

CHILD CARE

Challenge

NEWSLETTER OF THE ONTARIO COALITION FOR BETTER CHILD CARE

NO MORE
BAKE
SALES FOR
CHILD
CARE, MR.
WILSON!!



**DEMONSTRATE YOUR OPPOSITION TO THE FEDERAL
BUDGET!
JOIN YOUR LOCAL
CHILD CARE BUDGET BAKE-OFF
JUNE 4, 1989**

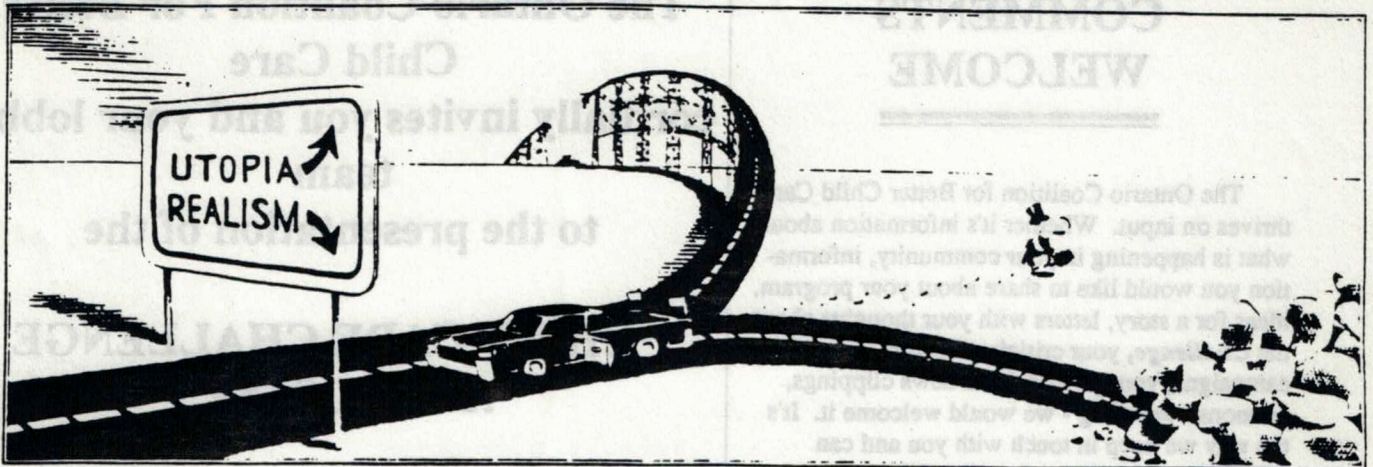
SEND YOUR CAKES/COOKIES, ETC TO:

Michael Wilson
House of Commons
Ottawa, K1A 0A6

(Small packages postage free!)

**TORONTO BAKEOFF
JUNE 3
CAMPUS COOP DAY CARE
124 DEVONSHIRE STREET
TORONTO 1-6 P.M
BRING YOUR COOKIES WITH YOU!**

297 ST. GEORGE STREET, TORONTO, ONTARIO, M5R 2P8 (416) 324-9080



THE FIGHT TO SAVE METRO DAY CARE IS ON !

The new Metro Council has had a critical role in daycare policy so far this year. As a result of the proposal passed by Metro Community Services and Housing Committee which placed a freeze on new subsidized spaces for 1989 and a final per diem increase of 4% (compared to actual costs of +11%), the Daycare Coalition of Metro Toronto organized three hours of deputations to Metro Executive

Council by an impressive number and variety of community groups to fight the day care cutbacks. As a result of this lobby, Executive Council voted to support the payment of full costs.

Unfortunately, this victory was overturned at the Metro Council meeting of April 26/27. Council decided: that no money will be placed in the contingency fund to pay for Metro's 20% share of expansion spaces, that

Metro reserve only 20% of the 10% increase in per diems that Metro centres need to meet their costs, that Metro sue the Province for refusing to allow Metro to directly access the 50% of daycare funding that comes from CAP. As a result of these decisions the Metro Coalition is planning new activities to campaign for full and secure daycare funding. Keep in touch for news of these events and plan to get involved.

OCBCC EXECUTIVE COMMITTEE

Laurel Rothman	Action Day Care (President)
Janet Davis	Individual Rep. (Vice President)
Ed Alexander	Ontario English Catholic Teachers' Assoc. (Treasurer)
Lesley Russell	Hamilton Daycare Coalition (Past Pres.)
Trisha Keyes-Bevan	York Day Care Coalition
Sue Hunter	Day Care Coalition of Metro Toronto
Barbara Cameron	Ontario Federation of Labour
Anita Price	Thunder Bay Advocates for Quality Child Care
Lesley Peat	London Coalition for Better Daycare
Christine Brooks	Ottawa-Carleton Day Care Association
Cheryl West	Individual Rep (Toronto)

OUR APOLOGIES!

The Coalition apologizes for not having produced a newsletter as regularly as usual. This was due to pressures of work and to lack of funds. We aim to compensate with extra issues this summer.

COMMENTS WELCOME

The Ontario Coalition for Better Child Care thrives on input. Whether it's information about what is happening in your community, information you would like to share about your program, ideas for a story, letters with your thoughts about the *Challenge*, your criticisms of our actions/campaigns, your photos, local news clippings, cartoons - anything - we would welcome it. It's the way we keep in touch with you and can hopefully respond to the needs of the day care movements. So, pick up your pen today, and write us a note - or phone us - we'd love to hear from you!

The Ontario Coalition for Better Child Care has offices at 297 St. George Street, Toronto, Ont. M5C 2P8 (416) 324-9080. We are open from 9 a.m. to 5 p.m. Monday to Friday.

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THE CHALLENGE

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Please submit news of interest, your comments, graphics, press clippings.

Editor: Lesley Russell
Production: Sue Colley
Research: Michelle Glassford

The Ontario Coalition For Better
Child Care
cordially invites you and your lobby
team

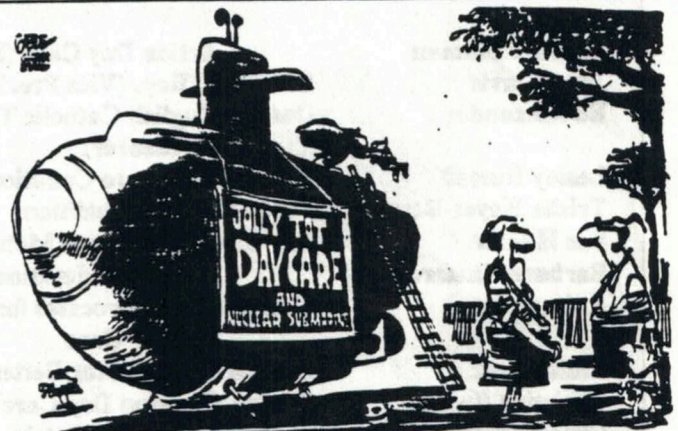
to the presentation of the

“CHILD CARE CHALLENGE AWARDS '89”

in celebration of our successful
Lobby '89.

12:30 Luncheon
Sunday, May 28 1989
Members' Lounge
City Hall
Toronto

All are welcome to attend the preceding
Council meeting commencing at 10:00 a.m.



Looking back, I'd have to say that it was when Perrin Beatty took over Health and Welfare that we saw significant developments in day-care policy. . . .

JOIN THE CHILD CARE BUDGET BAKE-OFF!

JUNE 4, 1989

LET HIM BAKE CAKE!

NO MORE BAKE-SALES FOR US, MR. WILSON!

On April 27, Finance Minister Michael Wilson cancelled plans to proceed with a National Child Care Program in Canada. Pleading poverty, he has broken federal government promises since 1984 to expand and support the child care system.

The Canada Child Care Act (Bill C-144) is dead and we all rejoice at the demise of this wrong-headed legislation. But no new funding for the child care system is planned to take its place. Child care centres and parents, caregivers and supportive provincial, territorial and municipal governments are being thrust into a deepening financial crisis. We are left with the child care tax measures passed last year which favour high income earners and will not build a child care system.

Apparently, Finance Minister Wilson wants child care centres and providers to continue to hold the bake sales and raffles which for so many years provided the funds to make child care possible.

WE SAY NO! Wilson can finance the deficit with bake sales if he wants, but we need regular federal funding to expand and develop Canada's child care system. Join us, and organize others to join us, in sending Finance Minister Wilson cakes, breads and cookies to have his own bake sale. And let him know that our child care needs **CANNOT** be postponed.

JOIN THE CHILD CARE BAKE-OFF

SUNDAY, JUNE 4

Here's How:

1. Contact your NAC regional rep or your CDCAA rep and ask what events are being organized in your community;
2. Organize a Bake-Off in your town or child care centre.
3. Tell the Press that you will be baking cookies for Wilson to sell.
4. **BE CREATIVE:** Put a price tag on your cookies; make the cookies symbolize the amount of money needed to solve your child care problems.
5. Mail the cookies to Michael Wilson, Minister of Finance, House of Commons, Ottawa, K1A 0A6 (Small packets - Postage Free)!
6. Invite your local MP to deliver the cookies personally and make sure she/he gets the message that you feel betrayed by this government's broken promises.

LET THEM BAKE CAKE!



Hard lobbying by child care advocates across Canada seemed to have paid off as the Throne Speech made no mention of reintroducing the Canada Child Care Act (Bill C144). Instead, the Government stated that "it was still committed to a national child care program".

Last week, however, any hope of a renewed federal government commitment to child care was dashed with the tabling of the Budget which deferred the Canada Child Care Act, but also deferred any kind of future program at all.

Looking Back on Bill C-144

Last fall, hard work by child-care advocates, cooperation from opposition parties and poor planning by the federal government delayed passage of the regressive *Canada Child Care Act* so that the legislation died with the election call.

As the election campaign opened in October, a fuzzy Liberal position was announced by an ill-prepared John Turner at a Montreal press conference, creating the first in a series of Liberal campaign debacles. Following the televised leaders' debate, where free trade emerged as THE issue of the campaign, childcare, like many other topics, was not addressed in a major way by any of the parties. However, childcare advocates across the country used every opportunity to raise childcare as an issue. One of the most successful events was a rain-

soaked march on Tory headquarters during the Ontario Coalition For Better Child Care's annual conference in Toronto.

An interesting memo materialized in the press shortly before the end of the election campaign. Written in August by Directors of Daycare officials from all provinces except Quebec, the memo criticized both the content of *The Canada Child Care Act* and the federal government's process in introducing it. The strongly worded memo reinforced many of the points made by groups opposed to the legislation, especially regarding new limitations on federal childcare funding.

Earlier this year the Canadian Day Care Advocacy Association launched a post card campaign to remind the federal government that Canada is still "Waiting For Child Care". The cards, addressed to Prime Minister Mulroney, Liberal leader John Turner and NDP leader Ed Broadbent, urged an introduction of a new child care plan which would ensure high quality child care services for Canadians.

What Can You Do Now?

Meet with your MP (either individually or in a group), acquaint her/him with your opinion that a new commitment is needed.

Get involved in the

**CHILD CARE
BUDGET BAKE-OFF
SUNDAY, JUNE 4, 1989.**

NATIONAL COUNCIL OF WELFARE REPORT CRITICIZES FEDERAL LEGISLATION

In December 1988, the National Council of Welfare joined the chorus of groups and individuals opposed to the federal government's child care strategy by issuing a report criticizing the plan's proposals. The National Council of Welfare, however, is

not your usual child care advocacy organization; it is the government's own advisory committee to the federal department of Health and Welfare.

When the Hon. Jake Epp, Minister of Health and Welfare, unveiled his government's plan for increasing the federal government's contribution for child care in November 1987, the proposed strategy fell dramatically short of establishing child care as a public service. (In short, the strategy included increases in child care tax deductions, introduced a tiny child care tax credit and provided federal cost-sharing for commercial care. More seriously, the plan would have closed off open-ended federal funding for low income families under the *Canada Assistance Plan* in the provinces participating in the new plan.) The enabling legislation died on the order paper due to the call of the last federal election, and Finance Minister Wilson has stated the government's decision to defer any action this year.

The National Council of Welfare, in its report, *Child Care, A Better Alternative*, joins the Cooke Task Force, the Canadian Day Care Advocacy Association and the National Action Committee on the Status of Women in presenting alternative approaches to the Conservatives' unpopular strategy. Although these alternatives vary in detail, they share some common assumptions and goals. They all propose a system of direct government funding of services rather than indirect measures like tax deductions.

Specifically, the Council rec-

ommends a sliding fee scale, with parents paying no more than 50% of the cost of child care. Families with a minimum wage income of \$21,500 would pay no fees; those with an income of \$43,000 would pay 30% of the cost of care while families with an income of \$85,000 would assume 50% of the cost. By 1995, the net cost to government (federal and provincial) would be \$4.4 billion per year.

In addition, the report recommends changing the child care tax deduction to a tax credit in the short term, and eventually disposing of indirect funding entirely. The Council proposes an increase in capital grants to expand the amount of formal care so that child care will be available to 50% of the children who need it in 7 years. The report is unequivocal in its support for open-ended federal-provincial cost-sharing.

A recommendation that national principles be embodied in a new child care act is aimed at ensuring equality of access in the same way that access to medical services are defined in the *Canada Health Act*. The Council attempts to ensure quality care by recommending that the federal government withhold funds for provinces with unacceptably low standards. The calculations in the report are based on the staff:child ratios that would provide high-quality child care. Two options for dealing with commercial child care are proposed; fund only existing commercial child care or require all commercial centres to convert to non-profit status after "a reasonable period of time" if they wish to continue to receive federal funds.

CONTINUED ON PAGE 7...

FEDERAL BUDGET SLASHES FUNDS FOR WOMEN'S GROUPS

Cuts to the Women's Program will affect the Ontario Coalition for Better Child Care, the Canadian Day Care Advocacy Association and the National Action Committee on the Status of Women.

The National Action Committee on the Status of Women will lose almost half its funding over three years in spending cuts announced by the Secretary of State Women's Program.

The NAC, an umbrella organization for more than 600 member groups, is among numerous women's organizations whose funds were cut by 15% as a result of the federal budget.

NAC has been selected for special treatment with its budget being cut from more than \$600,000 this year to \$300,000 by 1991-92.

"We view this as a retaliatory measure because we have fought to hold the government to its commitment to end discrimination against women in all its forms," said Lynn Kaye, President of the National Action Committee on the Status of Women.

CHILD CARE GETS THE CARROT AND THE STICK!

There was no mention in the Throne Speech about the child care crisis which looms larger by the day. No suggestions emerged about how to deal with the shortage of trained teachers or with the budget shortfalls imposed on child care programs across the province. No mention was made about how the 7000 parents on waiting lists might be served and not a word about how desperate parents might find the fees of up to \$6,000 per child out of their pay packets.

Instead, Premier Peterson hinted that a large part of the child care problem would be dealt with by the introduction of mandatory junior kindergarten programs, extending senior kindergarten to full day (where classroom space exists) and aiming to provide full day kindergarten for JK and SK in the future. Such are the dreams that politics are made of!

"We welcome the long-term initiative of expanding kindergarten programs for four and five year olds", said Laurel Rothman, President of the Ontario Coalition for Better Child Care, "but that is certainly not going to solve the problems of today". The Coalition is also concerned that without clear plans for child care before, during lunch and after-school, working parents will find limited relief from the new kindergarten programs.

In addition, the Coalition believes that any expanded kindergarten programming must include appropriate child-staff ratios and appropriate teacher training. The Coalition would also like to hear the provincial government's plan for funding such programs. "It's not acceptable for the financial burden to be thrown back on the municipality once again", commented Laurel Rothman, "we hope the provincial government has worked out a scheme to secure federal cost-sharing and to continue to make a significant provincial contribution out of income tax revenues.

National Council of Welfare, continued.....

Lastly, the Council recommends improving the existing maternity benefits by removing quirks such as the two-week pre-benefit waiting period and providing 17 weeks maternity leave plus 9 weeks parental leave (available to either partner) at 75% of earnings.

INSIDE NEWS

Members and Staff of the Ontario Coalition For Better Child Care would like to extend the warmest welcome to Moya Beall as the newest member of the Coalition's Executive.

COALITION SECURES CHILD CARE INITIATIVE FUND GRANT

This week the Coalition received confirmation of funding for its Child Care Parent Education and Training Project (C-PET). Over the next 18 months, the Coalition will be developing manuals, materials and workshops to assist parent boards of directors.

NEW FACES ON STAFF

Welcome to Fiona Knight and Romi Maidolfi who have joined the staff since our last newsletter.



Multicultural ECE Project in Planning

The Ministry of Citizenship and Culture has initiated the "New Initiatives for Multiculturalism" program designed to investigate new ways to contribute to multiculturalism in Canada. The Ministry of Community and Social Services (COMSOC) is involved in this project and is studying methods of integrating multicultural practices at the ECE level.

The COMSOC project involves three phases: (I) compilation of an annotated bibliography; (II) design of a training project for early childhood educators and the production of a resource kit for training; (III) implementation of the training project.

Phase II of the project is being coordinated by Kenise Murphy Kilbride of Ryerson and involves Ryerson faculty, community college teachers and other professionals in the areas of ECE and multiculturalism. Kilbride et al are examining what is already being done on an international scale. They are studying literature on multicultural education and reporting on various existing models. As well, meetings

with ECE professionals in multicultural settings are planned in order to derive insight from experiences in the existing system and to highlight particular needs.

The aim of the second phase of the project is to produce a model of multicultural practices and a resource kit for training purposes. The resource kit will be easily updated or expanded for greater future use and there will be an attempt to supplement the model in the kit with audio/visual material.

This phase is scheduled to be completed in March 1990 when implementation of the training project will begin. It is COMSOC's plan that training will cover all child care centres.

Pay Equity Law Excludes 800,000 Women

Up to 800,000 Ontario women are not covered by the province's pay equity legislation because the law excludes women working for private businesses with less than ten employees, those in casual part-time jobs and in jobs dominated by women (such as child care and nursing). Women in female dominated job classes are not covered by the law because there is no appropriate male job comparator for that class.

In regards to day care workers the OCBCC and the Equal Pay Coalition have recommended to the Pay Equity Commission that "day

care workers in either one of the municipalities or the community college system in Ontario should be compared with male job classes in that municipality/college and whatever the required pay equity adjustment is for those workers should be applied to all day care workers in Ontario through a direct pay equity grant from the Government of Ontario to the employees themselves."

The Pay Equity Commission responded with a promise of further study of these suggestions.



A Child's Future Is Our Future

By Jeff Bear

(reprinted from Micmac News, February 1989, with permission)

Child care is one of the focal concerns of many Indian parents:

"I remember my mother very well. She used to sit there smoking a pipe sewing and chatting to us about a variety of things in our language. My father would wake me early every morning and we would go fishing. I used to wade in water up to my waist to scoop up the salmon he would catch and we would go home after and teach the younger ones how to clean the fish...(she laughs)...then my father would sing and dance..."
(Susie Bear 1988)

Indian child care is different today than in the childhood days of Susie Bear from the Tobique Reserve. In her youth, the economy of scale was salmon and fiddle-heads. The family was a gathering unit. But modern day Indian families are adapting to the changing times. From hunters and gatherers to teachers, public servants and politicians, Indian families are on the go.

Indian child care is one of the focal concerns of many Indian parents. Many of these parents work in various levels of First Nation Governments in Canada and are working to make better laws, increase government support and insure control over their own child care services. The Assembly of First Nations (AFN) in attempts to understand the national concerns

will hold a series of public hearings about Child Care this spring.

The Chairperson of the Inquiry into First Nations Child Care, Myrtle Bush, says that Indian families are primarily concerned with how their children are nurtured and cared for in their absence. "Are these children being brought up with traditional values? We have to be careful with child care to ensure that our babies know their culture and language. We might inadvertently acculturate our babies if we put them in the care of culturally insensitive people."

Inquiry chairperson Bush will be taking the inquiry to three major Canadian cities, Montreal, Winnipeg and Vancouver during the month of March. The inquiry comes on the heels of Bill C-144, the Canada Child Care Act. The AFN has objected to the Child Care Act because they say it is limiting the control First Nations people will have over the care of their children. The Bill, they say, has fallen short of their expectations.

AFN National Chief, Georges Erasmus regards the bill as being fundamentally opposed to the right of Canada's First Nations. Chief Erasmus says "Number one: the lack of proper recognition (in Bill C-144) of who has jurisdiction over Child Care in our communities; and number two ; the programs here (Canada) are not up to snuff with programs in the United States (US Indians), and there seems to be little action from federal politicians to meet with us on this one." Chief Erasmus further explained that Tribal governments in the United States are recognized as sovereign territories and no one has authority over their governing procedures and regulations.

Chief Erasmus says the AFN "doesn't dispute that there should be good care and guidelines, but the guidelines must be sensitive to meet our goals for culture and language. The present guidelines and infrastructures are limiting and if high standards from prov-



inces are required, as they are to secure funding, then First Nations will be very very limited."

Compliance with provincial guidelines is a prerequisite before First Nations can gain access to provincial and federal funds. Provinces usually require formal qualification of on-reserve child care personnel. Together with the federal government another requirement is the approval or licensing of facilities that will ensure "quality" of service. But in December 1988, AFN Vice Chief, Phil Fontaine reported to the Confederacy of Chiefs that the question of what comprises "quality" care was not answered. Chief Fontaine reported that Health and Welfare Canada maintains their previous statements about quality but we felt that "the standards should be determined by the parents using the system and the First Nation government involved."

Bill C-144 died on the Order paper in Parliament in September 1988. It is just one of the many Bills that was left in legislative limbo when the federal election

was called last fall. Treasury board, however, has already approved \$60-million in federal support. Health and Welfare has allocated the money to be spent over a six year period. But the National Chief is concerned by other related federal initiatives.

Constitutional amendments that brings Quebec into the constitutional fold is still a dark cloud for Indian leaders. Chief Erasmus fears that "Meech Lake will severely limit our abilities to control Child Care services. Under its current provisions, provinces can opt out of federal programs and take that money for their own provincial programs."

This is seen as a wholesale shift in Indian Child Care services, and Chief Erasmus suspects that worse things might come from the Meech Lake amendments if implemented. Erasmus senses that "the Canadian government will try to control all programs coming to First Nations. The federal and provincial governments will work hand in hand to dictate the standards and provisions of First Nation child care and we won't be

able to get the programs. The situation will continue where children will be taken care of by non-First Nation institutions. This has to stop."

The Inquiry into First Nations Child Care seems to have come at a critical time in the development of the First Nation Governments. The AFN maintains that children of today's First Nations labor force need the care, but should not have to sacrifice language, culture and tradition just so their parents can keep a job.

Indian children in Canada under the age of seven make up 15 percent (109,000) of the total Indian population. Since the landmark decision to reinstate status Indian women under Bill C-31, 10,000 more children are estimated to be added to that number. The care of these children is no doubt an urgent matter with such other highlights as language erosion with 49 out of 53 languages dying.

National Chief Erasmus, who represents over 700,000 status Indians is alarmed by the statistics and he is adamant that control over their children's future is a priority. Chief Erasmus says "in the long run we are after more and sufficient resources, but in the short run we are after better child care for our youngest generation. The First Nations must get control, otherwise, they will fall into some breakdown syndrome which looks like failure when all it is, is the difficulty to cope with the system.



Pay Equity Commissioner Establishes Advisory Council

Ontario's Pay Equity Commission has established a Pay Equity Commissioner's Advisory Council to provide advice and direction for the Pay Equity office's task of helping in the implementation of pay equity.

The advisory council will meet every four to six weeks to examine "every facet of the Commission's mandate, from its predominantly-female establishment study, presently underway, to the communications strategy followed by the Commission."

Members of the Advisory Council include Leo Gerrard and Julie Griffin, both members of the OCBCC and Mary Cornish, of the Equal Pay Coalition.



"She's gone to a protest meeting for more day-care centres."

FEDERAL GOVERNMENT ANNOUNCES UI CHANGES

The National Action Committee on the Status of Women has attacked the Federal Government's announcement of changes to Canada's Unemployment Insurance program. NAC Vice-President Marjorie Cohen explained that, "U.I. is not the problem. Jobs are the problem." Retraining programs are no solution when there are few quality jobs to go to. The Strategic Planning Branch of Employment and Immigration Canada has identified the 10 occupations that will contribute most to employment growth in the near future. They include: salespersons, food service occupations, secretaries, janitors/cleaners and cashiers, most of which "require little or no post-secondary education or training."

Ms. Cohen claims that "training/retraining and short term job creation are no substitute for a national employment strategy." Since the 1985 MacDonal Commission suggested that any entitlement to U.I. benefits beyond the normal entitlement period be based on workers' "willingness to undertake adaptive behaviour", NAC is concerned that women will "be forced into more and more low-wage, part-time and temporary employment in the service sector" and training supplements will "end up in the pockets of employers who are merely teaching women to cook, operate a cash register or clean floors."

U.I. cutbacks by the government, according to NAC are, in effect, a government attempt to "privitize" U.I. "by largely abandoning its responsibilities for unemployment and moving to a model where the private sector takes on that responsibility." NAC employment expert Laurell Ritchie explained that, "the cuts in U.I. coverage through harsh reductions in benefit duration, increases in entrance requirements, new penalties and reductions in benefits are disastrous, and quite unnecessary." In reference to the large numbers of women who earn \$5.00 or less an hour, Ms. Ritchie claimed that "a benefit level for these women would mean trying to survive on \$100 or less a week. She has two choices. Poverty in employment or poverty in Unemployment Insurance. That's no choice at all."



....AND WHAT ABOUT INCREASES IN PARENTAL LEAVE BENEFITS?

One component of the federal government's new unemployment insurance plans was expected to be celebrated by women's groups across Canada. Ottawa introduced new parental leave benefits to commence January 1990 which would provide either parent with 10 weeks of insured leave in addition to 15 weeks of maternity leave.

Some kind of decision like this was expected following the supreme court's decision in the Schachter case that providing pa-

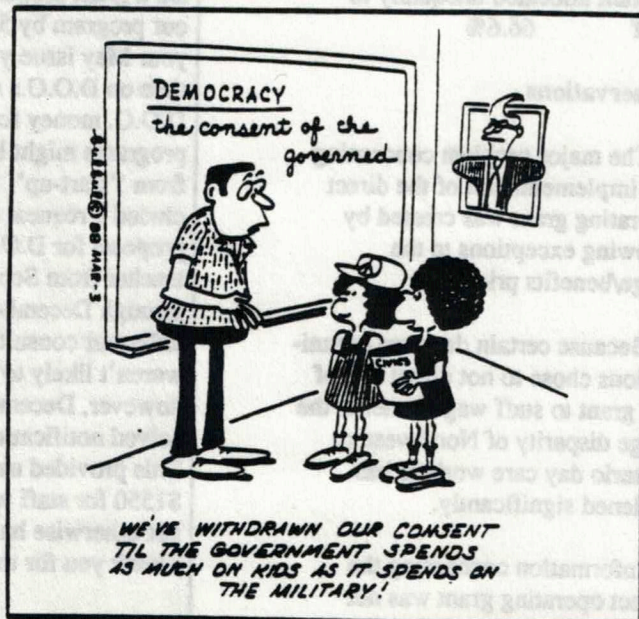
rental benefits to adoptive parents and not to biological parents was discriminatory.

The catch is that the majority of the labor force is covered only by provincial employment standards and as many as six million workers will not be able to obtain the benefit unless the provincial governments amend their legislation. Even the most generous provincial legislation only allows for 18 weeks of maternity leave. Only the Canada Labor Code allows for any leave for fathers and this covers about 600,000 employees of federally-regulated companies.

In addition, the leave for adoptive parents has been reduced

from fifteen to ten weeks, representing a cut in benefits for adoptive parents.

Gregory Sorbara, Minister of Labour, was asked at last year's Coalition lobby whether he was prepared to amend the Ontario Employment Standards Act to provide for parental leave, bringing the legislation in line with the findings of the court in the Schachter case. Sorbara replied that "the Ministry of Labour is currently considering a variety of family leave issues...as part of an overall review of the Employment Standards Act." It is rumoured that there will be a green paper on Employment Standards in the Fall, but now is the time for you to write and pressure the minister to include parental leave provisions.



ROOTS AND REBELLIONS

In honour of the Campus Co-op Daycare's Twentieth Anniversary the "Child Care Challenge" newsletter is introducing a column which will celebrate the day care community's political and social history.

An obvious feature to begin with is, of course, the story of Campus Co-op. On Wednesday, March 25, 1970,

students, parents with children and other supporters occupied the University of Toronto's Senate Chambers with a demand for the university's financial support of \$2000.00 for the renovation of the Sussex Street day care centre.

The demonstration which included an overnight sit-in and a student rally ended the next day with U of T's President Claude Bissell's "personal guarantee that the money for the renovations will be found from whatever sources are avail-

able". Renovations were completed by parents and other volunteers in order to save money.

The day care centre is now located at Devonshire Place and is celebrating its twentieth year of providing "a place where children could be cared for without being bossed about by disciplinarians."

Congratulations to all staff, parents, children and volunteers, both past and present who have worked to make Campus Co-op work.

Northwestern Ontario Conducts DOG Survey

Some facts from the Northwestern Regional Day Care Committee:

Implementation of Direct Operating Grant

Summary:

This summary reflects information reported from 80% of Northwestern Ontario day care organizations.

1. Status of Implementation
 Implemented: 38.8%
 Pending: 38.8%
 Not Implemented: 22.4%
2. % of grant to wages/benefits (of those implemented/pending)
 100% - 72%
 partial % - 14%
 0% - 14%

3. Grant given to all staff
 66.6%
 Grant given to program staff only
 33.3%
4. Grant allocated equally to staff
 33.3%
 Grant allocated unequally to staff
 66.6%

Observations

1. The major problem concerning the implementation of the direct operating grant was created by allowing exceptions to the wage/benefits priority.
2. Because certain day care organizations chose to not direct any of the grant to staff wage/benefits the wage disparity of Northwestern Ontario day care workers has widened significantly.
3. Information concerning the direct operating grant was not equitably provided to those impacted by the grant (i.e. supervisors, workers). It is important that

cont'd page 17...

Letters

To Staff/Editor of Challenge,

I've subscribed to Challenge for over a year and I really appreciate the scope of your publication and the practical information.

Earlier this year we submitted a grant proposal to expand our program by 5 spaces. In your May issue you had an article on D.O.G.s suggesting the D.O.G. money for expanded programs might be available from "start-up" funds. I included a request in our grant proposal for D.O.G. for our new teacher from September 1 through December 31 1988. Initially our consultant said that we weren't likely to get the money - however, December 20th we received notification that we will. This provided us with an extra \$1550 for staff which we would not otherwise have received. Thank you for the suggestion.

Yours truly,

Judy Fair
 Pladec Day Care

Babies in Daycare: An Examination of the Issues is an important new publication which brings together the discussions, experiences and policies of the 1987 Under Twos conference organised by the National Childcare Campaign. The book highlights those issues and extends them with major contributions from writers in the childcare and child development world. Published by Daycare Trust/National Childcare Campaign, Wesley House, 4 Wild Court, London WC2B 5AU, England.

Conference Papers 1987 Report from the first international childminding/FDC conference in Cardiff, Wales, October 1987. Includes information on FDC in 12 countries. Available from IFDCO, c/o NCMA, 8 Masons Hill, Bromley BR2 9EY England.

Child Psychology in Family Child Care Book on child psychology written by and for Swedish childminders. Includes: separation from mother, family day care groups and working with parents. Available from IFDCO, c/o NCMA, 8 Masons Hill, Bromley BR2 9EY England.

The Nonsexist Word Finder by Rosalie Maggio is an accessible, easy-to-use guide that gives alternatives, explanations, or definitions for over 5,000 sexist words and phrases. In addition to suggesting appropriate substitutes, the alphabetically arranged entries provide valuable help for deciding when to exclude terms that might be considered offensive or obsolete. Published by Oxford Books, 224 pages, \$14.95.

Feminist Organizing For Change-The Contemporary Women's Movement in Canada by Adamson, Briskin, and McPhail documents and analyzes the struggle of the contemporary Canadian women's movement to make change. Beginning with a detailed history of the 'second wave' (post-1960), it makes a primary distinction between grass-roots and institutionalized feminisms, and by emphasizing the former reveals a part of feminist organizing that has most often been invisible. Published by Oxford University Press, 336 pages, \$19.95.

Leave for Employees With Family Responsibilities, prepared by Labour Canada's Women's Bureau, reviews the socio-economic and demographic changes that have created a need for family responsibility leave, and the positions of employer organizations, unions and community groups on this issue. Copies can be obtained from Publication Distribution Centre, Labour Canada, Ottawa, Ontario, K1A 0J2. (819) 953-0156.

Work and Family: The Child Care Challenge is essential reading for policy-makers and individuals alike. It aims at encouraging action to meet the needs of working parents who find it more and more difficult to reconcile

work and family life. 304 pages, \$34.00 Canadian. Copies can be ordered from the International Labour Office, 75 Albert St., Suite 202, Ottawa, Ontario, K1P 5E7. (613) 233-1114.

Metro Children's Services Receives Funding From CCIF

The Ministry of Health and Welfare has recently approved Child Care Initiatives funding for two projects, specifically: Enhancement of the Physical Accessibility of Child Care Centres in Metropolitan Toronto, and Development of an In-Service Training Package for Child Care Professionals. For further information about these projects contact Faith Mills at 392-5867.

Canadian Association of Toy Libraries and Parent Resource Centres are hosting a reception of their latest project entitled "Strengthening Families, Cherishing Children" on May 18th. The project includes a publication documenting the work of 27 centres with four specially commissioned articles that speak to the major issues faced by the programs, and a video telling the stories of parents and caregivers who actively participate in these programs.



CALENDAR

ONTARIO COALITION FOR BETTER CHILD CARE

Coalition Council Meetings
Sunday, May 28, 1989 10:00-4:30

May 17, June 21

Daycare Coalition of Metro Toronto
Steering Committee Meetings
Metro Toronto Reference Library
For more information: 538-6313

June 3, 1989

Campus Co-op Daycare
"Alive and Kicking" reunion-celebration
of its twentieth anniversary.
124 Devonshire Place, 1-6 p.m.
Contact: Nadia Szilvassy 465-7742.

June 4, 1989

National Child Care Bake-Off!
Be sure to join in on the event in your area.

June 4-7, 1989

Ontario Municipal Social Services Association
"39th Annual Convention"
Windsor, Ontario
Call (416) 629-1633 for details.

June 8-10, 1989

The Canadian Association of Toy Libraries and Parent
Resource Centres
2nd Annual Conference- "Building Friendship Through
Understanding" in Winnipeg, Manitoba.
Contact: Virginia Taylor (416) 536-3394.

June 21-24, 1989

Association of Early Childhood Educators Ontario
"38th Annual Conference" - A Helping Hand To Our
Future
Hamilton Convention Centre, Hamilton
Call the AECEO office for more details at (416) 487-3157.

June 27-29, 1989

Native Day Care Conference
Lakeview Public School, West Bay, Ontario
Agenda includes local keynote speakers and workshops
which deal with many issues of child care programming
including theory, methodology, cultural programming, nu-
trition, and language development.
For more details call Priscilla Wassegijig (705) 377-5383.

October 10-13, 1989

Child Welfare League of America
Mid-Atlantic Regional Training Conference
Adams Mark Hotel, Philadelphia, PA

THE IMPACT OF SARC

The report of the Social Assistance Review Committee recommends changes to the Family Benefits and Welfare laws. If the Ontario government writes new laws, some of these changes will especially affect single parents in the following ways:

1. Welfare and Family Benefits would become one law and one system instead of the present two. Rates would be set more simply and fairly for everyone.
2. The amount of money a single mother would get would be raised by 17%.

3. A single parent would receive as much money as two adults would receive for herself and her first child.
4. Single mothers would not be required to look for work or get into training programs but would be encouraged to do so. A special worker would suggest educational or training programs.
5. A single parent who gets work would be allowed to earn more before deductions from social assistance are made.
6. Teen mothers would receive special help - such as counselling, child care and education.
7. If a child drops out of school, a

- single mother's cheque would not be cut off or reduced if she still has to support that child.
8. A single mother would be able to choose whether she wants to sue her child's father for support herself, or have the Ministry sue him.
9. In the long term, a new Children's Benefit would be paid by the federal government of Canada which would combine the present Family Allowance, Child Tax Credit, and child's portion of the Welfare or Family Benefits cheque, to make one new, larger payment.

**Canada Labour Code
and Child Care**

Amendments to the Canada Labour Code to protect federally-regulated workers on child care leave came into force on 17 December 1987. Employers are now required to contribute to the cost of pension, health and disability plans of employees who take leave under the Code's child care or sick leave provisions. Employer contributions must be at least the same proportion as when the employees were at work.

Rural Child Care Needs Met

Ridgekids, a child care centre serving Ridgetown, Ontario and the surrounding rural areas, has recently opened. The centre operates from 6:00a.m. to 6:30 p.m. and accommodates 40 children from three months to 12 years of age in a day and after-school program. An emergency drop-in program is also available. This component is especially important to farm families, whose schedules can often be unpredictable.

Day Care Conversions Halted

Richmond Hill, one of the fastest growing communities in Canada, has enacted a by-law to prevent the conversion of residences into day cares. The by-law, limiting child care in residential areas to no more than five children, effectively prevents licensed care anywhere, except in community institutions and community rooms of apartment buildings.

The by-law will place severe restrictions on the development of day care centres in Richmond Hill where child care facilities are in demand.

Swedish Mothers, Fathers Win 1 1/2-year Paid Leave

Mothers and fathers can look forward to 18 months of paid parental leave after the birth of a child, under Sweden's latest budget. The state pays a monthly child allowance of \$107 and heavily subsidizes day care services. Eighty-five percent of Swedish women with preschool children go to work.

Parents pay only one fifth of the \$9,500 it costs to keep a child in a day care centre for one year.

Bill-95 -- Alarming News

In June 1988, the Provincial Conservative Government of Saskatchewan gave first reading of Bill-95 which would allow profit day care operations to exist and be subsidized in that province for the first time.

"Smoke-free" Programme

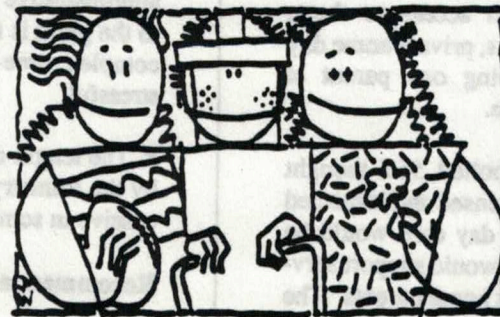
The Smoke-Free Preschool Programme is a unique smoking prevention and education programme designed for three to six-year-olds, their parents and their caregivers. Developed jointly by the Canadian Cancer Society and Health and Welfare Canada, the programme emphasizes the positive aspects of

staying smoke-free. The Smoke-Free Preschool Programme is now available to daycare centres and kindergartens through the Canadian Cancer Society. To obtain more information about implementation in your area, contact your local division of the Canadian Cancer Society.

**Child Care Needs Assessed
in Huron County**

A report issued in September 1988 by Beth Fulton and *Women Today* explains the child care needs of families in Huron County. In order to determine these needs *Women Today* distributed a questionnaire throughout the county. The resultant report is based on the responses of the 125 questionnaires which were returned.

The report explains that the respondents have a definite need for child care: 35% of families need childcare for infants, 72% require care for preschoolers and 49% need care for school-aged children. The present child care arrangements for those respondents who work on a



LOCAL LINES

farm, however, were a combination of limited options open to them which included leaving children at a family member's home, bringing a caregiver into the home and most often taking children along with them. Only one respondent in twenty-seven utilized a day care centre.

For those respondents who worked off the farm or residence most took children to a family member's home, brought a caregiver into the home or used a day care centre (25 of 77 respondents). Both categories of workers had occasion to leave their children alone.

Twenty-six per cent of respondents were dissatisfied with their child care arrangements and seventy per cent were satisfied. Complaints were that day care centres were too far away and service not flexible enough as many families require seasonal, shift work and drop-in child care. Babysitters were felt to be incompetent and child/caregiver ratios in informal care were felt to be unsatisfactory. Parents do not like to leave children alone for any amount of time but also know that they are not safe around farm work. The arrangements which satisfied parents included day care centres for those with access to them, nursery schools, private home day care and having one parent at home full-time.

Of those polled, 56% thought a system of licensed and inspected private home day care would be very useful as would support services for stay at home parents. The most important aspects of a child care system for Huron County are:

flexibility of hours, proximity, quality control and "drop-in" capabilities.

Waterloo Region

The Waterloo Region Coalition for Better Child Care celebrated its first birthday on January 25, 1989 after a busy year of lobbying and campaigning at every level of government.

We are having a letter campaign and we will be visiting our

MPPs for the lobby. We are having feature articles on pay equity and daycare in our local paper. Our local CKCO TV while covering daycare, wants a profit/non-profit forum in the fall. We will also be going out to speak to community groups during the next year.

We are also appearing on CKCO TV to talk about what to look for in daycare and home day care when parents are searching for a spot. We are also working on a pamphlet on this subject for Wel-

CONTINUED ON PAGE 18...

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Northwestern Ontario

the Ministry ensure that such information is not blocked at any level.

4. In some cases, it appears that unions were not sufficiently informed about the direct operating grants.

5. The interrelationship between the direct operating grant and pay equity requires clarification.

6. In respect to community colleges, the implementation of the direct operating grant is causing concern.

7. In some cases, the additional administrative process in respect to the grant is found to be complex, time-consuming and stressful.

8. The length of time for approval by the Ministry appears to be excessive in some instances.

Recommendations

1. That where significant wage

disparities exist (based on regional norm and/or provincial standards) the Ministry instruct day care organizations to direct the 1989 direct operating grant to wages and benefits only.

2. That full information about the direct operating grant be given to day care supervisors, workers, and where applicable, unions.

3. That full information about pay equity provisions, and the implications of the direct operating grant on pay equity be provided to municipal day care supervisors, workers and unions.

4. That day care organizations be assured, in writing, by the Ministry that the direct operating grant will be on-going.

5. That administrative procedures be simplified as much as possible.

6. That efforts be made by the Ministry to speed up the approval process.

come Wagon. We also participated in the Kids Kaleidoscope children's festival and 2000 parents saw our daycare video on what to look for when searching for care.

We have been having some flak from a group called Kidsfirst. They are anti-daycare and want all parents to receive tax credits rather than the money going to programs. They are well organized and have time to write letters and visit MPPs. They are based in Alberta and claim to have influenced Premier Getty.

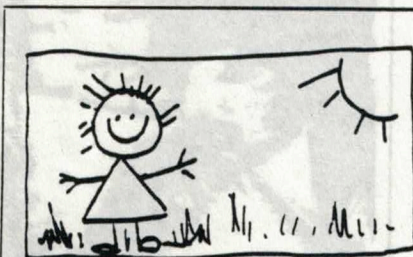
In a way, these attacks can be good as it raises the profile of the issue. We have had spontaneous letters in the Record from working parents. We have had more people showing an interest in joining and our lobby is very strong this year.

At this year's Bishop's Breakfast held April 10 at Renison College, it was stated that the Anglican Church is planning to include child care as an issue for support of working families. This may involve the construction of church-supported day care centres.

Jane Mitchell,
Waterloo Region Coalition for
Better Daycare.

Ottawa Region

Regarding the recent Globe and Mail series on day care, OCDCA is



sending a letter to Mr. Sweeney supporting the need for more Ministry staff who have a clearer and stronger mandate. Speaking to the Program Advisors here they are generally pleased with the articles and the possible repercussions. Even though there was only one local incident reported, they were still surprised that our local media did not pick up on the Globe's initiative.

On Tuesday February 14th the first of the Consultation Committee meetings with the Region took place. This committee made up of agency representatives and Regional staff is to focus on revising the budget package. Their agenda will be to identify concerns and issues with the current budget package, identify what is liked about the existing budget package, identify priorities such as all staffing issues and ceilings and the time frame of the budgets. The first of the Policy Consultation Committee meetings was on February 24th.

Christine Brooks, Ottawa-Carleton
Day Care Association

Northwestern Ontario

The Northwestern Ontario Day Care Committee is deeply concerned that the province will not adequately address the subsidy crisis issue in the next budget year. While the focus of this problem has been Metro Toronto with its waiting list of 5000, the problem is, relatively, just as serious in many Northwestern Ontario communities. In Thunder Bay some 800 - 1000 families are waiting for a day care space...the municipal program alone has a waiting list exceeding 600. District centres are similarly

strained with waiting lists of 40 in Geraldton, 50 in Fort Frances, and 60 in Dryden. It is projected that 75% of those on waiting lists would qualify for subsidy.

The expansion of day care spaces in Northwestern Ontario, and the subsidy spaces allocated, are nowhere near meeting the demand. The province must be urged to address these pressing needs.

Metro Toronto

The Daycare Coalition of Metro Toronto is taking part in efforts by the OCBCC to lobby all Ontario MPPs on daycare issues. We would like MPPs to hear from the daycare workers, parents, daycare advocates and supporters in their ridings. Meetings will be arranged with all Metro area MPPs during the last two weeks of April.

The new Metro Council will have a critical role in daycare policy in the upcoming year. Metro is undertaking a major review of its daycare strategy, in the light of the ongoing subsidy crisis. The Metro-wide waiting list now has approximately 4000 names on it. This is partly due to the somewhat higher number of 9 year olds in the system in 1988 who left their programs in September.

London

The London Coalition for Better Day Care will be holding Provincial lobbies right in London in our Members of Provincial Parliament offices. Please contact our group for more details.

The LCFBDC is setting up new

committees to help better organize upcoming events and would appreciate more volunteers to help out. Different committees include fundraising, Preschool Playday, Parent Information Night and Lobby '89.

Sarnia

Congratulations to Sarnia area child care advocates on the formation of the united A.E.C.E./O.C.B.C.C. and newsletters. The newsletter is both interesting and informative for anyone in the daycare community. Best wishes for the continued success of your endeavours.

North West Territories

The Iqaluit Child Care Association applied for and received funding from Child Care Initiatives Fund for its project phase I, entitled, Iqaluit Child Care Association Project. This six month project has involved: preparation of the proposal for phase II, the opening of a day care; tours of Kingston area and Baffin Island Day



Care Centres, and the development of building plans. The I.C.C.A is committed to providing community day care and would like to offer a day care service beginning on April 1st of 1989. An after school program is planned to begin in the fall of 1990.

Also, N.W.T. still has a Minister Responsible for the Status of Women who cannot see the connection between this portfolio and the issue of child care. She is also the Minister of Social Services. The few women's groups that exist in the N.W.T. lobbied the members of the Assembly in the fall of 1988 about the need for child care facilities and funding in N.W.T. We will see how successful our efforts were in February and March as the Assembly begins the debate on the budget. We are looking for a commitment of \$5 million from the government. We doubt it will exist in the opening round of discussions on the budget, but we intend to do our best to see it in the final draft.

New Brunswick

New Brunswick has been promised an Office of Children's Services by the McKenna government in response to the recommendations set out by the New Brunswick Advisory Council on the Status of Women.

The Advisory Council has advocated for this Office because "New Brunswick has a lot of catching up to do in its child care services,

when compared to other provinces. Fewer than 10% of N.B. children are in licensed day care spaces that have met some minimum standards." There are also concerns about rural child care needs since 50% of the population lives in rural areas and their needs have never been assessed. Further, child care workers in N.B. "earn \$4.41 per hour, compared to a national average of \$7.29 per hour."

In order to combat these problems the Advisory Council's mandate for the Office of Children's Services is "to develop policies and standards in order to ensure the quality, accessibility, diversity, control, coordination, and financing



of child care services for children under the age of 12 in New Brunswick. It should also have responsibilities relating to staff training and support, research and public awareness."

Quebec

Daycare workers in Quebec walked off the job for the fourth time on May 16th to protest against low wages and poor working conditions. The one-day strike by unionized employees at 137 non-profit day care centres, involving 2000 day care workers, was followed by a demonstration in Montreal aimed at reminding the government that last year's budget promises were only words.

The average wage of unionized day care workers in Quebec is \$8.60 per hour and the union wants \$14 an hour over a reasonable amount of time. Workers also want better maternity leave provisions, benefits and training programs.

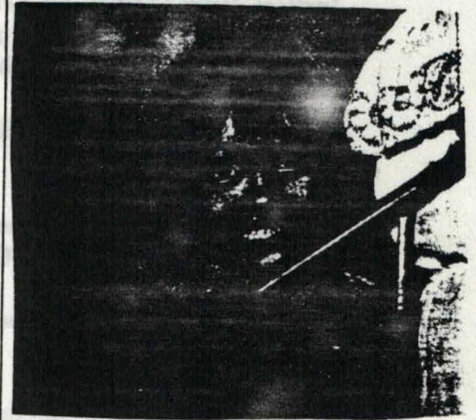
There are one million children under age 12 in Quebec and almost 300,000 of them would be eligible for day care. But there are fewer than 70,000 places available in Quebec's 500 centres.

Quebec's plan to expand child care by 60,000 spaces in the next five years has been indefinitely postponed following the recent federal budget announcement. Instead the Quebec government has announced a 27% budget increase in child care, bringing the amount available to \$132.45 million in 1989. Included in this amount will be a subsidy of \$30,000 for each day care centre regardless of its size and of the fee charged to parents, plus an amount representing 30% of the fee charged to the parent.

Claudette Pitre-Robin of Concertation, the association of Quebec's non-profit day care centres, told reporters that the financing scheme will favor the smaller centres which charge the higher fees, at the expense of the

larger ones with lower fees. She calculated that the total increase would amount to less than an 8% revenue increase and after three years of stagnating revenues, the extra government funds are not enough to "just stay even with rising costs". Most day care centres in Quebec, like Ontario, have debts, mortgages and other pressing needs and that little of the new money will be available to pay staff.

The parents on boards of directors of the non-profit centres have threatened to resign if additional is not available in the new budget!



THE MIDDLETONS



COALITION PUBLICATIONS

The following Coalition publications are available from the Coalition office upon request. Please send \$2 for each publication with your order.

Brief to the Commission of Inquiry on Unemployment Insurance. "Paid Parental Leave Policies: Can Canada's Unemployment Insurance Scheme Meet The Challenge?" January 1986

Brief to Special Parliamentary Committee on Child Care, May 1986

Brief "Still Time For Change, Ontario Provincial Child Care Policy," October 1986

1986 Conference Proceedings, Still Time For Change, December, 1986

Brief to the Standing Committee on Administration of Justice: "Bill 154/86: An Act To Provide Pay Equity in the Broader Public Sector and in the Private Sector, The Pay Equity Act, 1986," May, 1987

Brief to the Standing Committee on Finance & Economic Affairs, January 1987

Brief to the Select Committee on Health: "Development of Non-Profit Child Care in Ontario," April 1987

Brief to the Select Committee on Health: "On Statistics", April 1987

Response to Report of Special Committee on Child Care Federal Child Care Policy, June 1987

Response to Government of Ontario Policy: New Directions for Child Care, June 1987

Brief to the Government of Ontario: "The Times They Are A-Changin'", November 1987

Response to Federal Government National Strategy on Child Care: "Smoke And Mirrors? Or a New Federal Government Child Care

THANK YOU

For Your Renewal

Your Membership
Makes
the Difference

