

# Our World Our Way

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## Our CUPE world getting bigger

Our CUPE 4823 world just got a little bit bigger. In September, 13 staff at the Kids & Company Ajax site voted to join the union.

This is great news for all of us — as our employer grows, so do we. That's important because having a union means we can work toward having consistent wages and working conditions right across the company.

Our growing local is also good news for child care. We're sending a strong message to child care operators and governments that private, for-profit child care is not the cheap alternative to public, non-profit care. As workers, we are committed to winning the recognition of our qualifications, the wages and the working conditions that all contribute to high quality care for children.

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**We're on the web:**

[www.cupe.ca](http://www.cupe.ca)

## Bargaining Update

### October meetings to include strike vote

Your bargaining committee will be going back to the table for conciliation on October 29 and 30. The most important thing they need to show the employer that we are serious about getting a fair collective agreement is the mandate you can give with a positive strike vote.

A strike vote sends a strong message to the employer and gives your bargaining committee confidence that they have

your support. It also gives a clear signal to the conciliation officer appointed by the Ministry of Labour. The conciliation officer assists unions and employers in moving closer to achieving a settlement at the bargaining table without having to resort to a lockout by the employer or job action being undertaken by the union.

At the same time, a strong strike vote shows that you

are ready to take whatever action is necessary to get a fair collective agreement.

Don't miss these important meetings:

#### **Toronto**

7 p.m., Tues., October 16  
Sheraton Centre  
123 Queen St. W.  
(across from City Hall)

#### **Ottawa**

6:30 p.m., Thurs, Oct. 18  
Minto Suites, Lyon Street

## Breaking the mould at Wellington

Kids and Company's Wellington site made the pages of the *Toronto Star* recently, but not in a good way.

The flooding, sewage and mould problems raised many times by staff and parents were included in an investigative article titled "Daycare centres break rules."

In a letter to the editor, CUPE 4823 President Sharon Cummins wrote, "Child care workers at Kids and Com-

pany's Wellington site joined CUPE last year in an effort to improve working conditions at our work site. Now, with the help of our union, we are able to address some of the health and safety issues raised in your article, without fear of being laid-off or reprimanded.

"Prior to unionizing with CUPE, staff tried unsuccessfully to address workplace issues that affect child care

staff and the children we care for every day. Now we have a forum to improve the quality of child care offered at our workplace."

## August holiday recognized

Thanks to a complaint by our union, Kids and Company has agreed to continue last year's practice of recognizing the August civic holiday by providing a lieu day to staff who worked.