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Roll the Union On

On Sunday, May 19, the BADUW Union Organizing Committee called the first mass meeting of daycare workers in Boston history. Nearly 100 people showed up to hear reports, 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 BADUW. He talked of how the decision to go with 1199 came about through months of discussion. "We're not ready to prove in practice," he said, "that this decision was a good one." He stressed that BADUW/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 reports about the four regular work groups within BADUW. Bagdie of Winter Hill Parent Coop in Somerville described the Issaquah, Issaquah, Discussion Group (see page 11). Phil of Children's Village in Cambridge told about the Political Issues Group (see page 6).

Bina, currently unemployed, discussed the Women's Group (see page 3).

Marcha 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 4).

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 reports 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 BADUW/1199

The women's group came into existence to answer the needs and questions of women participating in BADUW. The women in BADUW 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 BADUW. 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 ask 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, even entering daycare have usually done so not 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 BADUW. It will help us to deal with traditional sexyped behavior within BADUW 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 WOMEN from BADUW should be active in helping newcomers or newly hired workers 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 classified 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 BADUW 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 BADUW meetings. This group plans to discuss strategies on how to do this. For example, one plan is to discuss, "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 work in daycare for 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 parents enough time and money to care for their children. Workers in two-parent families should have opportunities that will allow sharing of childrearing 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 Darby 866-7926, Carliss 428-5718, Nancy 232-0049.

Strong women will make a strong union!
GOOD NEWS! ON THURSDAY JUNE 13, OUR BOARD UNANIMOUSLY VOTED TO ACCEPT 1199 AS OUR BARGAINING AGENT!

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 us 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 create a negative atmosphere. 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 year worked has ‘or’ could be eliminated by arbitrary whim.

What happened to change our minds was 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 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 members 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.

In our article on unionizing in the last BADMU 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 BADMU 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. Our management’s lawyer is contesting the jurisdiction of the SLB in our case, because we are working in a profit ma-

More at Somerville - Malden Head Start DC

We at Somerville-Malden Head Start Daycare are making progress in our plans to unionize. In the last few 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 323-0392 or Phil at 323-1038.

We are part of the fight for high quality public-financed child care for all who want it. Good group care gives children at mutation 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 our neighborhoods. To work or 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 also 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 demeaning job, in the low-paying job, in the work force is a precondition of such employment. Child care can also help parents share with other parents the problems and enjoyment of child raising, and build a sense of community. This is the first place outside the home where parents are involved with their children; it is important that they be able to influence and be involved in it.

QUALITY DAYCARE

Quality daycare 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-violent, 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 financing, parent and worker controlled child care.

There is still opposition to child care in this country. 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 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 industries and government subsidized child care programs and in private centers that want to cover 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 teachers, day care center 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 does not go for the children's control, rather than for the needs of children, parents, and workers unless parents and workers fight together for public-financed centers which they control. In this struggle, we are involved in unifying so that we can have the collective strength to win good wages and working conditions. We also want to rally women and men 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 have decided 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 who share our goals to achieve public financed, high quality child care for all who want it.

BADWU ATTENDS

- nam meeting
- BAETYC workshop
- rate setting commission hearing
- labor pains workshop

Besides organizing workers into the union, spreading the word about BADWU/1199, and sharing information through 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 who testify at the public hearings at the State House on the Rate Setting Commission's proposed regulations for the next year '73-'74.

Your BADWU/1199 people testified at the hearings, representing Castle Square, Winchester Pre-School, and Westley Daycare Center. It was the first day 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 generally lousy working conditions.

We also made 3 recommendations for change to the commission: 1. An Audit Procedure which would provide relief for a daycare center that encounters unforeseen costs such as wage and fringe benefit increases resulting from unification. This would allow a center that has unionized a provision for appealing for higher rates. A Cost of Living Adjustment which would allow for unforeseen inflationary pressures. A higher salary rate allowance based on suburban school teacher's 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 we are glad that they are going to reorganize. 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 BAWU women were invited to talk about our experiences in unionizing daycare workers. We spoke of our experiences at Castle Square, KHE, and Winchester, and of the hassles we were encountering with the various management 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 helped rather than hinder our attempts at unionizing. AFL-CIO affiliation also offered potential political support 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 BAWU 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.

I attended conferences on two consecutive days during the middle of May. On Friday we went to a BAWU-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 Sargent, Marilyn Beckler and Peter Edelman speaking on “Are Kids Good Politics?” At lunch 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 BAWU/1199 people all attended the workshop on “When is a Child Care Worker,” 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 BAWU, the Children’s Lobby, and BAWU 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 wins,” 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 to come up with tactics on how to squeeze money out of the government and other large institutions for more child care.

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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, perishing (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!

**SHOCK**

**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 handshakes; the workers at Castle Square Children's Care 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 the Teamsters. The union would bring us a new voice in organizing, and help us push for better conditions in the workplace.

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
- CONCILIATORY ARBITRATION
- 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 improvements 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 negotiation; 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 (Chairman was totally controlled by the director) and we appoint a worker chairperson each month. 3) When 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. 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 and 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 because 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 give nothing to say about the educating of children." or

"Daycare is merely a babysitting service for 'absentee' parents and parents don't know or have anything to say either."

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.
Overworked, understaffed need a union right now.

And the drivers on the buses
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 to 15 kids a class.
We can change that, we've got a right to better day care right now.

(CHORUS)

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

2. THE CREATION OF A DAYCARE DIVISION of 1199Mass. 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 center in Dorchester- and JFK 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 State Senate Committee on Education for programs for fiscal '74-'75. We have participated in several conferences and work shops, and are the testifying of hearings on the proposed infant and toddler regulations. Parents and workers can fight together to improve the quality of daycare, decrease the caseworker's liability, and improve conditions for the workers.

RAGTIME CORNER

THIS SCHOOL IS YOUR SCHOOL

(tune of: This Land is My Land)

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

this school is made by you and me.

1199 (Tune: FARMER In The Dell)

need a union right now.

Refrain: (repeat after each verse)

Verses: (repeat each two lines)

1. We will all get better.
2. The parents say that's fine...
3. The workers want a hearing...
4. A parent said, 'do you know...
5. The lawyer says $25 an hour...
6. The teachers will come, we say...
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 dook 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...

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.
CONDESCENSION

The following excerpt is from the newsletter of the Mass. Association of Day Care Administrators (MADCA) who, after hearing BADU/112'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 a lot of time working with it) don't understand it;
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—taking 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.

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 Mhevlin, Project Place, 32 Rutland St, Boston 02118. Phone: 262 3740. Thanks.

BUREAUCRATS

I'm a BADU 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 childcare workers in the Boston area are women and how many are men? I had the feeling that the overwhelming majority are women (85%? 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 BADU 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.