Northwestern Ontario Day Care News

NOVEMBER 1989

NWO DAY CARE NEWS is a forum for the sharing of information between day care groups throughout the region, as well as providing information about what's happening on the federal and provincial scenes, both in terms of governmental policy/legislation and advocacy groups' activities.

We hope that this newsletter will combat some of the isolation that day care workers and advocates feel and that through the sharing of resources, ideas and action plans, we can develop strategies to ensure the growth and strengthening of quality day care in our region.

We welcome submissions to this newsletter from every day care centre and committee throughout Northwestern Ontario. Please send articles, news clippings, letters, etc. to Box 144, Thunder Bay, Ontario P7C 4V5

MEMBERSHIP COMMITTEE

The Membership Committee met recently, developed plans, and established targets. It was decided that the membership year would be from January 1 to December 31st of each year. Memberships purchased in the remainder of 1989 will be considered 1990 memberships. With the decrease in our grant it will be necessary to raise more of our budget through membership fees. We would be grateful if each reader of this newsletter would recommend friends, co-workers, etc. who might be interested in becoming a member. (Send name to N.W.O.R.D.C.C Box 144, Thunder Bay, P7C 4V5 phone 345-8803) And if you haven't as yet purchased your membership please do so now. (see back page for application)

COUNCIL NOTES

The Council of the Northwestern Ontario Regional Day Care Committee met Saturday, September 30th for a very busy day of discussion and action. In fact, we had so much work to do we didn't complete the agenda and will meet again this fall to finalize the Weighting Factor project, and begin discussion about "education and day care".

From our September meeting three issues emerged that the Council will give continuing consideration to:

* staff training needs of Native centres
  (Maria Swain outlined the problems that the staff employed by her centre experience in acquiring training - a problem that is common to many Native centres. New opportunities to provide appropriate training must be explored.)

* attracting and retaining ECE staff
  (Many regional centres are now experiencing shortages of ECE staff, in contrast to 1986 when NWO had a very high percentage of ECE. As one day care administrato expressed... "the direct grant came too late!"

* capital projects are being restricted to minimums
  (It is disheartening when centres that are trying to match new facilities to their creative vision of quality spaces/programs are hampered by the funder's insistance of cutting to bare bones minimum. But this seems to be common.)

NEW DIRECTIONS DERAILED

With the announcement of New Directions for Child Care in June 1987 spirits soared in the day care community. At last, we thought, the province is taking the day care issue seriously.

The focus of New Directions for Child Care seemed to respond to the concerns raised by day care advocates for more than a decade:

* move child care from a welfare connotation to that of a basic public service
* ensure a range of appropriate services for all families
* provide high quality care
* recognize the value of child care work by improvement of staff wages.

Moving from this sound base it seemed that Ontario was taking the right path to meet child care needs.

Operating for three-year planning cycles the Ministry outlined initiatives to be taken during the first three years. This first cycle ends March 1990 ... a brief five months away.

It is time for some assessment. Have the objectives of New Directions been met? Have the expectations of the child care community been realized?

Unfortunately, NO.

Major initiatives that would significantly shape the direction of child care have been discarded or "put on hold".

Let's look at some of the policy statements made and initiatives planned and see what has and hasn't happened.

"In keeping with its commitment to make child care more affordable, the government will replace the current needs-test with an income test as the eligibility screen for subsidy. Work on the design of an appropriate income test for Ontario has begin and implementation is targeted for the 1988/89 fiscal year."

In September we were informed that the implementation of income testing would <u>not</u> proceed.

"Ontario's comprehensive, integrated approach to child care will be embodied in the drafting of a new Child Care Act. This new legislation will be developed through a public consultation process, beginning with the release of a discussion paper in the 1988/89 fiscal year. The introduction of a new Child Care Act is expected to be achieved by the end of the first three-year planning cycle, setting the stage for the next three-year cycle."

While we understand that work is being done on a new Child Care Act, the N.W.O,R.D.C.C. has not been invited to be part of any consultation process, and has not seen a discussion paper. We have no indication when the new Child Care Act will be introduced (but are convinced it will not be in place by March 1990)

"Projects which strengthen boards of directors and involve parents in child care decision-making and management will be encouraged."

In November 1987 the Funding Advisory Committee prepared detailed guidelines for non-profit boards. The F.A.C. recommendations were not accepted by the Ministry. Great concern exists about the potential for the proliferation of pseudo-non-profits, in the absence of firm guidelines.

The Ministry has recently appointed an Advisory Committee to the Survey of Management Practice in the Non-Profit Child Care sector to determine what policy and program development initiatives will most likely support effective management practice within this sector. While the N.W.O.R.D.C.C. has agreed to participate in this committee we do so with a sense of frustration. Had the Ministry acted on the advice of the F.A.C., the Coalition, and other representatives of the day care community, issues surrounding the non-profit sector would have been resolved several years ago. Studying the situation yet again will only further delay needed action.

"For the first time, direct operating grants will be available to provide ongoing support for licensed care. Initially, priority will be given to improving salaries."

Direct operating grants were implemented in 1988. While many day care organizations flowed the direct grant to wages and benefits, providing a much needed increase in wages for day care staff, it is unfortunate that the Ministry permitted exceptions. Some day care organizations chose to not give the direct grant to staff wages. Consequently, the wage discrepancy within the day care field has increased, which creates its own problems, to say nothing of the effect on the morale of the staff that did not receive the grant.

Although, for the majority of centres, the direct grant was indeed advantageous, for a significant minority of centres the direct grant caused chaos. The majority of problems connected to the direct grant were caused by the Ministry allowing exceptions. This was ill-considered and unnecessary.

"The government will continue to expand its financing of child care subsidies. Approximately one-third of the new funding will be directed to increased financing for child care subsidies to assist about 13,000 more children."

We do not have information on how many new subsidized spaces have been created throughout the province in the past three years. Our information indicates, however, that barely 100 new subsidized spaces have been allocated in Northwestern Ontario.

"The Ministry of Community and Social Services will assess the effectiveness and consistency of current enforcement and licensing policies under the Day Nurseries Act."

(After considerable media exposure re problems of compliance with regulations) the Minister ordered a special task force in February 1989. The task force has already missed one reporting deadline, and has now targetted for October 1989, but, at this writing, the report has not been released.

The N.W.O.R.D.C.C. made a submission to (former) Minister John Sweeney, regarding standards, enforcement and quality, in June 1989. To date we have not had a reply.

".... new funding will be targetted to support the introduction of direct operating grants to the non-profit sector (our emphasis)

"The application of direct grants to the commercial sector forms part of the cost-sharing negotiations with the federal government. The province is prepared to extend these grants to the existing commercial sector, provided the current federal restrictions are removed."

"A range of possible incentives to encourage private agencies to convert to non-profit status will also be provided."

While commercial day care has not been an issue in Northwestern Ontario, we have expressed in the strongest possible terms that we do not want it to become an issue. Public money should not be given to for-profit operations. We have indicated support for initiatives that would encourage owner-operated commercial day care centres to convert to non-profit, ensuring accountability to parents and the community.

Despite the fact that federal-provincial cost-sharing negotiations did not mature, and "current federal restrictions" were not removed, the province has, since April 1988, provided direct operating grants to commercial centres. At present the grant to commercials is 50%, but rumours abound that this will move to 100%.

The Ministry has been working on a "conversion" project for several years. In September we learned that the commercial conversion to non-profit will not be proceeded with.

WHAT HAPPENED TO THE COMMITMENT TO THE NON-PROFIT SECTOR????

"A significant partnership in the delivery of child care services in Ontario is the funding and management role of municipalities. Municipalities are (involved in) the administration and cost-sharing of day care subsidies, the operation of licensed programs and community-wide planning for child care."

"municipal involvment, however, is optional. This has resulted in wide discrepancies in the interpretation of the municipal role, and in local commitment to the provision and expansion of services."

"The municipal relationship is being considered as part of (a study) being undertaken by the Ministry of Community and Social Services, the Association of Municipalities of Ontario and the Ontario Municipal Social Services Association. A report on municipal involvement, expected by the fall of 1988, will define the role of municipalities in the planning, funding and delivery of child care services."

As of September 1989 there was no indication of when (or if) this report would be made public, or if its recommendations would resolve many of the problems day care advocates have identified. The "wide discrepancies in the interpretation of the municipal role and in local commitment to ... services" continue to create problems for the development of accessible, affordable, high-quality child care.

"The Ministry of Labour will be reviewing relevant sections of the Employment Standards Act this year with a view to balancing the needs of employed parents, their co-workers and employers, in areas such as pregnancy and parental leaves."

To our knowledge no action has been taken on improving pregnancy leave provisions or implementing parental leave plans.

PROSPECTS FRIGHTENING

The realization that so little of New Directions' progressive, albeit modest, plan has been implemented is quite frightening.

The objectives of New Directions have not been met within the first three-year cycle. It is becoming increasingly clear that the second three-year cycle will fail to meet the initial goals, much less develop the vision needed to resolve the serious day care problems in Ontario.

The Ministry is preparing the second three-year cycle plan. There will be no public consultation into this planning.

We do not know what the final plan will be. There is, however, no indication that the question of affordability will be addressed (through direct grants to reduce parent fees or other means). There is no indication that the subsidized space crisis experienced by many communities will be alleviated. There is no indication that any of the initiatives to enhance quality child care will be forthcoming.

It seems that the province is saying ... we gave you the direct grant, we raised (some) workers wages. That's all we are prepared to do.

It is not enough.





F.A.C. DISBANDED

The Funding Advisory Committee established by the Ministry of Community and Social Services has been disbanded. The decision to disband the Committee was taken by the Ministry despite a clear indication by committee members that we wanted to continue and expand our consultative role.

The Committee was formed in late 1987 to advise on the implementation of the direct operating grant and the implementation of income testing. As the direct operating grant has been "implemented", and as the Ministry is not proceeding with the change to income testing, the Ministry feels there is no longer a role for the Committee.

Despite many frustrations when our "advice" was not accepted (e.g. that the direct grant should be a wage grant with no exceptions; that guidelines for non-profit boards should be established) representation on the Funding Advisory Committee was viewed as useful for the N.W.O. R.D.C.C. Participation on the Committee provided the opportunity to gain information that would otherwise have been difficult for our Committee/region to obtain. Funding Advisory Committee members believe that there are many unresolved funding issues that should be addressed by a broadly-based consultative committee.

The N.W.O.R.D.C.C. has written to Kay Eastham, Director, Child Care Branch, expressing our concern that the avenue for obtaining and sharing information and advancing the Northwestern Ontario perspective on child care, provided by the Funding Advisory Committee, has been closed.

NEW PROGRAMS/CENTRES

RAINBOW DAY CARE CENTRE in Atikokan, which opened in April, held their official opening June 12th. Howard Hampton MPP, Iain Angus MP, Ruth Wells MCSS, and Margaret Phillips NWORDCC, participated in the opening ceremonies. Rainbow Day Care presently serves toddlers/preschoolagers, but already has a waiting list for school-age children and are initiating plans to meet this need.

Confederation College CHILDREN AND FAMILY CENTRE moved into their new facility in September. Their expanded program is slated for next spring.

KINDERPLACE CHILDCARE CENTRE opened its doors in October. A workplace day care, operated by a non-profit board, KINDERPLACE has been planned to respond to the needs of Lakehead Psychiatric Hospital and Northwest Regional Centre staff but will also serve the broader community. KINDERPLACE is Thunder Bay's first infant care centre, and when expanded will serve ten infants, ten toddlers and sixteen pre-schoolers.

MARATHON DAY CARE moved into their new centre, located in the newly built separate school, in July.

Funding for new centres in DRYDEN and FORT FRANCES have recently been announced.

KENORA DAY CARE is now offering private home day care in addition to their Centre program. Licensed for 20 children the private home program started in September.



DO YOU ENJOY RECEIVING THIS NEWSLETTER? PLEASE CONTRIBUTE TO THE NEWSLETTER COST BY PURCHASING YOUR MEMBERSHIP

RED LAKE

submitted by Holly Rupert

At the Red Lake Day Care Centre, we are setting up an integrated program for children with developmental disabilities.

Late last summer, the Township of Red Lake received $56,000 in grant funding from the Child Care Initiatives Fund, Health and Welfare Canada. This has allowed us to begin an 18-month pilot project to provide a program for children with special needs. The grant will cover the cost of equipment, resource materials and supplies, as well as wages and some training for a resource teacher.

A project co-ordinator -- Holly Rupert, a Council member -- has been hired to set up the program. Right now we are busy defining policy, planning a community promotion strategy for the program, and establishing the necessary liaison with COM SOC for integrated licencing.

We plan to hire a resource teacher to begin in January. We expect to be offering actual programming to children in March 1990. We'll have four integrated spaces available.

The pilot funding will run until January 1991. After that time, our funding is not certain. However, the program's success will go a long ways towards winning renewed support from Red Lake Council and the necessary funding from COMSOC. We've received positive support from the local boards of education and several community agencies that also work with children, so we are confident the program will be successful.

SCHOOLHOUSE PLAYCARE CENTRE

submitted by Kelly Massaro-Joblin

The Pilot Project is coming along nicely. We are planning a workshop for St. James parents and staff along with Schoolhouse Playcare Centre parents and staff. The workshop is entitled "Storytime: A Quality Time".

This informal workshop for parents and staff will offer easily applied ideas for making this important daily routine an even more rewarding experience for everyone. Emphasis will be on how to capture the child's interest; explore the book together; how to expand the speaking vocabulary at an early age level when the greatest language acquisition in a child's life takes place; and how to enhance listening appreciation and thinking. A list of particularly suitable books for storytime will be provided - many of them available at the public library.

This will assist our early intervention process by helping those children who require help with their language skills along with other children to enjoy reading.

GRANT CUT 22%

Along with other Northwestern Ontario organizations that receive Secretary of State Women's Program funding, the N.W.O.R.D.C.C. experienced a serious slashing of our grant request. In our case, the budget was cut 22%. The erosion of funding to Secretary of State Women's Programs and its funded community groups, demonstrates that the federal government does not intend to continue its support to groups that advocate social change. While the federal government no doubt hopes to muffle social protest, we are determined that we will not be silenced.

GOOD WISHES TO:

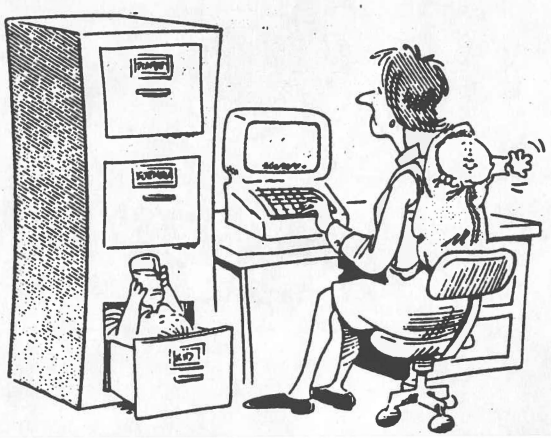
DIANE SARRAZIN, who moved to North Bay in September to assume a new position with the North Bay and District Association for the Mentally Retarded. Diane, who was Supervisor of Geraldton Day Care Centre/La Garderie de Geraldton, was very active in the formation and the maturation of the N.W.O.R.D.C.C. We wish to thank you, Diane, for your years of hard work both in Geraldton and with the Committee.

KAREN WARBIN, who is pursuing studies during a year's leave of absence from her position as Supervisor of the Dryden Day Care Centre. Karen has been involved with the N.W.O.R.D.C.C. since our inception and was a member of the Weighting Factor committee.

MARILYN WELLS, a former member of our Council, is taking on new challenges in the education field, having spent the summer studying in Manitoba.

RUTH WELLS, Regional Child Care Co-ordinator, North Region, Ministry of Community and Social Services, has recently relocated to Sault Ste. Marie. Before joining the Ministry, Ruth was active with our Committee. We will miss you in the Northwest, Ruth, and hope that you keep in touch.

We also wish RAE ANNE HONEY, Ontario Women's Directorate, a quick return to good health and mobility.



MANITOBA MOBILIZES

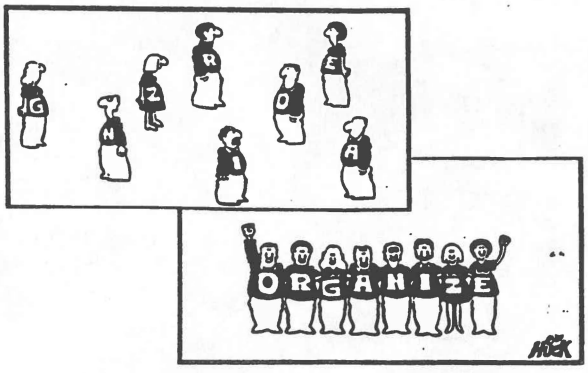
A one-day, province-wide walkout by day care staff at the majority of the Manitoba Child Care Association's centres occured Oct.17th.

2000 day care workers, parents and children demonstrated at Manitoba's legislature protesting the government's decision not to give immediate raises to child care workers.

While child care workers wages (which average about $16,000) head the list of problems, increased parent fees, the demands on parent boards to fund raise, and an apparent government move to fund for-profit centres are also major issues in Manitoba.

Rural Manitoba day cares have particular needs, which N.W.O. can identify with... "directors noted food costs are higher in rural areas, field trips for youngsters cost more and the cost of obtaining supplies, usually from Winnipeg, is higher."

While no government action was forthcoming, the level of support given to the demonstration by parents was especially encouraging... and future actions will be planned to urge solutions to the crisis.





G.S.T.

The imposition of the planned Goods and Services Tax (G.S.T.) by the federal government will create enormous problems for consumers, small business people, in fact, the majority of Canadians.

The G.S.T. is being vociferously protested by most Canadians. Day care advocates will add our voice to this protest. Although child care fees are exempt from the G.S.T. many costs of operating day care (supplies, equipment, heating, etc.) will be taxed, adding to centre costs, and reflected in increased fees.

POLICY FORUM

The Ontario Coalition for Better Child Care will hold a Policy Forum November 8, 1989. Evaluating the current state of child care; examining alternatives; and establishing goals and strategies for the future, will be the day long focus of this Forum. The issue of day care jurisdiction will provoke considerable discussion. Evening workshops on private home day care, pay equity, and the possible formation of a Non-Profit Child Care Federation will also be held. Forum delegates are invited to participate in the Pay Equity Lobby of MPPs that will take place the following morning. Several representatives of the N.W.O.R.D.C.C. will participate in the Forum and will report in the next newsletter.

WISHES, DREAMS AND GIANTS

Rodney Brown's newest recording WISHES, DREAMS and GIANTS should be of special interest to Day Cares in Northwestern Ontario. Released over the summer it has been receiving a very positive response from the public, media and educators in Thunder Bay and indeed across the country.

The album cover is beautifully illustrated by Atikokan artist Alana Marohnic. Many of the songs were workshopped while Rodney was doing residencies in Northwestern Ontario schools. Students thoughts and feelings about school, play, tooth-fairies, pets, unicorns and friends make it fun listening for young children.

As well as songs written with children the album includes two stories that are adapted by Rodney: Pete Seeger's Abiyoyo and Harry Nillson's Rainmaker. A traditional Jamaican folk song Mango Walk is also on the album.

We think this recording would make a worthwhile addition to your taped music library. Presently distribution is limited to various Thunder Bay stores, the Children's Bookstore in Toronto and a few other outlets across the country. It is available on album or cassetee and can be ordered by sending a $15.00 (this includes tax, shipping and handling) cheque or money order to Starsilk Records, 212 Wolseley St., Thunder Bay, Ontario, P7A 3G7. Call (807) 344-1057 for any questions you may have.



PAY EQUITY

The Ontario Federation of Labour and the Equal Pay Coalition are mounting a campaign to pressure the government to ensure pay equity provisions are extended to the thousands of women not presently covered by the Act.

Proposed changes made to the Pay Equity Commission would:

* allow comparisons between jobs in different workplaces
* include women in workplaces with less than 10 employees
* raise the minimum wage to $8.30 an hour
* give part-time workers the same protection and benefits as full time workers
* make it easier for unorganized women to unionize
* introduce strong employment equity legislation
* allocate special funds for pay equity increases throughout the public sector

These and other issues will be the subject of the Pay Equity Lobby of provincial MPPS to be held November 9th, 1989.

Highest paid day-care staff give best care, study says

BY COLIN MacKENZIE
Globe and Mail Correspondent

WASHINGTON

Wage rates are the greatest single predictor of the quality of care offered by day-care centres, says a national U.S. study released yesterday.

The higher the wages, the better the care, said the authors of the study that surveyed 227 centres in five U.S. cities.

The centres that paid the best tended to be non-profit, have better-qualified staff and lower rates of turnover.

Staff turnover was 41 per cent in 1988, up from the 15 per cent reported in a similar 1977 study.

And there was a direct correlation between salaries and turnover: 54 per cent in centres paying less than $1 an hour, 27 per cent in centres paying more than $6 an hour.

"Children in centres with higher turnover rates spent less time engaged in social activities with peers and more time in aimless wandering," said the study, which also noted lower vocabulary test scores for such centres.

There is also a disturbing pattern in such turnover, said Deborah Phillips, a University of Virginia education professor and a co-author of the study. New workers increasingly tend to be less qualified than they people they replace, she said yesterday.

Child-care workers earn far less than their counterparts in other industries and not even one-third of what similarly qualified people make in other fields.

"Our nation has implicitly adopted a child-care policy which relies upon unseen subsidies provided by child-care teachers through their low salaries," said the study, entitled the National Child Care Staffing Study.

This was particularly true in for-profit centres, both independent and chains, the authors said yesterday. While non-profit centres spent slightly more than 60 per cent of their budgets on instruction, for-profit centres set aside 41 to 49 per cent for that purpose.

"The difference in quality is significant and attributable in part to wages and to turnover rates," said study co-author Carollee Howes, a psychology professor at the University of California.

The average chain-owned, for-profit centre paid $4.10 an hour and had a staff turnover rate of 74 per cent. Independent, profit-making centres paid $4.76 an hour and had a 51 per cent turnover rate. Church-sponsored centres paid an average of $5.04 an hour and had lost an average of 36 per cent of their staff in the past year and other non-profit centres paid $6.40 an hour and had a 30-per-cent turnover rate.

Centres caring for a total of 16,000 children and employing 3,000 people were surveyed from February to August of 1988 in the $500,000 study, which was financed by several foundations.

Fees ranged from $3,200 to $7,200 a year for full-day care, and salaries averaged $5.35 an hour.

Confined to licenced centres, the study consisted of in-class assessments of teacher-child interactions, interviews with staff members and assessments of children.

The study also found that high-income and low-income families tended to receive the best quality of child care, with middle-income families lagging behind.

Globe & Mail
Oct.18/89

Social Policy

Leonard Shifrin

Are moms quitting workforce?

SURPRISING as the latest unemployment figures are, they may be just the tip of an unexpected iceberg.

In his April budget, Finance Minister Michael Wilson acknowledged that the jobless rate, which was then 7.8 per cent, was expected to rise. Unemployment would climb to 8.2 per cent in the last three months of the year, said the budget documents, and be up to 8.5 per cent a year later.

Private sector forecasters have been saying the same thing, many of them projecting even higher jobless numbers.

The Conference Board of Canada's recent survey of forecasts from 13 financial institutions and economic research firms shows all of them predicting rising unemployment over the balance of this year and next. Several of the forecasters predict that next year's rate will average close to 9 per cent.

But Statistics Canada reports that the jobless rate has actually been falling for the past several months. The newly-released September figures show it dropped from 7.4 per cent to a post-recession low of 7.3 per cent last month.

JOBS, JOBS

Are Mulroneyan economic policies confounding even Wilson's prophesies, and generating jobs, jobs, jobs?

Not at all.

StatsCan says the number of employed Canadians actually dropped in September by more than what end-of-summer seasonal factors alone can account for.

The reason why the unemployment rate nonetheless fell is that the participation rate — also seasonally adjusted to take into account those who would normally leave the labor force in September — dropped even more.

The biggest surprise is the group which was responsible for virtually all of that drop. Not the discouraged older male workers we hear so much about, but women under the age of 25.

Fifteen years ago, when the baby boom generation was flooding into the labor market, economists were predicting a big drop in unemployment as soon as the last of the baby boomers reached working age. By the early '80s, said the Economic Council of Canada among others, our problem would be a shortage of labor.

It didn't work out that way, of course. The recession was partly responsible, but the biggest reason was that the growth of the labor supply didn't slow down significantly when the baby boom entrants petered out.

Mothers re-entering the job market and younger ones not leaving it when they had children kept the number of available workers growing strongly, as the female labor force participation rate rose by a full 1 per cent each year.

DAYCARE

Until this year, that is. In the first nine months of 1989, it has grown at less than half that rate.

Although it was women under the age of 25 who were mainly responsible for last month's figures, over the full January to September period it is women over 25 who show the larger stall in labor force participation.

At this point, it is premature to draw any firm conclusions. But it isn't too soon to start asking questions and checking possible answers.

Has the number of mothers who want jobs outside the home started to level off? Or has our patchwork child care situation been stretched to its limit, so additional mothers who want to return to paid employment and new mothers who want to continue in their jobs are simply finding it impossible?

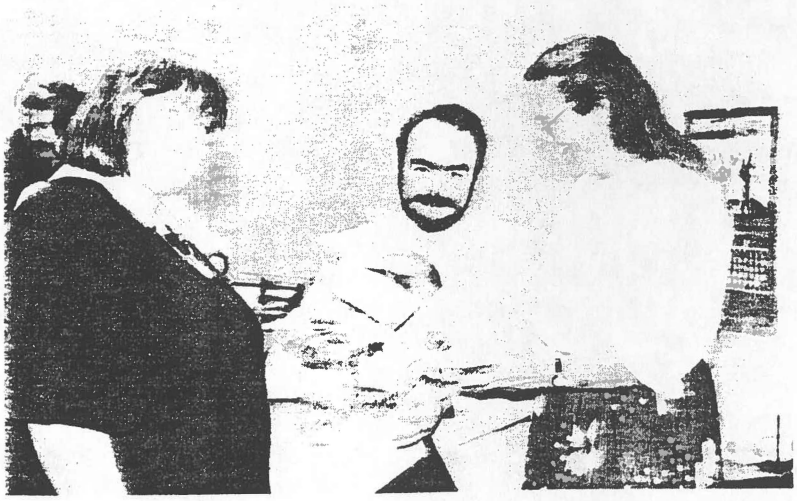
Although the number of spaces in child-care centres has been growing rapidly in recent years, the number of children being cared for by relatives and in the homes of neighborhood women has been growing even faster.

With fewer women at home, the number available to take other people's children into their homes had to run out eventually. And that could be what is now happening.

If so, the news of our falling unemployment rate should be ringing alarm bells rather than inviting applause.

☐ **Leonard Shifrin is an Ottawa lawyer who writes on social policy issues.**

Bake sale donations for minister



Staff Photo

Brenda Cryderman, left, co-chairman of the Northwestern Ontario Women's Decade Council and Margaret Phillips, a spokesman for the Northwestern Regional Day Care Committee, help MP Iain Angus (Thunder Bay-Atikokan; NDP), hold an overflowing armful of baked goods. The baked goods were presented to Angus by Cryderman, Phillips and a number of other citizens concerned about federal day care funding and legislation. Angus will present the baked goods to Finance Minister Michael Wilson. The women said Wilson could hold a bake sale to fund more federal day care initiatives. Some of the cookies were stale and others were broken. "The stale cookies are indicative of the length of time Canadian families have waited for the federal government to take action on the child care crisis," Phillips told a group of supporters gathered at Angus's May Street office Friday. "The crumbled cookies are representative of the broken promises of the Conservative government."

Chronicle Journal June/89

MEMBERSHIP

At the 1988 Forum a membership structure for the Northwestern Ontario Regional Day Care Committee was approved. Memberships are now available. Membership categories are:

Category A: Municipal Councils/Indian Band Council; Day Care Centres; Professional Organizations; Regional Associations; Labour Unions.
Fee: $50.00

Category B: Parent Groups, Voluntary Community Organizations.
Fee: $25.00

Category C: Individuals.
Fee: $5.00

To join, please complete this application form, detach and return to: N.W.O.R.D.C.C.
P.O. Box 144
Thunder Bay, Ont.
P7C 4V5

MEMBERSHIP APPLICATION

I believe in the purpose of The Northwestern Ontario Regional Day Care Committee and I wish to become a member.

_____
Signature

Name:_____

Address:_____

Postal Code:_____

Phone Number:_____Fee Enclosed_____

Category: A____ B_____ C_____

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PREPARATION TIME: OVERDUE

COOKING TIME: A.S.A.P.

METHOD: MIX ALL INGREDIENTS THOROUGHLY IN A LARGE MULTICULTURAL SETTING, THROW IN ADEQUATE GOVERNMENT LEADERSHIP AND FUND UNTIL ALL CHILDREN ARE WELL CARED FOR. PLACE IN HIGH PRIORITY FOR IMMEDIATE ACTION.

