

BADWU NEWS

From the Daycare Organizing Committee of District 65, UAW

Vol. V, no. 4. August 1980



Success in Northampton

This is an article that was sent to BADWU by Joel Dansky, a Head Start worker at HCAC in Northampton, Massachusetts.

As of July 14, 1980, Hampshire Community Action Commission (HCAC) is under contract with District 65.

We believed that a union contract was necessary at our agency to protect workers' rights, keep the pressure on to raise wages and benefits, and to get a consistent say in program policies. We were attracted to District 65's activity organizing childcare and social service workers across the state. We survived a long delay in getting our union recognized; and because we have a large negotiating committee with good participation we have survived management hiring a negotiator from one of those union busting firms.

HCAC has 8 or 10 different programs; day-care Head Start, family daycare, youth employment, fuel crisis intervention, Hispanic programs, etc. Most of these have different funding sources and budget limitations. Though we settled "language" issues across the board in the contract, we were forced to negotiate wages program by program while still trying to get the District 65 Security Plan for everyone.

When we came to the state-funded daycare budgets (group and family daycare) it became very clear that decent wages and health benefits wouldn't happen without substantial increases from the Department of Social Services and Rate Setting Commission. And we can't count on that without more political and union pressure on them.

There are other 65 drives going on out here in western Massachusetts, and that will add to our strength.

Workers and management at HCAC have ratified their contract. The increases that the workers received now are retroactive to October 2, 1979. On October 2, 1980 they will receive more increases, as can be seen below:

	Before	Now	10/1/80
Vacations	1 1/2/month	2/month	same
Sick Days	1 1/4/month	1 1/4/month	same
Personal Days	0	3	same
Health Insurance	75% employer paid	100% employer paid partial 65 Security Plan	100% employer paid full 65 Security Plan
Pay:			
Headstart		55¢/hr.incr.	All employees will make between \$5.50 and \$6.50/ hr.
Family D.C.	\$3.95-\$5.35	\$5.20-\$5.70	
Gp. D.C.	\$3.93-?	10-14% incr.	
Agency min. wage	\$3.93	\$4.50	same



Want more information about BADWU? Call 868-4476 (Sandy) 522-0943 (David), or Leslie at District 65 (262-6333), or write BADWU, 636 Beacon Street, Boston, Massachusetts, 02215.

NAME _____
(nombre)
ADDRESS _____
(dirección)
PHONE _____
CENTER(centro) _____

SLIDING FEE: What Does It Mean?

The following article was written by members of a coalition working to organize parents and daycare workers around problems with the implementation of the sliding fee scale demonstration project.

On July 1 Massachusetts began a sliding fee scale for social service clients. We feel the sliding fee scale demonstration project is correct in the over-riding principles: that public money will be used to subsidize daycare services for families and that the fees will be set at a rate commensurate with ability to pay. We want to commend the Department of Social Services (DSS) for working towards this goal. But we stress that the proposed

funding for the sliding fee scale in the State's budget for Fiscal Year 1981 (July 1, 1980 - June 30, 1981) is totally insufficient.

Full implementation of a sliding fee scale could be an important step toward establishing daycare as a publically supported social service and as a right for all families in the state. Adequate funding is the only way a sliding fee scale will really work.

Funding is needed to expand services at current daycare centers and to provide start up money for new centers to meet an increased demand which will evolve as a result of extending the right to subsidized daycare to all families in the state who earn up to 115% of the national medium income. (NMI)

Currently Title XX funds do not provide enough spaces for all families who are eligible. Every daycare center with Title XX funds has a long waiting list of eligible families. The sliding fee scale extends the eligibility to more families. We believe that this extension of eligibility is reasonable and fair. But the proposed budget has only allocated an increase of approximately 5% (\$2 million) to expand Title XX funds in order to implement the sliding fee scale. Therefore, very few additional families will receive subsidies.

A Working Economy for Americans/cpf



NEXT BADWU MEETING / PROXIMO REUNION
Tuesday Sept. 9 / Martes el 9 septiembre
District 65 office
636 Beacon St. Kenmore Sq. 7:30 pm

Quienes somos

Comida de la tierra

YA HAY TIEMPO PARA JARDINES

Aun cuando el verano esta medio pasado, ya hay tiempo hacer un jardin o sembrar unas legumbres en potes si no tiene mucho espacio a fuera. Vale la esfuerza.

Los niños quieren mucho explorar la tierra y buscar gusanos y insectos, sabiendo que hay mucha vida allí. También les gusta cojer rocas y hacer líneas con ellas al fin de la parcela. Es preciso marear claramente con palos o rocas las rutas en donde se puede andar. Los niños necesitan mucha ayuda con el trabajo de arrancar las hierbas malas especialmente cuando las plantas han aparecido.

Rabanos son muy buenos porque aparecen en 2 - 3 dias y se pueden comer despues de tres semanas. Estos resultados rapidos ayudan a los niños entender como es un jardín. También les gustan zanahorias, pepinos, tomatillos, o cualquier cosa que se puede comer en pedazitos. Calabazas y melones toman más tiempo y puede usarlos en el otoño para comer o tallar en caras para "Halloween".

Por lo general los niños aprenderán varias cosas: primero que la comida no se produce en una tienda. Si se usa estiercol como abono los niños pueden saber del ciclo de la naturaleza que no gasta nada. Van a ver que la tierra vive y que necesitan cuidarla y protegerla bien para que puedan tomar parte en su vida.

Obreros Unidos en Circulos Infantiles de la Area de Boston (BADWU) es un comité para organizar obreros de centros que cuidan niños. Estamos afiliado con el Distrito 65, una unión democrática y progresiva. En años recientes hemos estado envuelto en luchas día al día y también en conflictos con el estado sobre la supervivencia del cuidado de niños como una institución.

Nosotros en BADWU hemos escrito un contrato modelo para obreros que cuidan niños en Massachusetts. El contrato contiene lo que pensamos necesario para cuidado de calidad para niños y condiciones decentes para obreros. Unas demandas incluidas en el contrato modelo son:

- Un sueldo mínimo de \$9000 anual para todos obreros de tiempo completo
- Proporciones decentes y enforzadas entre maestros y niños
- Maestros a substituir para todos maestros enfermos o en vacación
- 35 horas al máximo de trabajo a la semana
- 20 dias anuales de vacación, al mínimo
- 18 dias anuales para enfermedad, al mínimo
- Un plan completo de seguro de salud para todos obreros
- Plan de pensión
- Seguridad de empleo: procedimiento para emplear o terminar obreros para asegurar los derechos de obreros y eliminar terminaciones arbitrarias.

Ya trabajamos con el Distrito 65 para ganar estas demandas en nuestros centros y en centros en todas partes del estado. Ya tenemos más de 200 miembros. Invitamos a todos que cuidan niños a unirse con nosotros. Llamenos a 522-9453 (David) para más información.

La union va al oeste !

Los obreros en la Hampshire Community Action Commission ya tienen un contrato con el Distrito 65. Esta es la primera victoria para los que cuidan niños en el oeste del estado. También, la HCAC tiene 8-10 programas diferentes, y todos los obreros de estos toman parte en el contrato.

Con el contrato, todos en los tres centros tienen un sueldo más alto por 10% al mínimo, más días de vacaciones y días personales, y obtienen el Plan de Seguridad del Distrito 65.

La union esta trabajando para más victorias en varios centros en el oeste de Massachusetts. Que vivan los obreros de la HCAC por ganar la primera!



LNS/cpf



Ese ejército no ganará.

NO MAS SALVACION SIN REPRESENTACION

En viernes el 20 de Junio, los obreros del centro del Salvation Army y sus amigos tenían un piquete informativo enfrente de la oficina regional del Salvation Army en Boston. Con los obreros de Salvation Army había gente del Childrens Center de Brookline, el centro de Oxford Street, la universidad de Boston, BADWU y el Distrito 65.

Los obreros del centro de Salvation Army votaron en Abril de 1979 a unirse con la union del Distrito 65. Desde luego el Salvation Army siempre ha rehusado negociar un contrato con los obreros. El objeto del piquete, que era bien animado a pesar de la lluvia, era dar publicidad a la situación de los obreros en el centro y informar al pueblo como trata el Salvation Army con sus obreros.

Es muy irónico que el Salvation Army esta celebrando cien años de "obras buenas" en este país, y al mismo tiempo, esta violando la ley por rehusar negociar un contrato con sus empleados quienes han escogido la union legalmente.

Los obreros en el centro del Salvation Army necesitan su apoyo. Escriba o llama al Major Conrath del Salvation Army para decirle que no le gusta como se tratan los obreros. Direccion; Major Conrath, Salvation Army, 147 Berkeley St., Boston, Mass. Numero de telefono, 542-5420.

For instance, in one center, out of 25 children, 9 receive Title XX subsidies, although 12 are income eligible. Under the sliding fee scale 23 of these children should receive subsidies, but a 5% increase would not even pay for one more child. Thus, while some tuition will be collected from families who currently pay none (a part of DSS's plan for the project to which we object) no additional families will receive help in paying for daycare services. To us, this is a cut-back!!

Aside from the issue of inadequate funding, we find problems in the sliding fee scale itself. Under it a mandatory fee will be collected from every family, including those at poverty level. We feel that families earning 50.7% of NMI or less (those eligible for Title XX slots before July 1, 1980) should receive fully subsidized daycare. Payment by these families will be a hardship for those who can least afford it.

The DSS claims that collecting this fee will achieve two aims: 1) it will encourage a "single standard of care" and 2) It will generate money for expansion. We reject the logic behind these arguments. No matter how tuitions are paid it is the responsibility of a daycare center's administration to assure that a single standard of care is achieved for all children. And furthermore, the fees collected will generate insignificant income. They will not provide the basis for an expansion of services.

What is the meaning of introducing this mandatory minimum fee?? The only reason we can see is to say, as a matter of principle, that every family must pay for social services and that social services are not a right.

The concept of "slots" to subsidize daycare is in contradiction to the concept of daycare as a right for all families regardless of income. The sliding fee scale as it is now being implemented serves to divide centers internally, discriminating among parents by subsidizing some and not others although all may be equally in need of financial assistance. It also divides centers from each other by putting them in competition for a limited number of "slots". Those centers



with the most finesse at pushing for more "slots" and more funding are the one's likeliest to receive them. It is crucial, at this time, that all centers in the state join together and push for the expansion of daycare services to all families in Massachusetts.

We want to build up a coalition of parents and daycare workers to work for full implementation of the sliding fee scale. We want to document the existing need for daycare. We are asking people who need daycare and are eligible to fill out and sign a letter to the state legislature and the DSS demanding their rights for a subsidized place on the sliding fee scale.

We feel that the DSS has done some good work, but we cannot give the Department our full support until they begin to advocate for enough money to fully implement the sliding fee scale.

If you would like to help us in this effort to find adequate funding to fully implement the sliding fee scale, please contact: Badgie Rankin, 876-8768
Judy Rosenbaum, 734-4045
Barbara Sacks, 666-3969



Inch by inch, row by row

Even though the summer is half over, there's still time to do a garden, or grow a few different kinds of vegetables in pots, if you don't have much space. It's worth the effort!

Kids love to explore through the dirt, searching for bugs or worms and finding out that the ground is alive. They also like to collect rocks and help make borders with them at the edge of the garden plot. It is very important to clearly mark paths where they can walk, with rocks or sticks. Weeding requires close supervision particularly when your plants have come up.

Radishes are good to start with as they come up in 2-3 days and are ready to eat in 3 weeks. The children will have some quick results and can begin to see what the garden is all about. Children seem to like carrots and cucumbers and cherry tomatoes. Anything easy to eat in small pieces. Watermelons and pumpkins take longer and can be eaten in the Fall or carved for Halloween.

In general children will learn various things; first, that food does not grow in the store. If you use some manure for fertilizer the children will begin to find out about the cycle of nature where nothing is wasted. They will see that the earth is alive and that it requires care and protection and that they themselves can take part in its life.

No Salvation Without Representation

On Friday, June 20 workers at the Salvation Army Daycare and supporters from Children's Center of Brookline, Oxford Street Daycare, Boston University, BADWU and District 65/UAW held an informational picket line outside the regional headquarters of the Salvation Army in downtown Boston.

The purpose of the picket line, which was enthusiastic despite the pouring rain, was to publicize the workers' situation at the center and to let people know how the Salvation Army has been treating its workers.

It is somewhat ironic that just as the Salvation Army is celebrating the 100th anniversary of its "good works" in the U.S., it is also violating the law by refusing to negotiate a union contract with its legally unionized workers. Workers at the Salvation Army Daycare Center of Dorchester urge you to show your support by letting the Salvation Army know (by mail or phone) that you disapprove of their treatment of their daycare workers.

Call or write: Maj. Conrath
Salvation Army Headquarters
147 Berkeley Street
Boston, Ma.
542-5420



BADWU NEWS

From the Daycare Organizing Committee of District 65, UAW

Vol. V, no. 5, September/October 1980



GOOD NEWS FROM THREE CENTERS!

Believe it - or not! After a year and a half of delay, disregard and courtroom scheming, the management of the Salvation Army has finally agreed to negotiate with District 65. Talks will begin in early September. Workers at Salvation Army Day-care voted to join 65 in April 1979, the first daycare group to do so. We applaud their endurance and will continue to support them!



Congratulations to workers at Webster Square Day Care in Worcester, who recently won an election to unionize by a vote of 16 - 4. Welcome! And we hope this encourages more daycare workers in Worcester to organize!



Putnam Children's Center has signed a 2 year contract between management and its employees with District 65, U.A.W.

The workers (who prior to having a union had no health coverage) received full medical and hospitalization benefits under a modified version of the District 65 Security Plan (look elsewhere in this issue for more information about this plan).

Salary increases awarded through the contract come to about 7%, and can be renegotiated after one year. The daycare workers won a cut in weekly hours from 40 to 35, with no loss in pay.

Among other gains made through the contract are a Union Shop and access to the District 65 Credit Union. In addition, a union committee has been established to meet regularly to discuss issues which arise at the work place.

Congratulations, Putnam!

NEXT MEETING

NEXT MEETING

BADWU will hold its next meeting on Tuesday September 30 at 7:30 p.m. at the District 65 office, 636 Beacon St. in Kenmore Square. Please join us in talking about daycare issues and what's happening at your center!

Now close your eyes ...

For many people in daycare, kids and teachers alike, naptime is the most difficult time of day. A naptime that is not smoothly run can upset teachers and kids. Children who "can't" be quiet or adults who are nervous and don't know what to do at this time can create an atmosphere that is far from restful for anybody.

Following are a few suggestions for a smooth naptime:

- Have all cots (or mats) and blankets set up at the start of nap, and make sure all the children have gone to the bathroom.

- Read a quiet story or sing some quiet songs before sending individual children to their cots.

- Have the expectation that all children will at least rest, if not sleep. Express this expectation, and make it clear.

- Gradually darken and 'quiet' the room. For example, let the children talk while the lights are still on. When the lights go out have the children only whisper.

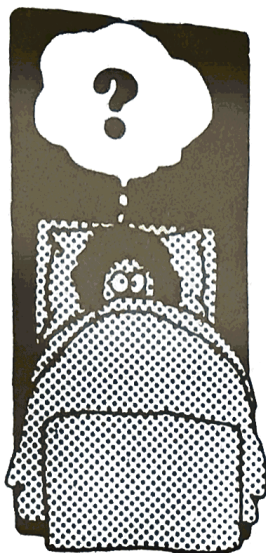
When the curtains are closed all whispering should stop. Or, if the children are allowed books or stuffed animals on their cot, have the books put down, or the animals 'put to bed' at one of these signals. Consistency is the key to this.

- Some children need vigorous back rubs to help them relax. Some need none. Some need only feel the pressure of a still hand on their head and a quiet reminder to close their eyes. Try to judge what each child needs. A general command to the whole group to quiet down will often excite them, a calm request or a quiet song to one or two at a time will be more effective.

- Try to judge where cots should be placed. A mixing of quieter and more active children is usually best.

- Make up a chart of where each child sleeps, as well as the naptime routine and the needs of each child so that nap time will be somewhat consistent when there is a sub working instead of you.

By David Train, CAPIC Child Care Center



What Are They Saying About Daycare ?

WHY DO DAYCARE WORKERS LEAVE THEIR JOBS?

In a recent study of 95 daycare workers, Marcy Whitebrook, Carollee Howes, Rory Darrah and Jane Friedman came up with some explanations. It seems the nature of daycare work is so satisfying "it attracts... people who would otherwise seek more status and better salaried employment." Yet turnover at child care centers averages 15-30% a year, and is far higher at some centers. Whitebrook et. al. found "low pay and unpaid hours, lack of benefits [and] job security, unclear or unfair job distinctions, and the constant threat of cutbacks responsible for [daycare workers']

dissatisfaction, frustration, and inability to make longterm commitments to their jobs."

WHY IS DAYCARE SO POORLY SUPPORTED?

According to Newsweek magazine, "part of the problem is that working women have not yet mustered enough influence to make day care a major issue. Eighty percent of female workers still labor at ... traditional 'women's work'... only 17 percent of women workers belong to unions."

WHAT ARE THE U.A.W. AND DISTRICT 65 DOING ABOUT THIS?

Here's what U.A.W. president Douglas Fraser had to say: "Millions of working people are unorganized. District 65... has offered a home in the labor movement to the poorest and most abused workers. We will rely heavily on them to bring the U.A.W. to the 75% of the American work force who have been outside traditional fields of union organizing."

HOW SERIOUS ARE THE U.A.W AND DISTRICT 65?

The most recent District 65 newsletter reports that the U.A.W. has set aside "50% of the interest and dividends received by the huge International Strike Insurance Fund as an Organization, Education and Communication Fund. These funds will provide the resources for the U.A.W. to carry its organizing beyond the traditional bulwarks of U.A.W. membership into newly emerging fields of union activity."

Over 260 daycare workers in Massachusetts are covered by union contracts through District 65, U.A.W., and the number is growing. With provisions such as health insurance, decent wages, grievance procedures, job descriptions, etc., these contracts go a long way toward making daycare a field that workers can be proud of and afford to stay with. Joining together with the thousands of working women who are coming into District 65 and the U.A.W., we can make the union the most powerful advocate of daycare in the country.

By Isaac Banjo, Oxford Street Day-care.

Come to the MADCA conference Sat. October 18

"Government and Day Care"
Brandeis University ballroom, 9:00-4:30

"The most difficult challenges to day care remain ahead of us. Human Services are coming under attack more and more by the conservative forces in this state and in the nation. Concerned people cannot wait for the ax to fall.

We must convince our public officials of the pressing need and widespread support for day care or prepare for setbacks in our service. Improving the quality and increasing the availability of day care will not come without a struggle. Adequate staff/child ratios, improved facilities, decent staff wages and staff training will become a reality only through increased efforts on our part...

All of us--parents, staff, board--must assume responsibility for achieving these goals. The October 18th conference at Brandeis University is the start of our 1981 campaign for day care. It is a chance for you to demonstrate your concern for the future of day care. If you don't do it--who will?"

Jack Wertheimer, Conference Coordinator
MADCA (Massachusetts Association of Day Care Administrators)

For more information call Beth Fredericks, 492-1990.

WHAT TIME IS IT?



Employee Press/cpf

THE 65 SECURITY PLAN

Every worker is entitled to adequate health care benefits. Comprehensive health insurance is essential, especially with today's high costs for even routine health care.

Joining with District 65, U.A.W. offers daycare workers the opportunity to belong to an excellent cooperative health care program. When a daycare center comes under contract with District 65, its employees become eligible for membership in the District 65 Security Plan. Through this plan union members can receive benefits for a comprehensive range of health care services. As part of the contract the em-
ployer pays into the plan a percentage of its employee's earnings. The specific benefits received by the employee depend on this percentage and the number of hours s/he is working. A full time employee (averaging 30 hours at the minimum hourly rate defined in the contract) is eligible for full benefits.

WHAT ARE THE FEATURES OF THE DISTRICT 65 SECURITY PLAN?

***The plan gives its members the freedom to choose their own doctor, unlike a health maintenance organization (such as Harvard Community Health), which restricts members to treatment by its own staff.

***When an employee is covered by the full District 65 Security Plan, his or her immediate family (spouse and dependent children) are also covered for medical and surgical care, hospitalization, and other services.

***Whenever a member visits a doctor or is visited at home by one, s/he simply submits a claim to the Security Plan office, and District 65 pays the doctor directly. The same is true for hospitalization, surgical care or other medical expenses.

***In Massachusetts, the plan will pay up to \$50 per session, with a maximum of \$500 per year, for treatment with a psychologist or psychiatrist.

***The plan provides coverage for a wide variety of health care services, including maternity care, abortion, certain dental services, prescription drugs, and eye-glasses.

***The plan provides disability benefits for members who are unable to work because of illness or accident.

Employees who work less than 30 hours are eligible for partial benefits under the District 65 Security Plan.

TO OBTAIN COMPLETE INFORMATION ABOUT THE DISTRICT 65 SECURITY PLAN, CALL OR WRITE THE DISTRICT 65 OFFICE AT 636 BEACON ST., BOSTON, MA., 02215; 262-6333.

Thanks to Barbara Cheknoff, formerly a daycare worker and presently a student at Tufts University, for compiling this article.



Want more information about BADWU? Call 536-5625 (Laura), 868-4476 (Sandy), or Leslie at District 65 (262-6333), or write BADWU, 77 Turner St. Brighton, Massachusetts, 02135.

NAME _____
 (nombre) _____
 ADDRESS _____
 (direction) _____
 PHONE _____
 CENTER(centro) _____