

Our World Our Way

November 23, 2007

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Getting ready for job action

While the bargaining committee is busy in negotiations, working to get a fair deal, everyone else has to get prepared for the possibility of a strike.

Information meetings have been held in Toronto and Ottawa to bring members up to date on negotiations.

At those meetings, picket captains were selected for all work sites. Your picket captain will be your key contact if a strike becomes necessary.

A telephone tree has also been established so that everyone can be kept informed.

Finally, be sure to spread the word about our web site — **4823.cupe.ca** — and the action centre where visitors can send an email to Kids and Company, telling them to put quality first!

Back to the bargaining table

Your bargaining committee and Kids and Company negotiators have set aside Nov. 26 and 27 to return to the table with the help of a mediator.

We are going to the table to work with the employer for a

fair deal. We do not want a strike, but we know the members want to see improvements to wages. You have sent a strong message and provided your committee with a strong mandate.

We are going to the table to get a deal. No one wants to disrupt the important service we provide for so many families, but we have to be prepared for that possibility. See the sidebar for preparations to date.

Messages of support from across the country

In CUPE 4823, we are among 5,000 Ontario child care workers who belong to CUPE. And that again is just one piece of a large social services sector right across Canada.

Delegates from those locals met at the CUPE national social services conference in Ottawa from Nov. 21-23. They took time out from the proceedings to send messages of support for our bargaining.

Who will suffer the most if you care workers give in to sub-standard working conditions and wages? If the company will not settle for a reasonable settlement, think what will happen to the chil-

dren. Stick to your guns!

Brother Thomas Dredge,
CUPE 474, Alberta

Keep up the good work. You are in this for all of us! Thank you.

Sheryl Bums, **CUPE 1936**

Keep up the fight and remember you have the support of 560,000 members behind you.

Patrick Roy, **New Brunswick**

Keep up the fight! I wish you the best and hope you will get your rights respected.

Denise LeBlanc, **CUPE 1418, New Brunswick**

During this time, know that you are not alone. We are with you in your struggle. Our thoughts and support are behind you.

Robyn Smith

You are stronger together and we will stand with you.

Eileen Laffey, **CUPE 2316, Ontario**

Your jobs help us all, especially the children. Our future is with our children. Keep up the fight. We support your efforts. You make a difference!! Way to go!!

Cathy Matthe,
CUPE 2286, Ontario
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Give 'em hell !! Stand strong with all our support.

Jamie, **CUPE 2328**

One out – all out !!

CUPE 2388, Niagara, Ont

You have our support! Thanks for standing up for our beliefs.

Heather, **CUPE 4325, Ont**

GO for IT!! Stand together, together you are stronger.

Nancy Simone, **CUPE 2190**

Children are our life. You protect life. Quality first and you represent quality.

Rick Poole, **CUPE 838, Alta**

Child care workers deserve a fair wage. Look at the level of their responsibility. Children's lives are in their hands. Their workloads and extra duties have become heavier. It's about quality, not quantity.

Laura (child care worker)

It is important to stand your ground insisting on and getting the best possible contract, as it is your first. The job you're doing is one of the most important jobs there is. The continual devaluing of children and the care of children is shameful. It is time for all of us to take a stand to ensure that children get quality care and that child care workers be paid to provide that care. No one should profit at the expense of a child.

CUPE 4568

We will support on the picket line with bodies and money. We will make sure you are not alone. No member will go hungry or feel alone.

CUPE 3826

Being on the picket line is one of the hardest things to do. The determination and belief for your issues is of the utmost importance. Good child care is most important.

Laura Reid, **CUPE 3403**

There are 3 types of people in this world: those that make things happen, those that watch things happen and those that ask, "Hey, what happened?" Keep your heads up. Stand together in solidarity and never let them see you sweat! In CUPE, we never walk alone.

Aubrey Gonsalves,
CUPE 2316

Keep strong and don't forget you have our support and solidarity. Good luck - we will make sure that the unfair way your employer is treating you will be shared with our membership – financial support and support on your lines will come if needed.

CUPE 2196, Timmins, Ont

Fair Contract = Respect.
Good wages, benefits, job security and a fair workload.

CUPE 1880

Childcare is important work. As women, you have the right to make a decent living. Private

tization of childcare services for profit is shameful. CUPE child care workers stay strong, use your voice. You are important.

Murdell Moore, **CUPE 503**

Keep up the hard work and protect child care!

Carmen Benoit, **CUPE 2497**

Keep up the fight! Our members are with you. Let us know if we can help in any way.

Ana Gomes, **CUPE 2497**

Be strong in your message for quality child care and quality workplace. You are supported.

Kara Burke, **CUPE 3010.01, Nova Scotia**

Congrats on negotiating your first agreement. Know that you have full support of CUPE and you can call on all of us. Stand strong, stay united!

Todd Rowley, **CUPE 841.5**

On ne peut être perdant lorsque l'on défend ses convictions. Demeurez solidaires.

SCFP 1878, Montreal

The work you do, the value of it to our society need to be reflected in your wages, benefits and pension. You're worth more! You deserve more!

Elaine Ehman, **Sask.**

For more letters and information updates, go to 4823.cupe.ca.

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**We're on the web:
4823.cupe.ca**



In our world quality comes first!