations, labour groups and many others have developed a consensus around a future direction for childcare in Canada.

*"... we feel that the Canadian family must have a childcare system which ensures accessibility, quality, affordability, parental involvement, provider direction, good sponsorship, adequate wages and working conditions."*

*Manitoba Home Economics Association*

Many of those who have advocated for high quality childcare believe that public funds should not be used to support for-profit childcare.

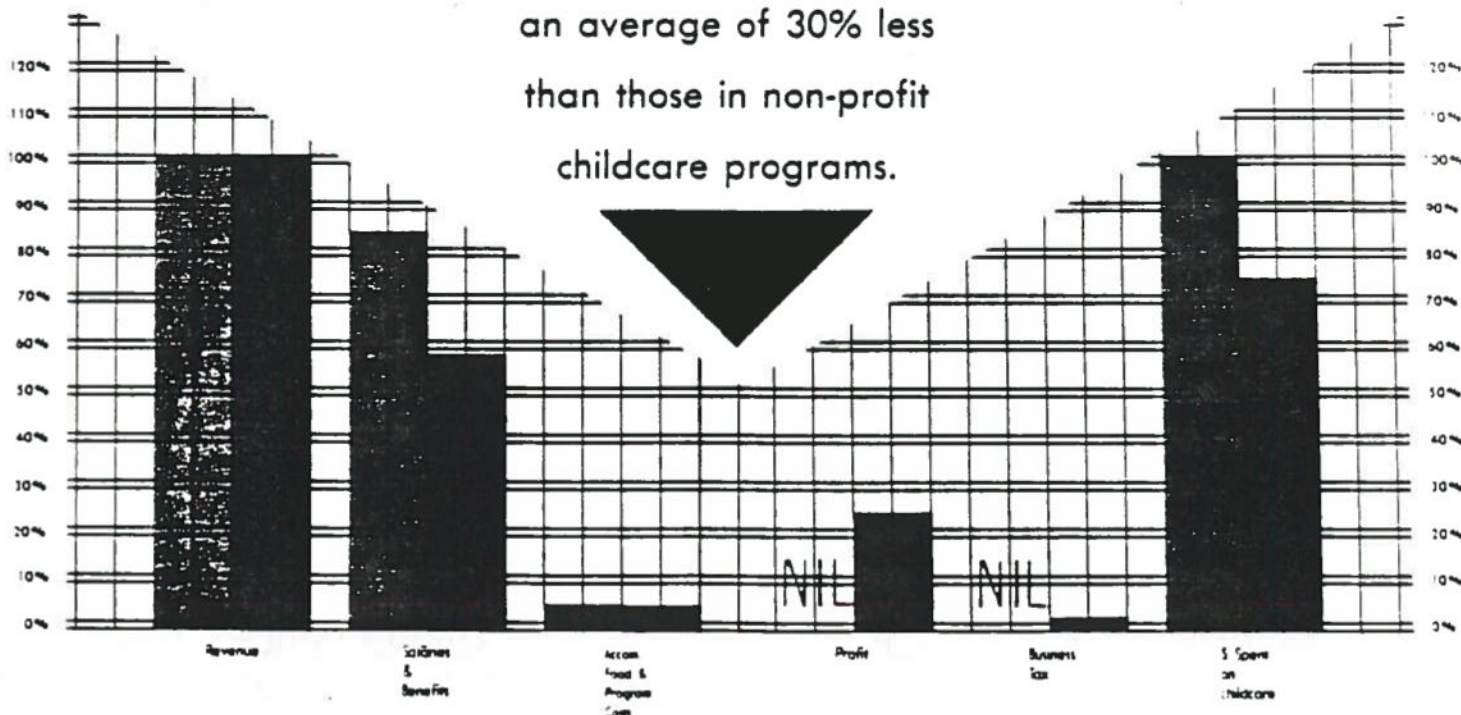
## WHY?

### WHERE DOES THE MONEY GO?

Profits can be increased by reducing salaries and operating expenditures.

Salaries in for-profit centres are

an average of 30% less than those in non-profit childcare programs.



### COMPARISON OF NON-PROFIT AND FOR-PROFIT CENTRES

same size same fees

FOR-PROFIT   
NON-PROFIT

### Facts

- It is estimated that 90% of children of working parents are placed in private homes
- It is estimated that parents are paying between \$300 and \$800 per month for a child care space
- 58% of all mothers of children under three in two-parent families are in the paid labour force
- It has been reported that in 1984 only 172,000 licensed child care spaces were available for an estimated two million children requiring non-parental care

### Majority Report

- The main thrust of the majority report is to provide money to individuals through the tax system to assist with child care costs. We, on the other hand, have taken the position that the federal government must provide money to the service and not to individuals.
- They have recommended four main areas for government spending:
  - a) that the present child care deduction be converted to a credit which, we estimate, would require little new money on behalf of the government
  - b) they have recommended a \$15 million development fund
  - c) they have recommended that the government negotiate with the provinces and the territories a funding arrangement to support child care services. The proposal is inadequate and they are not proposing any additional money to the provinces and territories until negotiations are concluded.
  - d) the major expenditure in this report is a refundable child care tax credit that will be available to families who cannot claim the child care expense credit. Some examples of those who cannot claim the expense credit would be:
    - (i) parents who are not able to receive receipts for their child care expenses
    - (ii) one-earner two-parent families

I believe that the main point to be made here is that we certainly support government initiatives that benefit families but this

recommendation which is the most costly in the report does nothing to alleviate the present crisis in child care.

- ° Their recommendation for a two-tiered system of maternity and parental benefits is very unclear, to say the least.

#### Initial Response

- ° That the recommendations of the majority of the Committee will be totally ineffective in bringing about a system of quality child care that will provide for the needs of children and parents.

The major portion of government spending called for in this report will not create new child care spaces, will not enhance quality, will not improve the wages or working conditions of child care workers, nor will they in any meaningful way reduce the cost of non-parental child care.

- ° We are pleased to see that this report has, like many reports before it, acknowledged the need for parental benefits, in addition to maternity benefits under unemployment insurance. But the report's timetable for action is too slow. Canadian workers need paid parental leave now.



- When the Canadian Labour Congress raised this issue with the Prime Minister in our meeting on November 6, 1986, he told us that he considered the provision of child care to be essential for women to obtain equality in this country. We strongly agree.

It is long past time for him to take action that will show that this government is actually committed to a comprehensive child care system.

We are particularly disturbed to read in the report that this Committee is saying that the federal government «indexed» the family allowance should inflation rise above three per cent. What this government really did was remove the full indexing of family allowance.

- We want the federal government to provide immediate interim direct grants to the provinces to assist with operating and capital costs of non-profit child care centres.

These interim finances will help to alleviate the present crisis while a long-term cost-shared funding arrangement is negotiated with the provinces. This long-term funding will have as its goal the creation of a comprehensive, quality, non-profit, accessible child care system that will meet the broad range of needs of Canadian families and communities.

In addition, we have been and continue to call for the Unemployment Insurance Act to be amended to provide for maternity and parental benefits that will cover the periods of leave provided under the Canada Labour Code, i.e., 17 weeks of maternity benefits and 24 weeks of parental benefits that would be available to either parent.

- The Canadian Labour Congress will respond in more detail when we have had an opportunity to read the full reports tabled today.

LG:cb  
opeiu-225  
March 26/87

N.D.P. Recommendations

-----  
S U M M A R Y  
-----

1. NATIONAL PROGRAM FOR CHILD CARE

We recommend a national program for child care be introduced in short, medium and long term stages to work towards development of child care which would be:

- accessible and affordable to Canadian families no matter what their income, employment status or where they live or work;
- comprehensive and flexible enough to meet their family needs;
- developed with parent and community participation to meet the social, physical, language and intellectual needs of their children in a caring and safe environment; and
- non-profit to ensure optimal use of public funds and public accountability.

-----  
SHORT TERM - 1987 to 1992  
-----

2. DIRECT FEDERAL GRANTS

We recommend that the federal government provide direct grants to the provinces and territories for up to the next five years to:

- stabilize current child care services;
- encourage growth of new services;
- provide for new and expanded facilities and equipment;
- initiate care for children with special needs; and
- improve the wages and benefits of child care workers.

These grants would be for both operating and capital costs and available for licensed, non-profit child care on the following basis:

- Operating grants:
- \$8 per day for a disabled child;
  - \$5 per day for an infant or special needs child;
  - \$4 per day for a pre-school child or for school-aged children when school is not in session; and
  - \$2 per day for a child needing after-school or half-day care.

- Capital grants:
- \$1,500 for a disabled child;
  - \$1,000 for a child under the age of 6;
  - \$500 for a child over the age of 6; and
  - \$500 for a child in family home care.

For 1987, the federal government should budget \$247 million for operating grants and \$21 million for capital grants.

### 3. CHILD CARE AND FAMILY SUPPORT SERVICES ACT

We recommend that the federal government introduce a "child care and family support services act" in 1987.

This legislation would initiate a staged introduction of cost-shared funding by the federal government and the provinces and territories for child care.

The federal government would:

- cost-share with the provinces and territories up to 50% of the operating costs for these services with the remaining 50% to be recovered from parent fees. In all, the federal government would

contribute from 25 to 40% of public funding depending upon the economic status of the region.

- cost-share with the provinces and territories 100% of the capital costs for these services. In all, the federal government would contribute from 50 to 80% of public funding depending upon the economic status of the region.

Provinces and territories entering into new funding agreements with the federal government under "the child care and family support services act" prior to 1991 would be assured of federal funding at least equal to the non-matching grants.

#### 4. COMMUNITY INITIATIVES FUND

We recommend that the federal government establish a "community initiatives fund" for the next five years to encourage development of new child care services in Canadian regions where services are inadequate or non-existent such as rural, remote and native communities.

This fund would specifically encourage community and family participation in the development of non-profit services to meet local needs.

The federal government should budget \$26 million in 1987 for this fund.

#### 5. CHILD CARE DEVELOPMENT FUND

We recommend that the federal government establish a "child care development fund" for the next five years to encourage:

- new services targetted at special needs such as children at risk, disabled children, immigrant groups and teen-age parents;
- development of family support services including parenting skills and education programs and resource materials;
- development of early childhood education research and materials; and

- new opportunities for early childhood education and caregiver training.

The federal government should budget \$26 million in 1987 for this fund.

## 6. SECRETARIAT FOR CHILDREN

We recommend the establishment of a Secretariat For Children within Health and Welfare Canada to:

- support the federal government's discussions with the provinces and territories on the implementation of the "child care and family support services act";
- promote and administer the "community initiatives" and "child care development" funds; and
- promote recommendations for additional family support and child care initiatives which could be undertaken by the federal government.

## 7. MATERNITY AND PARENTAL LEAVE

We recommend that the federal government change the Unemployment Insurance Act to give both men and women new opportunities to stay at home for a longer period with higher benefit levels following the birth or adoption of their child.

Changes should include:

- In 1987, increasing the level of benefits to 66 2/3% of salary, up to maximum insurable earnings, and extending the maternity leave benefit period to 17 weeks;
- In 1988, increasing the level of benefits to 75% of salary, up to maximum insurable earnings, and extending the benefit period to 26 weeks making either parent eligible for this additional parental leave.

## 8. LEAVE FOR FAMILY RESPONSIBILITIES

We recommend that the federal government change the Canada Labour Code to provide for 10 days of paid leave for parents for family-related responsibilities.

-----  
MEDIUM TERM - 1992 -  
-----

## 9. CHILD CARE AND FAMILY SUPPORT SERVICES ACT

We recommend that the "child care and family support services act" be implemented and that direct federal grants end.

## 10. MATERNITY AND PARENTAL LEAVE

We recommend that maternity and parental leave benefits be increased to 85% of salary, up to maximum insurable earnings, and that the benefit period be extended to 34 weeks.

-----  
LONG TERM -  
-----

## 11. NATIONAL PROGRAM FOR CHILD CARE

We recommend that the federal government and the provinces and territories move to full public funding of child care and that parent fees, Canada Assistance Plan subsidies, and child care tax provisions be phased out.

## 12. MATERNITY AND PARENTAL LEAVE

We recommend that maternity and parental leave benefits be increased to 95% of salary, up to maximum insurable earnings, and that the benefit period be extended to 41 weeks.

# Information

Canadian Labour Congress/Congrès du Travail du Canada 2841 Riverside Drive Ottawa Ontario K1V 8X7  
Public Relations/Relations publiques (613) 521-3400 Night/Nuit: 521-3405 Telex: 053-4750 

FOR RELEASE MONDAY, MARCH 30 at 1 p.m. EST

## Child-care committee's proposals well intentioned but misdirected (CLC)

OTTAWA -- The recommendations of the Parliamentary committee on child-care will not solve Canada's child-care crisis, Shirley Carr, President of the Canadian Labour Congress, charged today in Ottawa.

Carr said that while the majority report of the Special Committee on Child Care, tabled today in Parliament, provides for substantial financial assistance, this assistance is misdirected.

"What is needed is immediate direct grants to the provinces to assist with the capital and operating costs of non-profit child-care centres," Carr said. "Instead, the committee wants the money to be used for tax grants to the parents. Providing money to parents will not bring about the system of quality child-care that is needed both for Canadian children and their parents."

"These interim finances would keep alleviate the crisis. They should be followed up by a long-term cost-shared funding arrangement with the provinces to create a comprehensive, quality, non-profit and universally-accessible child-care system to meet the needs of Canadian families and the communities in which they live."

The labour leader made her remarks at a news conference, held jointly by the Canadian Day-Care Advocacy Association, the National Action Committee on the Status of Women, the Canadian Council of Catholic Bishops, and the CLC.

"The major portion of government spending called for in the report will not create child-care spaces, will not enhance the quality of child-care, will not improve the wages and working conditions of child-care workers and will not substantially reduce the cost of non-parental child-care," Carr explained.

Carr welcomed the committee's acknowledgement of the need for parental leave, in addition to maternity leave, under the unemployment insurance system. But she said the time-table proposed by the report is too slow. "Canadian families need paid parental leave now, not in some distant future," she said.

"When we met with Prime Minister Mulroney November 6, he told us he considered the provision of child-care essential for women to achieve true equality," Carr said. "We strongly agree."

"The time has now come to deliver on this promise."

- 30 -

N.B. The news conference will be held at the National Press Building, 150 Wellington Street, Ottawa, Monday following the tabling of the report (approx. 1 p.m.)

CONTACT: Charles Bauer or Linda Gallant (613) 521-3400

opeiu 225



## Background Data

The Canadian Labour Congress (CLC) is Canada's major national trade union centre, representing some 80 affiliated national and international unions with a total membership of about two million. Its principal role is to represent the interests of its affiliates — and workers in general — on the national level.

The CLC charters 12 federations of labour (one in each province and territory) and 120 community labour councils. These bodies concern themselves particularly with matters within the respective jurisdictions of their province, territory or community.

Internationally, the CLC plays a prominent role in both the International Labor Organization (a tripartite U.N. agency), the International Confederation of Free Trade Unions and the Commonwealth Trade Union Council.

The CLC has four full-time salaried elected officers — president, secretary-treasurer and two executive vice-presidents. There are also eight general vice-presidents who, with the four executive officers, form the executive committee. In addition there are 14 vice-presidents at large and 12 provincial or territorial vice-presidents. All these elected officers form the 38-member executive council which meets at least four times a year and is the governing body of the CLC between conventions.

The conventions are held every second year (in even years) in different parts of the country. Each local union is entitled to representation at the convention and to submit resolutions for consideration by the convention.

The CLC operates a number of departments, staffed by specialists. These include: Educational Services, International Affairs, Organization, Political Education, Public Relations, Research and Legislation, Social and Community Programs, Union Label Trades Department, and Women's Bureau.

The CLC maintains five regional offices, i.e.:

*Atlantic* — 2282 Mountain Road, Moncton, N.B. E1G 1B4  
(506) 384-6632

*Quebec* — Ste. 70, 1290 rue St-Denis, Montreal, Que.  
H2X 3J7 (514) 849-1325

*Ontario* — 206-15 Gervais Drive, Don Mills, Ont. M3C 1Y8  
(416) 441-3710

*Prairie* — 2267 Albert St., Regina, Sask. S4P 2V5  
(306) 525-6137

*Pacific* — 7621 Kingsway, Burnaby, B.C. V3N 3C7  
(604) 524-0391



## Documentation

Le Congrès du Travail du Canada (CTC) est la centrale syndicale la plus importante du Canada, représentant quelque 80 syndicats nationaux et internationaux aux effectifs totaux d'environ deux millions de syndiqués. Son objectif principal consiste à représenter les intérêts de ses affiliés et des travailleurs en général, au niveau fédéral.

Outre son rôle national, le CTC émet des chartes à 12 fédérations des travailleurs (une par province et territoire) et à 120 conseils du travail locaux, qui s'occupent respectivement des questions d'intérêt provincial, territorial ou local.

Sur le plan international, le CTC joue un rôle important au sein de l'Organisation internationale du travail (organisme tripartite de l'ONU), de la Confédération internationale des syndicats libres et du Conseil syndical du Commonwealth.

Le CTC est administré par quatre dirigeants élus à plein temps, à savoir le président, le secrétaire-trésorier et deux vice-présidents exécutifs. Il y a en outre huit vice-présidents généraux qui, avec les quatre dirigeants à plein temps, constituent le comité exécutif. De plus, il y a 14 vice-présidents hors-cadre et 12 vice-présidents provinciaux ou territoriaux. Ensemble, ces dirigeants élus constituent le conseil exécutif de 38 membres, qui est l'organisme directeur entre les Assemblées statutaires.

Les Assemblées sont tenues tous les deux ans (années paires) en différentes parties du pays. Chaque syndicat local a droit de participation aux Assemblées et peut présenter des résolutions qui y seront débattues.

Le CTC maintient plusieurs services dont le personnel est composé de spécialistes, dont: Affaires internationales, Bureau de la Femme, Services éducatifs, Education politique, Etiquette syndicale, Organisation, Programmes sociaux et communautaires, Recherche et législation, Relations publiques.

Le CTC maintient cinq bureaux régionaux, à savoir:

*Atlantique* — 2282, chemin Mountain, Moncton, (N.-B.) E1G 1B4  
(506) 384-6632

*Québec* — Porte 70, 1290, rue St-Denis, Montréal, (Qué.)  
H2X 3J7 (514) 849-1325

*Ontario* — 15 Gervais Drive, Bureau 206, Don Mills, (Ont.)  
M3C 1Y8 (416) 441-3710

*Prairies* — 2267, rue Albert, Regina, (Sask.)  
S4P 2V5 (306) 525-6137

*Pacifique* — 7621 Kingsway, Burnaby, (C.-B.) V3N 3C7  
(604) 524-0391