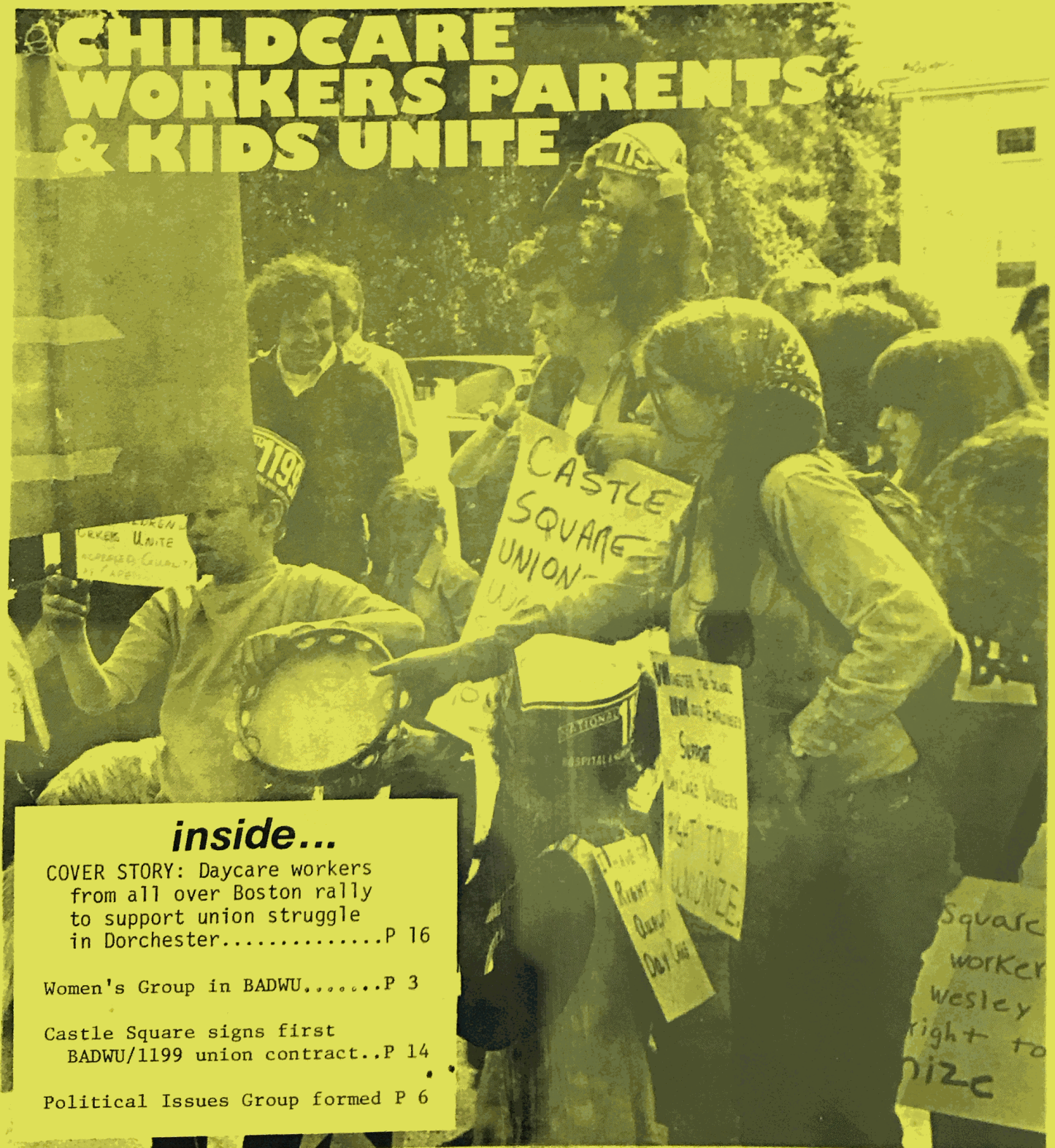


# BADWU RAG

THE NEWSPAPER OF THE BOSTON AREA DAYCARE WORKERS UNION    JUNE, 1974 #3

## CHILD CARE WORKERS PARENTS & KIDS UNITE



### *inside...*

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# Roll the Union On

On Sunday, May 19, the BADWU Union Organizing Committee called the first mass meeting of daycare workers in Boston history. Nearly 100 people showed up to hear raps, ask questions, meet other workers and feel the solidarity of people with a common need for communication and action.

Members of the organizing committee, fulltime daycare workers themselves, had also prepared a new flyer on why we are organizing. After an informal period of mingling and checking out the ham, swiss cheese and rye bread purchased from the Jamaica Plain Food Coop, Charlie, a teacher of toddlers at Castle Square, called the meeting to order.

Dale, from Wesley Child Care in Dorchester, told of the origins of BADWU. He talked of how the decision to go with 1199 came about through months of discussion. "We're ready to prove in practice," he said, "that this decision was a good one." He stressed that BADWU/1199 is committed to building a strong rank-and-file organization that wins bread-and-butter improvements and responds to all the needs that daycare workers feel.

Next came raps about the four regular work groups within BADWU. Badgie of Winter Hill Parent Coop in Somerville described the Classroom Issues Discussion Group (see page 12). Phil of Children's Village in Cambridge told about the Political Issues Group (see page 6). Nina, currently unemployed, discussed the Women's Group (see page 3).

Martha of South Shore Daycare in Quincy spoke for the Union Organizing Committee. She described it as a support group for people trying to organize their centers. She pointed out that rank-and-file workers have made all of the initial contacts themselves. Meetings are set up with workers at new centers to learn about our union. Then we call in Marvin, the 1199 organizer who works with us, when the workers at any given center want to meet with him.

Marvin spoke next and gave a brief history of 1199. He described



the process of unionization and why 1199, a health care workers union to date, was a good union for child care workers. For example, many nursing homes organized into 1199 Mass face the same Rate-Setting Commission that welfare-funded daycare centers face. Marvin described his work as "a kind of resource consultant" to help workers organize themselves.

Finally, Roy from Castle Square took the floor to tell a tale of sweat, struggle, and victory over the heavy-handed management of Morgan Memorial (see page 14)

There was a period of questions and then we mingled again, individually and in groups. Workers from nearly 20 centers where we had no previous contact signed in at the door. There was also a healthy number of people not currently holding down daycare jobs but who hoped to in the future. We are glad that people like this want to relate to the union and we have always made them welcome in any of the work groups. Not every question that people had was fully answered, and the part of the meeting when we broke down after the raps could have been better organized. But most everyone there had positive feelings about what we are becoming: an area-wide, politically conscious grass roots union.

# WOMEN IN BADWU/1199

The women's group came into existence to answer the needs and questions of women participating in BADWU. The women in BADWU began to notice the discrepancy between the number of women in daycare and the number of women actively participating in the decision-making process of BADWU. A strong union should directly reflect the needs and wishes of the workers. Since most workers in daycare are women, women should be very involved in the functioning of a daycare workers union. The women's group was formed so that women could answer the question, "Why wasn't this happening?"

One reason is that many or even most women in daycare have not had previous political experience. Daycare has traditionally been a woman's field. Women have entered into it for a variety of reasons. However, men entering daycare have usually done so from a conscious political decision or conviction, and are often experienced in thinking critically about roles and situations and in acting for change.

The women's group sees itself as a support group, one which will enable women, through the strength and understanding they gain within the group, to function effectively in all aspects of BADWU. It will help us to deal with traditional sex-typed behavior within BADWU and in our places of work.

We feel that when centers organize, it should be the people who work in the center that direct the process. In centers where most of the workers are women, a woman from BADWU should be active in helping people specify their needs and the methods they wish to use in unionizing. The women's group can help us educate ourselves to fulfill this function.

The women's group also sees itself as an "issue raising" committee. We believe problems which have been traditionally classed as "women's issues" are not such, but are issues which concern all people working in daycare. A recent example of this was the problem of childcare at BADWU meetings. Although it had been mentioned before, it was only when the women's group brought it out as a real problem that the union as a whole decided on a plan for evening childcare so that all people could attend BADWU meetings.

Questions the group plans to discuss are "Why do we need daycare/ What are the functions of an extensive daycare program in our society." We also want to deal with the problem of making the union relevant to women's lives at home as well as in the work place. So many women working in daycare finish a full day's work at the center and are then expected to go home and take total responsibility for cooking dinner, doing the housework and caring for the children. A union of daycare workers should speak to this type of oppressive situation.

We've been talking about new arrangements that should be made in daycare to give single parents enough time and money to care for their children. Workers in two-parent families should have opportunities that will allow sharing of child-rearing and household duties. For example, we should push for contracts with family needs allowance, maternity and paternity leave, and paid leave for family sickness.

Women who would like to speak to other women who are in the process of unionizing can call

Debby 868-7926

Carlinne 628-5218

Nancy 232-0939

Strong women will make a strong union!



## A LITTLE STATIC AT KLH . . .

Last time you heard, the workers at KLH were thinking we had enough say in decision making that we could get improved wages and benefits without the union. We didn't come right out and say it but that's what the article in the March RAG implied. At this time we would like to say we CAN'T do IT without 1199. And now we're seeing for the first time some hope and successful outcome in our struggle, instead of our previous direction which consisted of surviving from one crisis to the next.

From the start there was a fear amongst the workers that a union at KLH would negatively polarize the center. But polarization is there (it's just not in writing) and it is at any center where different people are doing different kinds of work at different salaries. Through a negotiated contract and subsequent grievance procedures, polarization will be reduced because policies will be mutually agreed upon and vehicles will exist to settle conflicts. Without a contract all the policies now in practice at KLH (which staff in the past years worked hard for) could be eliminated by arbitrary whiff.

What happened to change our minds was just that, a change in policy, a lack of consistency. During my first year teaching at KLH (1972-73) two of the teachers were elected members of the board with half a vote each. At the annual corporation meeting last June it was passed that three staff members, one from each classroom with one vote each, would be on the board. Now there was fair representation from every segment of the center. Parents and community people who want to be on the board and are elected at the corporation meeting, are voting members of the board. We did not want to take over any "power", we just wanted to share in decision making.

Welfare, in renewing our contract later that summer, said that voting staff members on the board would present a "conflict of interests" (whose interests ???) Since our board wanted us to continue to have a voice they made the offer to us that we could remain

**GOOD NEWS! ON THURSDAY JUNE 13, OUR BOARD UNANIMOUSLY VOTED TO ACCEPT 1199 AS OUR BARGAINING AGENT!**

members but without voting power. We would have input into all board meetings and would be represented on all committees.

Then one afternoon this spring we were told that we would not be part of an agenda setting committee. The deep sense of outrage at this reversal of policy, dissolved any doubts we had about the need for unionization at KLH. We could easily foresee how the lack of staff input into the formation of the agenda could possibly prevent issues the staff considered important from ever being discussed. For example, discussion of the union at the next board meeting turned out to be number 8 in a list of 9 agenda items! And it was only after intense pressure from the staff that the issue of unionization was discussed.

We have joined 1199 at KLH. We now know it is to the advantage of all concerned to have written, legal assurance of commitment to mutually agreed upon policies. (A lot of annoyed people were polarizing all over the place after the agenda setting committee was formed.) We want legal assurance that we will be able to affect policy making decisions. And we want to negotiate a contract agreed upon by everyone concerned and involved with KLH, parents, administration and workers.

### more yet at Winchester

In our article on unionizing in the last BADWU RAG we remained anonymous and called ourselves Profit Making Center. Would you believe we got phone calls from people who used to work at our center saying - I used to work at Winchester Pre-School a few years ago and I saw the article in the BADWU RAG. It just shows that anonymity can't protect the guilty.

Anyway, since you have last heard from us we have had two hearings with the State Labor Board (SLB). Our management's lawyer is contesting the jurisdiction of the SLB in our case, because we are working in a profit ma-

(Winchester, cont'd)

king center and the law doesn't cover us.

We have been waiting three months for a decision from the Board as to whether they think we have the right to unionize. We have sent a letter to the commissioners telling them to speed up getting their decision out to us, because we see this jurisdiction question as a stalling tactic to keep us from getting the union certified. The management has said that the union will never come in their school, and that they will take their case all the way up to the state supreme court for a decision.

So, as you can see we are in for a long and drawn out struggle, but we are as together and strong as ever. In fact, we are so determined to see this through that some workers who want to leave because of the horrendous conditions will not leave until they see the union voted in.

Solidarity has helped us to deal with the harassments, the long hours, low pay, large classes, and arbitrary decisions; but a union contract will provide us with the protection and power we need to improve our working conditions. BADWU/1199 NOW!!!

## More at Somerville - Malden Head Start DC

We at Somerville-Malden Headstart Daycare are making progress in our plans to unionize. In the last two weeks in May, with 1199 and our unionizing becoming more familiar to everyone, more people got involved in the whole process. Two more pledge cards were signed, which brought our total number of cards signed to about 80% of our staff. Our main job now is to get recognition from the Headstart/Daycare Policy Council, and from the Eastern Middlesex Opportunities Center (EMOC) Board. This might prove, however, to be a difficult task if our recent meeting with the EMOC Personnel Committee is any indication of what is to come. Well, however difficult that might be, we certainly have our work cut out for us from this point on.



understaffed

# PIG: A STATEMENT BY The Political Issues Group

To find out about the next BADWU PIG meeting, call Nancy at 232-0939 or Phil at 628-1032

We are part of the fight for high quality public-financed child care for all who want it. Good group care gives children stimulation from other children and adults at an early age; such exposure is terribly lacking for most urban children living in small and isolated families in neighborhoods where it is unpleasant or unsafe to play outside. Child care also offers a learning environment with a range of activities, equipment, and attention which most homes don't have. For parents, and especially for women (who have been expected to take the main responsibility of caring for young children) child care offers the freedom away from their children and the time to get involved in activities they choose to do. Although the 'opportunity' to work is a mixed blessing for many women, since it can mean working at a dehumanizing job, involvement in the work force is a precondition of women's equality. Child care can also help parents share with other parents the problems and enjoyment of child raising, and build a sense of community. Child care is the first place outside the home in which parents are involved with their children; it is important that they be able to influence and be involved in it.

## QUALITY DAYCARE

Quality day care to us means an environment where children are treated as people, where they are encouraged to explore the world themselves, and where they get love and affection from others. It means providing examples, through the staff's ways of treating each other and the kids, of non-sexist, non-racist, non-authoritarian ways of getting along together. It means having parents involved in the center, so that kids have continuity between their lives at home and in child care. For all these reasons, quality child care means public financed, parent and worker controlled child care.

There is still opposition to child care in this society; it is argued that children need individual attention from their mother, and that this is what women are best able to do in society. We disagree with both of these points, and think that they have been used to

oppress women in the home for the benefit of the capitalist class.

A closer look at present day care policy shows a clear contradiction. The same government, business, and community leaders who feel that middle-income women belong in the home, support child care for poor people. One example of this is WIN, the work incentives program, designed to get women off welfare and into low-paying jobs. Other examples are found in industry, where companies support child care because it lowers absentee and turnover rates and increases company control over working women. Finally there is Headstart, a program partly designed to care for young minority children outside their homes, to better socialize them to the dominant capitalist society. These motivations for daycare show up in different proportions in various industry and government subsidized child care programs and in private chains who want to contract their services to business or government.

## DAYCARE FOR PROFIT

This leads to the other motivation for providing daycare; pure financial gain. Businessmen see a profitable future in providing daycare for the children of working parents, especially if it is partly subsidized. A range of



spin-off profiteers, from marketers of mass-produced 'educational' toys and games to expert and expensive child care consultants, has already started to develop. Finally, state bureaucrats with jobs in daycare-related departments see a long and secure future ahead of them if child care develops under state control.

All of these people have a stake in daycare which is just the opposite of what we support. Their goals of profit, control of workers, socialization of children, and individual job security will guarantee centers with minimal funding for worker salaries, maximum control and regimentation for the children, and the least possible interaction with parents. Such centers already exist.

## PARENTS & WORKERS

The dominant political powers in this country will ensure child care designed for profit and social control, rather than for the needs of children, parents, and workers unless parents and workers fight

## BADWU ATTENDS

- rate setting
- commission hearing

Besides organizing workers into the union, spreading the word about BADWU/1199, and sharing information with workers from different centers; BADWU has participated in several key daycare happenings over the past few months. In early March, a group of unionized workers from Castle Square spoke with the organized labor person on the Rate Setting Commission. Joe Sullivan, head of the Mass AFL-CIO, said that unionized daycare workers should testify at the public hearings at the State House on the Rate Setting Commission's proposed regulations for the fiscal year '73-'74.

Four BADWU/1199 people testified at the hearings, representing Castle Square, Winchester Pre-School, and Wesley Daycare Center. It was the first time that we had made an appearance as BADWU/1199 organized daycare workers, and we really shook up the Commission. We told them what it was like to work all day with children, how we get little rest, little vacation, low pay and

together for public-financed centers which they control. In this struggle, we are involved in unionizing so that we can have the collective strength to win good wages and working conditions. We also want to ally with parents who come together around child care.

The Political Issues Group wants to organize mass political actions. In doing this, we want BADWU to involve all daycare workers, whether they work in small friendly cooperatives or large, exploitative centers--both those who are unionized and those who are not.

We will continue to do research on individual centers and on the state/federal daycare bureaucracy, and to spread our political ideas wherever possible. With the knowledge we gain, we will plan actions and seek support from Parents Groups, women's groups, welfare rights organizations, and other political groups which share our goals to achieve public financed, high quality child care for all who want it.

- nam meeting
- BAEYC workshop
- labor pains workshop

generally lousy working conditions.

We also made 3 recommendations for change in the regulations. They were: An *Appeals Procedure* which would provide relief for a daycare center that encounters unforeseen costs such as wage and fringe benefit increases resulting from unionization. This would allow a center that has unionized a provision for appealing for higher rates. A *Cost of Living Escalator* which would allow for unforeseen inflationary pressures. A *higher salary rate allowance based on average public school teachers' salaries* instead of the present salary rate based on average Headstart teacher salaries.

Our presence must have really shook up the commissioners because we still have not heard about their decision, but have heard that they are going to re-organize. We're getting our testimony for the open hearings on infant and toddler regulations coming up June 28. We'll see you there!

The second happening we attended was a New American Movement (NAM) meeting on "Women in Work". The BADWU women were invited to talk about our experiences in unionizing daycare workers. We spoke of our experiences at Castle Square, KLH, and Winchester, and of the hassles we were encountering with the various managements involved.

One question that kept coming up concerned why we had chosen a union with AFL-CIO affiliation. We explained that some workers, (and centers) felt their situations were so desperate that they needed the expertise of a formal union with a lawyer for legal advice and experienced organizers as resource people to help them deal with their many problems. We further explained that the centers which have joined 1199 had found the union to be a progressive, democratic rank and file union which could help rather than hinder our attempts at unionizing. AFL-CIO affiliation also offered potential political power in our struggle with the government for public funded quality daycare. We talked some about the different groups such as 9 to 5, the restaurant workers union, and other groups like BADWU which would be offering mutual support for actions that might be taken in the future. We left the NAM meeting with a real feeling of solidarity with other grass roots unionizing groups in the area.

We attended conferences on two consecutive days during the middle of May. On Friday we went to a BAEYC-Children's Lobby workshop called "A Call to Action," although we soon became convinced that no action would come out of the conference.

The morning consisted of politicians Jessie Sargeant, Marilyn Heckler and Peter Edelman speaking on "Are Kids Good Politics?" At lunch time we stood outside the room in which people were eating and passed out leaflets and talked to people. We met directors, workers, people in government childcare jobs, and academics from area colleges.

In the afternoon the BADWU/1199 people all attended the workshop on "The Right to Childcare," which was being moderated by Ted Taylor, the Executive Director of the Day Care and Child Development Council of America. We asked that worker unionization be added to the agenda, and spoke about what we want to do as a daycare workers'

union. There wasn't enough time to answer all the questions people wanted to ask us, so an additional meeting is planned between BAEYC, the Children's Lobby, and BADWU to discuss our goals and tactics.

In his talk, Ted Taylor stated that parents, workers and children together had the right to control daycare. He went on to say that part of the problem was that workers had stayed in the classroom too long and had not spoken up as advocates for better daycare. He also said that in Massachusetts daycare advocacy forces are fragmented and therefore not a strong political force. He felt that all the groups involved should ally themselves now into a statewide movement.

On Saturday we attended a conference held by "Labor Pains," a magazine concerned with the politics of childcare. Many of the discussions were around how to get enough money to keep programs alive while waiting for money owed by the state, especially the Welfare Department. But it seemed that we'd all been spending too much time on coming up with tactics for dealing with crises, and that we needed to get together again and come up with tactics on how to squeeze money out of the government and other large institutions for more child care.



# DAY CARE HEALTH CARE

*This is the second in a series of articles on First Aid that we are serializing from a booklet put out by Somerville Headstart-Daycare. Thanks to Donna Karl.*

## CUTS, WOUNDS, AND BLEEDING

If a cut is slight, wash it with soap and water, and apply a sterile dressing like a bandaid or gauze square. You may apply an antibacterial salve (e.g. bacitracin ointment) though the soap and water wash is the most effective bacterial fighting measure.

If the cut is deep or extensive, control the bleeding first. Cover it with a clean cloth and apply direct pressure to the bleeding sight with your fingers or the heel of your hand. Even if the bleeding seems excessive, you can in 95% of the cases, stop it with direct pressure applied continuously for 10 minutes. Do not let up. Keep the pressure firm and steady. It may also help to elevate the bleeding extremity so that gravity as well works to control the blood flow. As soon as possible call the parent and take the child to the hospital. Stitches will most likely be required.

*Do not use a tourniquet. Most bleeding can be stopped with direct pressure without causing more extensive tissue damage that happens with tourniquets.*

If the child has a penetrating (beyond the outer skin layers) wound of the body trunk, cover it with a clean or sterile cloth but do not apply pressure for fear of causing more injury to delicate internal organs underneath. Take the child **IMMEDIATELY TO AN EMERGENCY ROOM.** This could be a life or death situation.

BOSTON POISON INFORMATION CENTER

232-2120

## SHOCK

In this case, or with any excessive bleeding, or possible internal injury, watch for shock.

Shock is a total body alert to fluid loss in the blood stream. It is very serious and shows that the child is losing blood somewhere which could cause death.

In shock, the child becomes: cold, clammy, perspiring (especially apparent on forehead and palms of hands), restless, pale, pulse very weak or not there, or very rapid. He may ask for a drink of water. Do not give fluids because he may need emergency surgery and should have an empty stomach for this. Keep the child lying flat with the feet propped up, and cover him with a blanket warm enough to maintain body heat but not enough to overheat him. Get the child to a hospital immediately. Minutes are very important!



Going away this summer?

Take a few

**BADWU RAGS**

along.  
(WE PRINTED EXTRA)

## WORKERS AT CASTLE SQUARE WIN

# 1st BADWU/1199 CONTRACT

At 9:00 o'clock on Friday, May 3rd, the last article was signed and we reached across the table for the traditional handshake; the workers at Castle Square Child Development Center had won the first contract of the Boston Area Daycare Workers Union/ 1199. After a round of embraces, most too tired to celebrate, the negotiating committee went home for a stiff drink or to watch the Celtics.

We've come a long and difficult way since August when workers from Castle Square made the first contact with 1199 Mass., the national union of Hospital and Health Care Employees. The issues and process of our early organizing efforts can be read in the BADWU RAG issue #2, but in summary: an organizing committee formed and signed up workers in September and October; and on November 6th at a formal hearing with the State Labor Board we won a bargaining unit which included teachers, head teachers, cook, cook's assistant, and office assistant; then on November 26th, by an election tally of 18 to 6, the union won recognition; the real work was just beginning as a negotiating committee of 7 workers and 2 alternates was elected to draw up an original contract proposal during December and January; and finally contract negotiations began on February 5th, resulting triumphantly in our May 3rd contract.

Just before the start of the first negotiating session, Marvin Moeschell, an organizer from 1199 who has been through previous negotiating sessions, said "Negotiations are like a battle without physical contact." How right he was! Although a few times we may have been pretty close to having a battle with physical contact. Nothing is given to you- you have to win everything in the negotiating process.

Of course we're glad to share copies of our contract with other daycare

workers (call 357 8647). In some areas, our contract shows substantial advances and benefits for both the center and the workers at Castle square.

### WHAT DID THEY WIN AT CASTLE SQUARE?

- \* \$8.75 PER/WEEK WAGE INCREASE
- \* ONE MONTH VACATION
- \* OVERTIME PROVISIONS
- \* 14 PAID HOLIDAYS
- \* THE HARVARD HEALTH PLAN
- \* 12 SICK DAYS
- \* A NON-DISCRIMINATION CLAUSE
- \* A PROCEDURE TO SETTLE GRIEVANCES
- \* COMPULSORY ARBITRATION IF GRIEVANCES CANNOT BE SETTLED
- \* ACTIVE STAFF PARTICIPATION ON THE POLICY ADVISORY COMMITTEE

A contract is one of the major goals of unionized daycare workers because it provides legally guaranteed improvement won at the negotiating table. In addition to bringing us greater strength and solidarity, among ourselves, other daycare workers, and with parents; the union has also brought us dividends that we never anticipated back in September.

- 1) There has been almost no turnover since unionizing, (one worker was discharged for cause during the contract negotiations); this is fairly remarkable in a center where turnover had always been greater than 50% yearly. 2) With our new sense of solidarity, workers now run the staff meetings (These at one time were totally controlled by the director) and we appoint a worker chairperson each month.
- 3) Whereas last year the director alone wrote the budget proposal for the Welfare Dept.; this year a coalition of workers, parents, and the director created the proposal. The proposal reduced the director's wages by \$4000 as part of a decision to equalize the wages of the office workers.
- 4) Whenever we deal with the Welfare Dept., we go as a committee of parents and workers.
- 5) A new sponsor was chosen recently by a committee of parents and workers.
- 6) Our center is now in transition- from sponsor controlled to greater community control, and for the first time workers and parents are

having their say in the decision making processes.

At Castle Square we didn't feel we had the right or the mechanisms for making demands or decisions within the day-care organization. Through unionization, we now know that workers and parents have a right to make both decisions and demands. We have changed Castle Square and we have changed it for the better. We now have a solid and collective voice which will continue to change things for the better for we are now an integral part of the center

What can unionization mean for daycare?

1. BREAKING DOWN STEREOTYPES AND MYTHS ABOUT DAYCARE AND DAYCARE WORKERS, such as:  
"Paraprofessionals are not real teachers like public school teachers. They only work here and have nothing to say about decisions." or  
"Daycare is merely a babysitting service for 'absentee' parents and parents don't know or have anything to say either."

## RAGTIME CORNER

NEED A UNION RIGHT NOW  
(tune of: Clementine)

All the workers at a local day care center got together.  
Not getting paid, overworked  
need a union right now.

(CHORUS)

Need a union, need a union  
need a union right now.  
Overcrowded, understaffed  
need a union right now.

And the drivers on the busses  
all alone with twenty kids.  
Need a person to watch the children  
and a union right now.

(CHORUS)

And some teachers all alone with up  
up to 15 kids a class.  
Help the children, they've a  
right to better day care right now.

(CHORUS)

So the workers and the parents got  
to get together now.  
We've the right to help the children  
better day care right now.

2. THE CREATION OF A DAYCARE DIVISION OF 1199 Mass. AS THE ONGOING FORCE IN THE IMPROVEMENT OF THE QUALITY OF DAYCARE.  
Workers from NICE Daycare in Jamaica Plain, as well as Winchester Pre-School of Brookline- Somerville/Malden Head Start-Wesley in Dorchester- and KLF in Cambridge have demanded union recognition. Over 300 daycare workers are now in various stages of the unionizing process.  
THE POTENTIAL FOR EFFECTIVE POLITICAL ACTION BY BOTH WORKERS AND PARENTS FROM MANY DIFFERENT CENTERS.  
An example of such a joint action was our appearance and testimony presented at the Rate Setting Commission Hearings on rates and standards for daycare programs for fiscal '74-75. We have participated in several conferences and workshops. Workers will be testifying at open hearings on the proposed infant and toddler regulations. Parents and workers can fight together to improve the quality of daycare, increase its availability, and improve conditions for the workers.

THIS SCHOOL IS YOUR SCHOOL  
(tune of: This Land is My Land)

This school is your school,  
This school is my school.  
We've come together to make it better.  
Let's all join hands now and you will  
see how  
This school is made by you and me.

1199 (Tune: Farmer in the Dell)  
--written for Wesley fight--

Refrain: (repeat after each verse)  
1199, 1199, hi ho the dairy-o, 1199.  
Verses: (repeat each one twice)

1. The workers say we'll join...
2. The parents say that's fine...
3. The workers want a hearing...
4. The board wants a lawyer...
5. The lawyer wants \$25 an hour...
6. The teachers take the kids...
7. The children love the trip...
8. The board sends some letters...
9. They say we oughta be fired...
10. They'll be nice and dock our pay...
11. The workers call a rally...
12. Workers are here from all over...
13. And we all stand together...
14. But the big cheese stands alone...

# WESLEY!

BADWU/1199 held a spirited rally on Friday, June 7th, in the parking lot of the Wesley Child Care Center in Dorchester, to let everyone know that area daycare workers are watching the situation here.

At Wesley, we thought our management would let the union blow in like a cool breeze on a hot summer day. We thought our struggle would be later on, when the state might refuse the funds necessary for decent wages and benefits. Our center is non-profit and we believed the director and Advisory Board shared our goal of bringing the pressure of organized workers on the government agencies that fund daycare.

We were wrong. Our struggle is right here. Our Advisory Board has not only refused to recognize the union, but has vowed to go to court to prevent us from having an election if the State Labor Relations Board rules in our favor.

We do not intend to wait for any lengthy court proceedings. We have moved in three directions to gain victory for the union: solidifying our own unity through meetings and actions, communicating with parents and encouraging them to speak up more, and mobilizing support from other workers in BADWU and District 1199.

On May 20, the day of our preliminary hearing before the State Labor Relations Board, we first learned of the management's true intentions. Before that, certain members of the Advisory Board leadership had misled us into thinking they had no objection to the union. But, at the hearing they had their \$25 an hour lawyer scrambling for every legal objection he could lay his hands on.

We realized that the Advisory Board was counting on keeping the parents in the background while they played their legal games. We wanted the parents in the foreground. We mailed a letter to all the parents, detailing our reasons for joining the union and telling what had taken place so far.

This got a good response. The most common question parents had was, "What's

*the problem with the union, as far as the Board is concerned?" Our answer was, "Ask them. They've never told us."*

Nearly all parents signed permission for us to take the kids with us to the Saltonstall Building on June 3rd, for our formal hearing before the Labor Board.

When the first shift arrived for work on June 3rd at 7:30 am, the director, James Todd, and the new chairperson of the Advisory Board, Tom Luce, were waiting with letters denying us permission to take the children on the trip. Before mentioning our response, a word about these two gentlemen.

Todd, a minister, had so compromised his own sense of integrity already that he told us at a staff meeting the week before, "As a human being I'm in one place, but then I also have my role as director." Luce has run for President of the Social Workers Guild, the union in the Welfare Department. This union is affiliated with the Service Employees International Union (SEIU). Last year he suggested to one of us that we join the SEIU. Now that we've joined 1199, he is leading the attempt to stop us. This kind of knife-in-the-back is what makes some people think union leaders are as bad as bosses. When the members of his union find out about this, he probably won't have too many votes left.

Back to June 3rd. We talked to parents as they brought their children. Many told us they would support us even if we defied the letter. "If his teachers take him somewhere, they know what they're doing," was one comment.



# JUICE &

# COOKIES

## QUOTE OF THE MONTH--WE WISH

"Proprietary daycare is dead, because it is a losing proposition."

--Herbert Offen, director of the profit-making Winchester Pre-School, before the Rate Setting Comm.

## SURPLUS LABOR?

We tried to find out exactly how many people there are looking for daycare jobs in the Boston area. There aren't any statistics, but one indication we found was the job file at the Child Care Resource Center, which anyone can put her name into. Lest anyone think this is a complete list, it should be kept in mind that it is mostly people from the Cambridge area, and the file is combed periodically and anyone whose name has been there for more than 3 months is discarded.

In light of this, the results were astounding. There were over 120 names in the file. Most of them were women, and most of the job seekers had experience which should have made them strong job candidates.

Is there a surplus of daycare workers, and if so, what does this mean? Of course there isn't really a surplus of workers, just a shortage of daycare centers. Anyone knows that there are more than enough kids in serious need of daycare to occupy the efforts of 120 daycare workers. It's just that the government, corporations and other large institutions have such warped priorities that they refuse to spend money on daycare.

At the same time, the "surplus" of daycare workers is a boon to our employers who can always threaten to replace us with eager candidates if we make a fuss. Employers have always used "surplus labor" as a tool against their workers demands. Our response should be to refuse to take part in such foolish competitive games. We welcome people who want to become daycare workers, and ask them to join with us in fighting for expanded daycare services.

## CONDESCENSION

The following excerpt is from the newsletter of the Mass. Association of Day Care Administrators (MADCA) who, after hearing BADWU/1199's program from a union member noted:

1. the union movement was not familiar with the complicated administrative walls that they would be up against;
2. teachers might not have the time or energy to familiarize themselves with the system, since by reason of its complications, some administrators (who spend alot of time working with it) don't understand it; and
3. that by tradition--unions put the employer and employee at opposite poles thus hardly creating a positive effort for quality daycare.

Further discussion was put off because of the urgency of other immediate problems...

All staff need better salaries, need to push more when you begin negotiation this spring. Prices are sky high--take care of your staff as they take care of your children!!"

## SNIPPING IT IN THE BUD

A suburban Pasadena elementary school has suspended 5-year-old Billy Epperson from kindergarten because his hair is too long despite pleas from his parents that the lengthy hair hides a birth defect and saves him from ridicule at school. Billy, who is an adopted child has a mal-shaped cranium. His parents have filed suit to revoke the decision of the school district, whose strict dress codes have led to mass walkouts by high school students in the last few days.

Thanks and a tip of the BADWU hat to Nick, Larry, Martha's friend, and our own Prudence, Debby, John and Louise for drawings and pictures

## WATCH OUT!

The following incident actually did happen; only the sex of the participants may have been changed to protect the innocence. At a certain day care center in the Boston area a male teacher went pee-pee in the children's bathroom, for he could not make it through the backed-up sewage in the teacher's bathroom. A little girl came in and happened to observe him as he urinated. When the director found out about this incident, he felt compelled to protect "his children" from this pervert, who was subsequently terminated--no questions asked. The moral of this tale is: Look before you leak, especially when your director is a pervert.

## NOT QUITE A GOLD WATCH

Some bosses really know how to show gratitude. Paul, a teacher at Living and Learning in Lexington, was sick in the hospital for a few weeks. His director, Selma Kent, claimed she couldn't hold his job open. He was fired. But at least she wrote him a letter. It said, and we quote it in its entirety:

*Give back the key.*  
S.K.

## AFDC & UNWED MOTHERS

I am a volunteer with Project Place working on an issue concerning AFDC. I would like to talk to unwed mothers who are being denied AFDC by the Welfare Department if they won't give their illegitimate child's father's name. I also seek information from welfare advocates on this issue. Confidential. Please call or write Kate Mewhinney, Project Place, 32 Rutland St, Boston 02118. Phone: 262 3740. Thanks.



## BUREAUCRATS

I'm a BADWU member and the other day I called up the Office for Children to find out if they had any information about an important question: how many of the child care workers in the Boston area are women and how many are men? I had the feeling that the overwhelming majority are women (90%? 95%?) but I wanted to get some official statistics.

After getting a busy signal for about an hour I finally got through to the main number. Then began the switching extension game: I was given 2 or 3 different offices to call before I finally spoke with someone who might have some information. He told me some things: the number of children in child care, the approximate teacher/child ratio, but had only a rough idea even of the total number of teachers.

As to sex ratio, he said "maybe the daycare workers union would know something about that." He was referring me back to myself! I waited fascinated while he looked around for how to get in touch with that group. He came back after a while and gave me the number of the Castle Square Daycare Center--"where the workers have formed a union." I said goodbye, laughing at myself for having thought that bureaucrats know anything useful, but happy that BADWU is getting so well known.

Does anyone know how many of the childcare workers are women?



# who we are

We are women and men working in daycare/child care facilities throughout the Boston metropolitan area. This includes Headstart, universities, profit-making, parent cooperatives, worker collectives, non-profit agencies, etc.

We are dedicated to unity among all daycare workers--teachers, cooks, nurses, social workers, etc. We want to increase communication with parents. Our fight for more government funds for child care is in the interest of parents, workers, and children. We also stand ready to take part in any struggles parents want to lead around daycare or other welfare-funded services.

There are many reasons for us to communicate with each other and take action together. We want to improve wages, working conditions and benefits in order to bring greater quality and enjoyment to our work. Only with better teacher-child ratios, good health plans, shorter hours, and more

frequent vacations can we provide programs that meet the needs and excite the imaginations of children.

We know that we must also learn from each other, from parents, and from children how to defeat attitudes and practices that divide and destroy people--such as racism and male supremacy. In dealing with children and with each other, we cannot afford to ignore these ideas. For example, we must speak to the needs of women with two jobs--one in the daycare center and one at home.

Many of us have joined District 1199 Mass/National Union of Hospital and Health Care Employees. It is a progressive, democratic union which has helped us to start a rank-and-file controlled daycare division. Our BADWU Union Organizing Committee is directing this organizing drive in conjunction with one of the fulltime 1199 organizers. (see article on mass meeting, page 2)

Additional BADWU activities are organized into three other work groups:

POLITICAL ISSUES GROUP (see page 6)

WOMEN'S GROUP (see page 3)

CLASSROOM ISSUES GROUP (see page 12)

Please Join Us!



Daycare workers, parents, friends, please call...

Dale 661-8735  
Delle or Roy 783-1655  
Johnny 776-5814

Marvin (1199 office) 542-9627

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

PHONE \_\_\_\_\_

CENTER \_\_\_\_\_ LOCATION \_\_\_\_\_

I AM A DAYCARE WORKER AND WOULD LIKE MORE INFORMATION ABOUT BADWU

I AM INTERESTED IN DAYCARE AND WOULD LIKE MORE INFORMATION

I WOULD LIKE TO SUBSCRIBE TO THE RAG. ENCLOSED IS \$5 (OR MORE!)

Send to: BADWU, 42 Walnut, Somerville, Ma 02143