

# Our World Our Way

November 8, 2007

Volume 1, Issue 4

## Bargaining enters mediation stage

### You gave us the mandate: strike date Nov. 28

#### Important Bargaining Updates:

All members should make an effort to attend these important meetings where you will get an update on bargaining and hear what your bargaining committee has planned to try to avert a strike by winning a fair collective agreement. It will also help you to answer questions from parents.

#### Toronto

11 a.m., Saturday,  
November 17  
Rosedale Heights  
Secondary School  
711 Bloor Street East  
(across from Castle  
Frank subway station)

#### Ottawa

6:30 p.m., Tuesday,  
November 20  
Minto Suites  
185 Lyon Street  
North

Following strong strike votes by the membership, your bargaining committee requested a “no-board” report from the government-appointed mediator, setting a legal strike date of 12:01 a.m., November 28.

Members in Ottawa voted 100% in favour of strike action if a fair collective agreement is not settled by that date. In Toronto, the vote was 96% in favour. And, our new unit in Ajax, where we have also entered bargaining with a conciliator, voted 100% yes.

We will be working diligently to reach a settlement without job action. Mediation is scheduled for November 26



### **In our world quality comes first!**

and 27. You have given us strength with your mandate; we know you want your first contract with Kids and Company to be a fair one that will provide improved wages and working conditions for now and the future.

It all comes down to ensuring that we are able to provide quality care for the children

and families we serve. We do that with wages and benefits that allow us to stay in the job instead of being forced to look for something better. And we do that with working conditions that allow us to meet all the requirements of Ontario’s Day Nurseries Act on a regular basis in a safe and healthy workplace.

## Putting quality first with a fair contract

Quality. It’s the first priority of the parents who bring their children to us for care. It’s also the first priority for us, as child care professionals.

But how do you guarantee quality care with high staff turnover? How do you guar-

antee quality care when staff-to-child ratios are regularly violated? And how is quality served when we have to fight to ensure that our workplaces — where we care for children — are clean of mould and other health risks?

We are looking for a fair, competitive wage in our first collective agreement. We need to know that when we are injured at work, we will have proper workers compensation coverage instead of relying on our employer’s

**Continued on next page**

## Our World Our Way

### What is mediation?

If a voluntary agreement cannot be reached, the conciliator issues a “no board” report. Under Ontario’s labour law, there can be a legal **strike** or **lockout** 17 days later. Those 17 days are viewed as a “cooling-off” period when the parties can enter into **mediation** and make another effort to reach an agreement.

The vast majority of collective agreements in Ontario are reached without a strike (action by the workers) or a lockout (action by the employer). But that doesn’t mean negotiations are always friendly. We must stand our ground for what we believe is right.

Contact CUPE 4823:  
c/o Jim Morrison, CUPE  
National Representative  
305 Milner Ave., Ste 800  
Scarborough, ON M1B 3V4  
Phone: 416-292-3999  
Fax: 416-292-2839  
E-mail: jmorrison@cupe.ca

**We’re on the web:**  
[cupe.ca](http://cupe.ca)

## Quality before expansion Continued from previous page ...

current practice of simply paying people who are off hurt.

Kids and Company says no.

Our employer says they don’t have the money, they haven’t turned a profit yet. Of course they don’t show a profit. The

money they’re making is going into expanding their business.

That’s their world. In our world, quality comes first. We say make sure your workers can afford to stay in the job so you can provide children with consistent programming by staff they know and trust. We say quality has to come before business expansion. Working parents may want workplace child care, but they want it to be care that gives their children a good early childhood education in a clean and safe environment.



## CUPE’s campaign to stop big-box child care expansion

At CUPE’s recent national convention, delegates voted for a new \$5 million campaign to fight privatization. That includes new private child care corporations that have their eyes on the subsidies that many provinces provide to modest and low-income families.

The main culprit is called 123 Busy Beavers Learning Centres, a company linked with the giant Australian multinational ABC Learning Centres.

CUPE researchers have discovered that 123 Busy Beavers has been making offers to buy out existing private child care centres in order to cash in on subsidies. They make a profit by keeping the costs of both wages and programming low.

(Our employer, Kids and Company, is a private, for-profit corporation but does not have subsidized spaces. It contracts directly with companies that

want to provide child care for their employees, who, like most working parents, often have trouble finding accessible, quality care.)

Big box expansion into Canada will divert public funds into private corporations, erode regulations and quality, increase user fees and trigger restrictive international trade rules.

The best antidote to profit skimming from public child care dollars is the creation of a national, universal child care program. That’s the solution proposed in Bill C303, an NDP

bill currently before the House of Commons. Please send a message to your Member of Parliament, asking him or her to support Bill 303., For more information, visit [buildchild-care.ca](http://buildchild-care.ca).



*Child care worker*