

# Inter-Office Communication

To BOB WHITE  
From GORDON F. WILSON  
Subject

Date JULY 24th, 1981

Dear Bob:

Further to Sister Edith Johnston's memo of July 13th, the following is a report of the events of our meeting of July 22nd, regarding the UAW Council's Child Care resolution.

- (1) The UAW Council Womens' Committee reported on their meeting of July 17th, with Brother Michaud and the Womens' Committee of Local 199. The objective was to ascertain the intent behind the resolution.

It was reported that the resolution was intended to apply to all major conferences that are held on a regular annual basis, i.e. Womens', Leadership, C. & L., Financial Officers, Education Committees, UAW Council, Council Conferences such as U.I. and W.C.B. It would exclude such activities as week-end local union and area schools. Further, local 199 were prepared to accept the age definition of 3 - 18 years for child care.

- (2) Sister Edith Johnston reported that she was in the process of developing a letter and child care form to be sent to Council delegates for the September meeting over the signature of Ray Wakeman.
- (3) Sister Sue Davidson and Brother Firth reported on their meeting with Ms. Marion Boyd of the Umbrella Portable Child Care Unit.

**Child Care Ratios:**

- ages - infant to 18 months, one staff per 3 children
- ages - 18 months to age five, one staff per 5 children
- ages - five to age ten, one staff per 10 children
- ages - ten to age fifteen, one staff per 10 children.

**Insurance:** they carry five million dollars of liability insurance to cover their operation and service.

**Minimum:** they require a minimum of five children for child care services.

**Facilities:** our present nursery meets the required legislative standards of the Province of Ontario and is suitable for children from infants to age ten. John Firth reported our nursery can only accommodate a maximum of twenty-five children. Also, it will be necessary to purchase additional cribs and cots. Disposal will be handled by the Child Care Unit and their staff costs range from \$5.00 to \$6.50 per hour based on an eight hour day. Hours can be extended at an additional cost. It was estimated that the cost of infant care will be \$25.00 per day per child.

- (4) Sister Wendy Cuthbertson reported that the NDP have used and Ed Dale (from the N.D.P.) recommends Marion Boyd's service.

This concluded the reports flowing from the July 8th meeting and provided sufficient information by which discussion regarding the implementation of the resolution could proceed.

After a great deal of discussion the following policy was developed subject to final approval from the Womens' Committee, the Education Centre Committee, and the Executive of the UAW Council.

- (1) Child care will be provided from infants to age 14 for the following activities:  
Week-ends: - UAW Council, C. & L., Womens', UAW Council Conferences such as U.I. and W.C.B., and other similar annual activities.  
Week-long: - Leadership (Port Elgin and Black Lake) Financial Officers, Education Committees, Presidents conferences and other similar annual activities.

M/S - that Child Care will be provided for all of the above mentioned conferences and activities. Child care will be advertised in the call-letter of each activity with the cut-off date for child care requests to correspond with the cut-off date for delegate registration. With regard to UAW Council meetings the cut-off date for Child Care requests will be two weeks prior to the Council meeting and such notification shall be the responsibility of the local unions involved.

- Carried

M/S - that the responsibility for securing Child Care facilities will be assigned to the person issuing the call letter for each conference. In the case of the UAW Council meetings and UAW Council conferences (such as U.I. and W.C.B.) it shall be the responsibility of the Secretary-Treasurer of the UAW Council.

- Carried

M/S - that the cost of Child Care facilities for UAW Council meetings will be assumed by the Council for the September and January meetings so as to develop cost and use experience.

- Carried

The following are points which were developed in discussion so as to facilitate the implementation of the above:

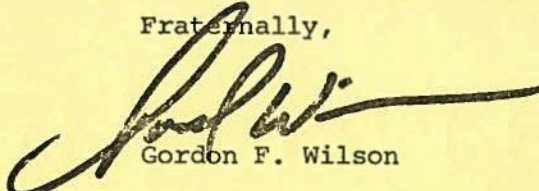
- (A) that Child Care is offered to assist delegates of our Union in the pursuit of their responsibilities relevant to their activities within the UAW. It is recognized that the full burden of the cost of Child Care can not be borne exclusively by the member involved as such an action would simply remove one obstacle and replace it with another.

Within this context it was agreed that when Child Care is to be provided, a nominal fee would be the responsibility of the delegate involved and the remainder of the cost assumed by such vehicles as a conference registration fee.

- (B) With regard to the use of Child Care facilities it was agreed that such service should only be provided to a delegate attending the activity involved with a child or children and without a spouse or companion. Such service is not intended to relieve a couple from their normal parental responsibilities. In the event both parents are delegates to an activity, they would qualify for Child Care services.

Finally, it was agreed that the Womens' Committee of the UAW Council will undertake to develop a report which would encompass all of the for-going and to be presented to the Council for adoption as the policy to be implemented relevant to Local 199 resolution #1 on Child Care Facilities adopted by the UAW Council June 14th, 1981. As stated earlier this report is subject to the approval of the UAW Council executive.

Fraternally,



Gordon F. Wilson

GFW/db

c.c. - Bob Nickerson	c.c. - Harry Irwin
- Buzz Hargrove	- Fran Anselmi
- Ray Wakeman	- Marg Hewitt
- Jim Maxwell	- Georgina Kirk
- Frank La Sorda	- Susan Davidson
- Ted Murphy	- Roxie Baker ✓
- John Bettes	- Edith Johnston
- Wayne Paquette	- Wendy Cuthbertson
- Gary Parent	- Ed Halpin
- Jack Dunn	- Jim Gill
- Bill Patrick	- Bill Marshall
- John Moynahan	- Bert Rovers