

CHILD CARE EMPLOYEE NEWS



A PUBLICATION OF THE
CHILD CARE EMPLOYEE PROJECT

Summer 1983

Volume 2 Number 2

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PLEASE DO NOT REMOVE

Thanks to so many of you who responded to our plea in the last issue by renewing your sub or becoming a sustainer. Your support really makes a difference. Remember, our new Workers' Resource Fund means anyone can receive the NEWS for free. If you can afford to pay for a sub, all the better. That helps us to meet the needs of those who can't.

In response to the many requests from readers and others we've met at conferences and workshops, this issue of the NEWS will focus on unionizing as one vehicle for upgrading child care work. We have shared with you what we know about the history and current status of child care unions and have included resources to help those of you considering this option. We have also tried to discuss some of the "thorny" problems that organizing in child care raises.

UNIONS AND CHILD CARE

Only a few thousand (maybe 10,000) of the several hundred thousand people working in child care programs are members of unions. Exact figures are difficult to determine because of the great variety of program types. Child care workers housed within a hospital or social service agency like the YWCA may be members of unions but overlooked in union records of child care membership.

As far as CCEP has been able to discover, the first child care union formed in 1949 in Southern California. Called the Nursery School Teachers Union, its members were teachers in parent cooperative nursery schools who were concerned about their low wages, lack of professional services and the complicated relationships between parents and teachers in the co-op situation. The first few members affiliated with the United Office and Professional Workers Union. Dissatisfaction with this arrangement led the co-op teachers to affiliate with the Building Services and Maintenance Union be-

cause they were willing to establish a special child care unit. In 1964 this 250+ strong union affiliated with the AFT, changing its name shortly thereafter from the Nursery School Teachers to the Early Childhood Federation to reflect its changing membership: many of its members left co-ops to work in Headstart. Today, Local 1475 (Early Childhood Federation - AFT) continues to represent Headstart workers and a few co-op teachers.

During the sixties and seventies other attempts to organize child care workers occurred. Some were more successful than others. In the mid-sixties workers at the Berkeley Day Nursery joined United Public Workers to protest their low wages and working conditions. Their organization fell apart when the administration closed the center in response to a strike. Attempts by public workers in San Francisco and Connecticut were longer lived but still unable to withstand the pressures of funding cutbacks in the late seventies. In Boston and New York

efforts begun many years ago continue. Members of Boston Area Day Care Workers United, a workers' support group, eventually became members of District 65 which today represents many Massachusetts workers. AFSCME began working with New York City child care workers in 1969 and signed its first contract in 1971. Today the union is some 6000 members strong.

Why have some child care workers been able to organize successfully while others haven't? Many different reasons account for this situation. For one thing, the high number of female child care workers probably has worked against organizing in this field. Because most working women are saddled with family and child care obligations, commitment beyond their jobs is necessarily limited. Fear of unions is another reason for the lack of success. Many think that if you join you will be forced out on strike and risk your job.

Equally, if not more, critical to the success of organizing in child care is our current complicated child care delivery system. Most workers are housed in small centers with only a few workers; these "shops" (the union term for worksite) do not lend themselves to being organized. The main reasons are the expense involved (it costs the union the same to organize four or 40 people, with the larger shop delivering much more revenue from dues) and the vulnerability of workers in smaller centers (if there are only four people they can more easily be fired for "troublemaking"). Finally, many unions have resisted organizing child care workers because of the difficult delivery system. Others have tried organizing without adequately amending their strategies to the specific needs of the child care work site.

Within the field, some people have avoided unions, fearing that they would create conflict or that parents would be hit with unaffordable fees to cover wage increases. While higher wages and increased benefits rank high on child care workers' list of demands, these are not the sole reason for organizing. Even though unionized workers tend to be on the higher end of the child care wage scale, the active unions today emphasize nonmonetary benefits as strongly as monetary ones in listing the advantages of organizing. A union contract can deal with many other critical job issues: input into decision-making, in-service training, working conditions like breaks and ratios, comp time, supplies, hiring, sick days, personnel policies, evaluations, and layoffs. Membership in a union may also give a worker access to affordable health and dental coverage. Most importantly, the process of joining together can potentially unify the staff and lift the morale of child care workers enabling them to become more effective advocates for the much-needed increase in subsidies to children's services. Finally, unions offer child care workers the opportunity to connect with other organized workers and enlist their support for child care.

Deciding to unionize is a complicated business. Workers must weigh what is most appropriate for their particular situation in choosing which strategy to utilize to improve their working conditions.

Although many workers' jobs are protected if they organize (see guest column), such protection often is delayed -- people who lose jobs for organizing may be reinstated only after lengthy legal battles. Also some centers lend themselves more to unionizing -- if there are only a few employees and half aren't interested in a union, the time may not be ripe for such an effort. Only you and your co-workers can evaluate whether joining a union will suit your needs. Another form of organization might work better. In some places workers have formed support groups composed of people from several centers to determine the best way to upgrade child care work in their community. (See CCEP NEWS, Vol 1, No 1, for discussions of the Madison Area Day Care Workers United and Minneapolis Child Care Workers Alliance). In Boston a child care

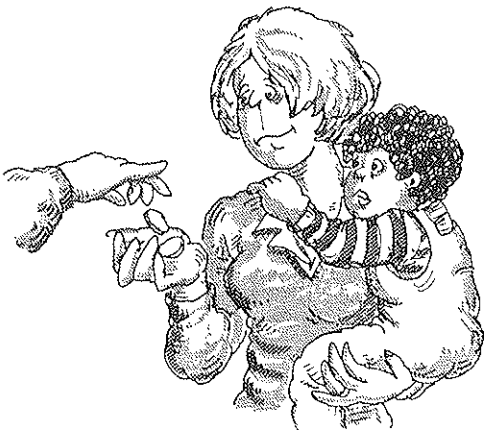


workers coalition (BADWU) eventually affiliated with a union but maintains a role for members whose centers aren't organized, recognizing the different needs within the child care work force.

If you decide to join a union, you will face many issues. You will have to decide who will be part of your bargaining unit, how to approach parents and administration (you may en-

counter resistance from both quarters -- see Dear ET), which union will be most sensitive to your needs and most willing to learn about child care, and how to keep people involved in the union work once the contract is signed. In the following pages we touch on many of these issues; help us by letting us know your ideas and resources relating to unions as a vehicle for improving working conditions for future issues and our upcoming union handout. Thanks.

EMPLOYEE TALK



Avoiding Burnout
Acropolis Books, Ltd.
Washington, DC

Dear E.T.

Several of my co-workers and I are considering joining a union. Since our center is supported mostly by parent fees, we understand that wage and benefit increases will be limited. But we have other concerns about our lack of input into decision making, and problems with ratios, sick leave and breaks. Right now we have a good relationship with the parents and our director. We are afraid that mention of our plans to organize will frighten them. Any hints?

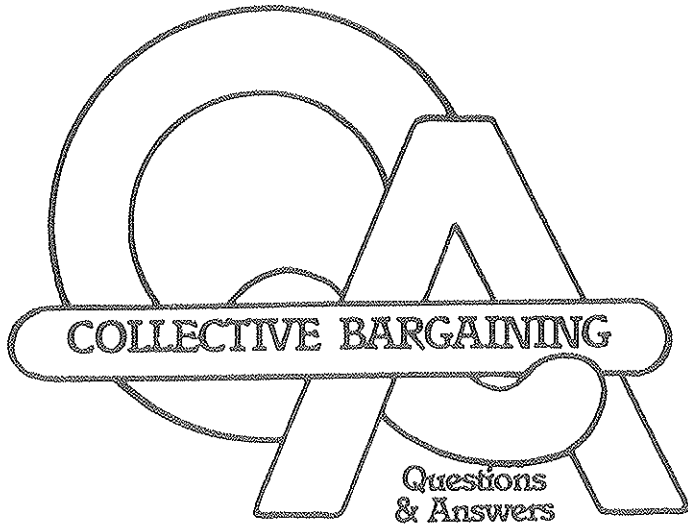
Anxious to Affiliate

Dear Anxious,

You raise important (and difficult) issues. Let's talk about parents first. It's helpful if you realize that when most people hear the word union they think of higher labor costs. So parents will get nervous if they think their child care fees are going to soar. The other fears unions raise are about strikes. And parents who work are understandably concerned about the availability of their child care. Also, parents want to know how your plans will affect their children. So anticipate these concerns in any information you present to parents: let them know you recognize their financial needs and aren't planning a 30% wage increase overnight; explain to them that joining a union doesn't automatically mean you will exercise a strike option (few unionized child care workers have ever gone out on strike and most that did set up alternative child care); finally, let them know what your issues are -- input, sick leave, etc. -- and how improving these things will allow you to offer better care for their children.

All of this information is easier to communicate if you have been letting parents know about your situation all along. Many parents don't realize what terrible working conditions or wages most child care workers endure. In fact many parents, overwhelmed by the high cost of services, assume that workers are making a good salary. Let parents know that you are working to improve the quality of services. By informing parents, you may find not only new child care advocates (parents get mad when they realize how poorly the wonderful people who take care of their children are treated) but also you may receive a morale boost for your organizing efforts.

continued on page 9



-- a guest column by Christine Brigagliano, Staff Attorney, Child Care Law Center, and Nancy DeProse, Organizer, Day Care and Human Services Local, District 65, UAW, Massachusetts.

WHAT IS COLLECTIVE BARGAINING?

Collective bargaining is the process by which employees and management reach an agreement governing working conditions. Once a majority of employees vote for a union, an employer is obligated by law to sit down at the bargaining table and negotiate this agreement.

WHICH LAWS GOVERN WORKERS

WHO DECIDE TO FORM

OR JOIN A UNION?

Under Section 7 of the National Labor Relations Act, employees have the right to organize, form, join or assist labor organizations, to bargain collectively, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection. No sanctions or penalties may be levied against an employee for exercising rights guaranteed by the NLRA.

HOW IS THE NLRA ENFORCED?

The National Labor Relations Board, which has regional offices across the United States and Puerto Rico, is the public agency created to enforce the NLRA. The NLRB performs two main functions: it conducts representation elections and certifies the results, and it inves-

tigates and prosecutes employers or unions who engage in unfair labor practices. Employees who want the Board to conduct an election at their workplace may file a "petition" for an election with the Board. Employees who believe their rights under the Act have been violated may file a "charge" stating that unfair labor practices have been committed.

WILL THE NLRB HELP ANY EMPLOYEE?

Before the NLRB will exercise its power to enforce the act, a workplace must meet certain requirements or "jurisdictional standards." The standards vary, depending on the kind of business being conducted and the volume of business engaged in.

DO DAY CARE CENTERS

MEET THE STANDARDS?

It depends. Through a series of rather recent decisions, the NLRB has determined the standards to be met by centers for them to fall within the jurisdiction of the Board. It is important to note that these are CURRENT standards which may be changed by the Board as new cases are brought before it.

WHAT ARE THE CURRENT STANDARDS?

A day care center must have a "gross annual income" of \$250,000 or more before the Board will assert jurisdiction. (Included in this ruling would be more than one center under the same administration.) Although the standard for "educational institutions" (which usually pertains to private universities and colleges) is \$1 million in gross annual revenue, the Board will not apply that standard to day care centers and/or to specialized institutions which are primarily concerned with the care and custody of young children, and only secondarily with education. The \$250,000 figure was originally selected by the Board in 1976 in light of its knowledge of the industry at that time, and is subject to revision based on new information and interpretation. One member of the NLRB has consistently argued that the standard should be lowered to \$100,000. (See Salt and Pepper Nursery School and Kindergarten, No. 2 and Local 79, SEIU, AFL-CIO (1976), 222 NLRB No. 202; Rebecca Blaylock Nursery School Inc. (1982), 260 NLRB No. 195.)

DO THE CURRENT STANDARDS
APPLY TO CHILD CARE PROGRAMS
THAT DEFINE THEMSELVES AS
PRIMARILY EDUCATIONAL?

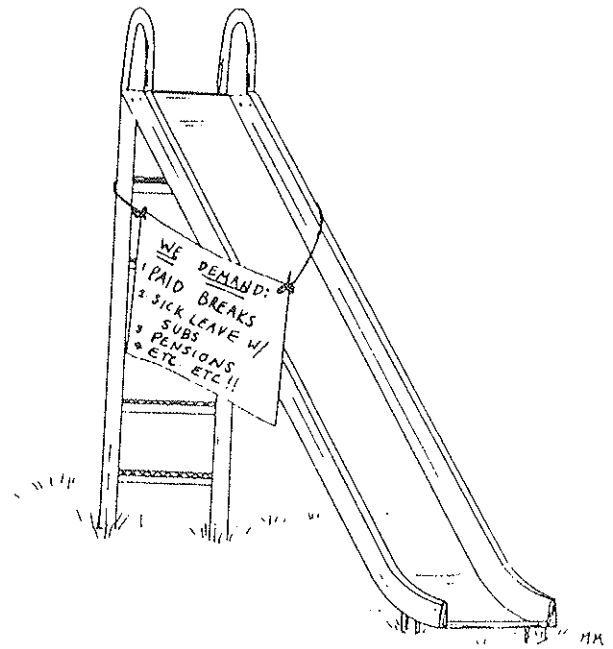
It appears so because the Board has upheld the current jurisdictional standard for day care in regard to a California State preschool, a part day educational program, providing "supportive services, including parent education, health and nutritional services." The Board concluded that the state pre-school should more appropriately be labeled a "child development program" whose functions were primarily "caring for" rather than "educating." Thus the \$250,000 ceiling, rather than the \$1 million for educational institutions, should be applied. (See Golden Day Schools, Inc. and Early Childhood Federation, Local 1475, AFT (1978), 236 NLRB No. 169.

ARE YOU COVERED BY THE NLRB
IF YOU WORK
IN A PUBLIC SCHOOL PROGRAM?

Programs "adjunct" to public school systems may not be covered by the Act, as an employer who is a state or political subdivision is specifically excluded from coverage under Section 2(2) of the NLRA. However, the Ninth Circuit Court of Appeals has held that NLRB jurisdiction may be asserted, notwithstanding the fact that the source of funding is the State or Federal government. The deciding factor is whether the program administration has sufficient control over terms and conditions of employment to bargain effectively with an organization which represents its employees' interests. "Terms and conditions of employment" include hiring, firing, employee evaluations, wages, grievances and leave policies. (See Golden Day Schools, Inc. vs NLRB (9th Cir. 1981), 107 LRRM 2558.

WHAT IF YOU WORK
IN A CHURCH-RELATED PROGRAM?

Although federal law prohibits the NLRB from asserting jurisdiction over teachers in church-oriented schools (See NLRB vs Catholic Bishop of Chicago (1979) 440 U.S. 490), the Board has asserted jurisdiction over lay employees in a church-operated day care center where the center operated on a non-sectarian basis, took state agency referrals, received govern-



ment money, and operated in the same way as a secular child care institution. Salvation Army of Mass., Dorchester Day Care Center and District 65 (1980) 247 NLRB No. 62.

WHAT IF YOUR CENTER
HAS A GROSS INCOME UNDER \$250,000
OR YOU WORK IN A PUBLIC PROGRAM
EXCLUDED UNDER
JURISDICTIONAL STANDARDS?

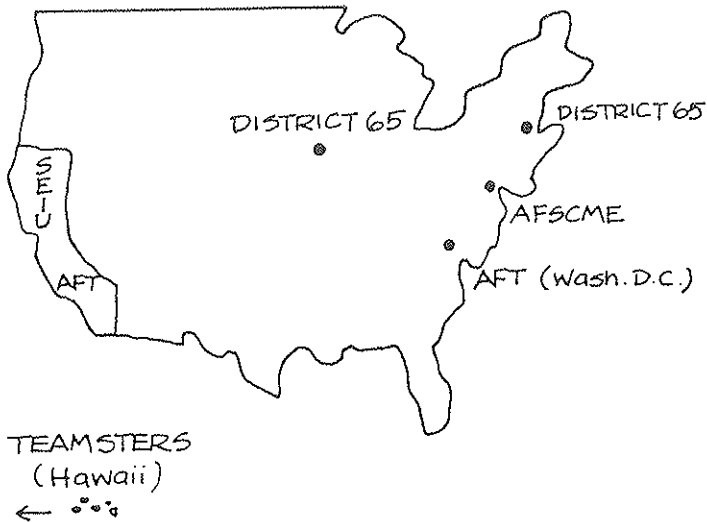
If the NLRA doesn't cover your situation, you may be covered by a state labor law that applies to public employees or other employees excluded from NLRB jurisdiction. Call your State Capitol to find out how to contact your State Labor Board. They should be able to answer your questions. (Also see CCEP Handout No. 8.)

WHAT IF I AM
STILL UNCLEAR ABOUT COVERAGE
AFTER READING THIS ARTICLE?

Don't be surprised. It can be very confusing. Feel free to contact CCEP and they will try (with assistance from their lawyer friends) to help you. Or contact the NLRB which has field offices across the country. To find the one nearest you, write or call: NLRB, 1717 Pennsylvania Ave. NW, Wash., DC; (202) 655-4000.

NATIONAL NOTES

A REGULAR FEATURE FOR TALKING TO EACH OTHER ABOUT WHAT WE ARE DOING IN OUR COMMUNITIES



SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)

SEIU is interested in organizing the "unrepresented wherever they exist." Several different locals have been actively involved in child care in recent years, especially in California. Locals vary of course but most engage in "wall to wall representation"; in other words, all non-supervisory personnel become a part of the contract unit. This means cooks, janitors, bookkeepers as well as teachers and aides. SEIU represents workers primarily in publicly funded and private nonprofit agencies. However, Local 250 in San Jose has successfully organized workers in a private proprietary program. We have been in contact with SEIU Locals 949 in Marin, 707 in Sonoma, 250 in San Jose and 535 statewide in California, which together represent several hundred child care workers. Dues are on a sliding scale for all members -- 1% of gross earnings, with a minimum of \$8 a month and a maximum of \$19. For information in other areas, contact the main office: 2020 K Street NW, Wash., DC 20006; phone (toll free) 1-800-424-8592.

Most unionized child care workers belong to one of the unions described below. Scattered numbers belong to other unions such as 1199 (Hospital Workers), the Teamsters, and National Education Association (NEA).

As you can see from our map, most of the organized are on the coasts and in the mid-West. However, we may have missed some. If you know of any, please let us know so we can update our records. We have sample contracts, other child care support materials and local phone numbers for the unions listed below, as well as other, less well known ones.

AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL WORKERS

AFSCME Local 205, District Council 1707 in New York, is the largest day care local in the country. It represents 6000+ workers at 298 of the 350 full day public centers in New York City. Members are all non-management employees who work at least 15 hours a week. (A few workers in family day care programs are represented as well.) The local has a standard contract for all the centers which results in higher than average pay, as well as benefits, for these workers. (An assistant teacher with 60 college credits, 24 of which are in early childhood education, receives a starting salary of \$11,750.) All union members will receive an 8% or \$900 (whichever is larger) salary increase this summer.

Although the union has been able to secure pay raises for its members because of its participation in a city-wide union coalition where pay hikes for child care personnel are negotiated along with those for fire and sanitation workers, its members have not escaped damages from Title XX cuts. In the last year, services for 2700 children were lost in New York City alone, resulting in layoffs of many members. The Local has four paid staff, all of whom are former child care workers. Dues are on a sliding scale and represent approximately 1% of gross income.

While AFSCME represents other child care workers in sites scattered across the country, 205 is the only separate child care local. For more information contact AFSCME, 1625 L Street NW, Wash., DC 20006; phone 1-202-452-4800.

DISTRICT 65 UNITED AUTO WORKERS

The Day Care and Human Services Local of District 65 is located in Boston and represents some 300 workers in 12 agencies in Massachusetts. The local is in the process of organizing another 200+ workers in 15 other agencies. An outgrowth of BADWU (Boston Area Day Care Workers United -- one of the longest-standing child care worker support groups in the country), this local can claim innovative efforts not only to "make child care a career people can afford to stay in" but also to improve the quality of children's services. The Local has both an organizing and a political outreach committee. The former concentrates on organizing new shops and the latter on statewide advocacy efforts. The Local has built close ties with other child care groups and in the process has helped to demystify and clarify the union goals to many hesitant supporters. Meanwhile, BADWU has not disappeared; the newsletter continues to be published and workers who want to join the union, even if their workplace is not recognized, are welcome participants in all activities including the annual Workers' Day reported in the last issue of CCEP NEWS. All non-management workers in a center are included in the bargaining unit and dues are 1-3/4% of gross income. For more information about District 65, contact Nancy DeProse, 636 Beacon St., Boston, MA 022115; phone (617) 262-6333. Ask how to get the BADWU News and their fine handouts, "What's in a Union Contract?" and "Steps to Joining a Union."

District 65 also represents 200 workers at Hull House in Chicago. For more information contact Alan Goldberg, Hull House Employees Union, 53 W. Jackson, Chicago, IL 60604; phone (312) 922-1430 or 663-0365.

AFT LOCAL 1475

The AFT is perhaps best known for representing child care workers in public-school-based child care centers. In California particularly, many of these programs have been in existence since WW II. Some teachers earn the same pay as those in K-12 schools, leading to a high cost per child in these centers. The union has been criticized by some for pushing up the cost of these services. While undoubtedly part of the picture, reports showing the high rate of pay in Children's Centers have been exaggerated by the inclusion of administrator's wages in average teacher earnings. Administrators are called head teachers despite the fact that many earn salaries more similar to principals than to child care workers.

Less well known is the Early Childhood Federation #1475 (see p. 1) which is the only separate local within AFT for child care workers. #1475 has 700 dues-paying members and represents about 1500 permanent full-time workers -- both certified (teachers) and classified (aides, cooks, bus drivers, etc.). The discrepancy in membership and representation stems from a "modified" shop policy which allows workers at a site prior to unionization to refrain from membership and which allows workers to reconsider their membership each time a contract is renewed. (This differs from a "closed" shop which all workers must join or an "open" shop which leaves the choice open at all times.) The vast majority of the current members of #1475 are Headstart workers; a few are co-op teachers or work in other small centers. The union, stemming from its co-op roots, retains a policy of representing very small workplaces if there is a demand. #1475 has been instrumental in some key cases brought before the NLRB to secure the right of early childhood workers to organize (see Guest Column). Dues are 1% of gross income, ranging from \$8 to \$16 a month. For more information contact AFT, 11 Dupont Circle, Wash., DC 20036; phone 1-202-797-4400. #1475 is moving its office this summer; contact us at CCEP for their new number and address.

GLOBAL GLIMPSE:

Child Care Workers in Other Countries

BRITISH COLUMBIA, CANADA

Each province in Canada sets up social services in a slightly different manner. In B.C. all centers (whether non-profit or proprietary) are run on parent fees. Low-income parents receive coupons (like our vouchers) which pay for part of their child care fees. Workers in private proprietary centers in B.C. are not organized. But most staff in private non-profit centers are represented by one of three unions: 1) Service, Office and Retail Workers of Canada (SORWC), 2) BC Government Employee's Union or 3) Social Services Employees Local, Vancouver Municipal and Regional Employees Union (VMREU). SORWC and BC represent three and five centers, respectively. VMREU is by far the largest, with 200 members from 60 centers.



The Social Services Local of VMREU is composed primarily of child care workers in and around Vancouver from full day toddler, pre-school and after-school programs. The local has been in existence for ten years. Dues are 1% of gross salary plus a \$10 initiation fee. They have established a master contract which all centers work toward achieving in negotiations. At first, centers receive only some features of the contract, but all unionized centers have been making steady gains each year, rendering these still poorly paid workers better off than their non-unionized colleagues. Negotiations take place between the union and the center boards, most of which are composed of parents, community members and/or church representatives. Wages range from \$900 to \$1400 a month (but remember that the Canadian dollar is worth only 80¢). The local has two paid staff people: one full-time worker to negotiate contracts, all of which come due each year, and one part time to administer the union dental plan. The Local is run by a volunteer "Executive" (Board) which has monthly meetings and puts out a newsletter. People who have left their jobs can retain associate memberships for a minimal charge and still receive full union privileges including the dental plan.

MORE! NATIONAL NOTES

HAWAII TEAMSTERS
AND ALLIED WORKERS,
LOCAL 996

Those of us on the mainland tend to think of Hawaii as a vacation spot rather than a workplace. But work Hawaiians do, largely to accommodate those lucky enough to travel there. And of course when people work, there is always a need for child care. The largest child care workplace on the Islands is the Kindergarten and Children's Aid Association Preschools of Hawaii. This non-profit agency has seven centers with 250 employees. About 80 teachers are represented by the Teamsters in this open shop. Contact CCEP for more information.



Avoiding Burnout
Acropolis Books, Ltd.
Washington, DC

A word of caution: Not all center administrations encourage staff-parent communication. We recently heard of one center where staff's jobs were threatened for telling parents of a head lice infestation. If parents receive information against the union, be sure to let them hear your side of the story before rumors run out of control. Try to maintain that delicate balance of informing parents without leaving yourself open to criticism that you coerced them to support you.

Dealing with directors raises other difficult questions for you and your co-workers. First you must decide if the director is going to be in the bargaining unit. If she/he has the power to hire and fire, control over the budget and primarily does supervisory work, then by law s/he is management and will be excluded. Many directors, however, work with Boards of Directors who make the hiring and firing decisions and spend only a small percentage of their time supervising. They may be teachers in the classroom for a large portion of the day. If this describes your situation, you will have to determine whether or not to invite the director to join you. (Certainly in terms of wages and many working conditions there are directors who suffer from similar problems as the rest of the staff.) Consider how supportive the director is of your concerns. Go to the director after you are clear about your desires. Remember that some directors will go to bat for you whether or not they are part of the bargaining unit.

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Jack Hailey
Beth Winters
Laurie Rozet
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Rose Unger
Susan Nye
Nancy DeProse
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Mary Weir
Carollee Howes
Michele Weiner
Susan Hyatt
Bananas Staff
Barbara Niles
Jolene Bautista
Debbie Bautista
Willie Golphin
Rose Selesnick

Choosing a Union

Deciding to join a union is a first step toward organizing your workplace. The next is researching the unions in your community. While initially time consuming, the investigation will help you to get the best possible representation for yourself and your co-workers.

Currently there are several unions in the country representing child care workers. (See NATIONAL NOTES.) If any of these have locals in your community, you might start by interviewing them. You may also want to investigate other unions representing other low-paid service workers. Unions vary so much from local to local, you can never know for sure which will be best.

For a thorough list of questions to help you interview unions (whether you want to organize a single center, initiate a statewide organizing drive or establish a day-care local), contact CCEP. Through collaboration with District 65-UAW and the Child Care Law Center, we have developed a handout on "Choosing a Union" which contains questions about dues, benefits, negotiations, strikes, contract administration, grievances, organizing drives, autonomy, democracy and other general issues. Send a self-addressed, stamped, legal-size envelope plus 50¢.

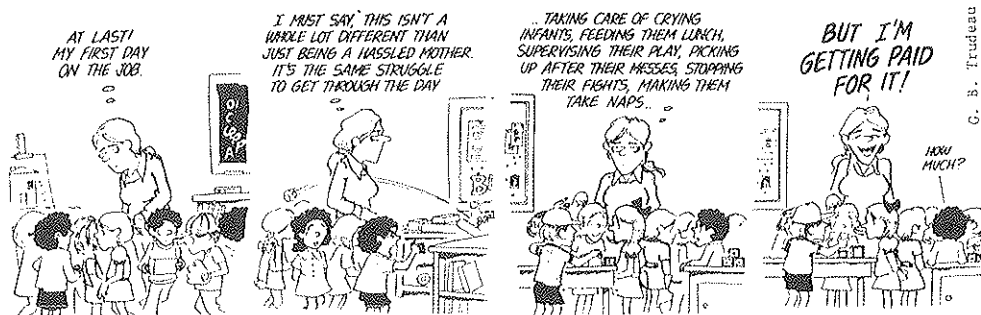
★ ★ ★ ERRATA ★ ★ ★

In our enthusiasm to congratulate the Child Care Law Center in the last issue, we forgot to mention their address and phone. Contact them at CCLC, 625 Market St., Suite 816, San Francisco, CA 94105; phone (415) 495-5498.

Our last issue was numbered Vol. I, No. 5. It should have been Vol. II, No. 1.

Our article about workers at the hospital-affiliated child care center at the Medical College of Pennsylvania (MCP) contained two errors: the union is not recent, but has been at MCP for seven years; and the \$6.4 hourly wage received by workers is not a starting wage, but the only wage workers can receive. Thus, as in so many centers, there is no possibility for promotion.

PLEASE PASS THIS
NEWSLETTER ON
TO A CO-WORKER



• ANNOUNCEMENTS •

RICH MEN, POOR WOMEN

The feminization of poverty is now economic reality. According to a recently released U.S. Civil Rights Commission report, between 1960 and 1981 the number of below-poverty-line households headed by women jumped 54%. Poor families headed by black women increased at twice that rate. Today 75% of poor people are women and children. If current trends continue, by 2000 they'll constitute 100% of poor Americans. (Thanks to IN THESE TIMES for this information.) For more resources, including postcards shown here (which are great for writing legislators, only 10¢ each), write: Sandy Chelnov, 4266 Terrace St., Oakland, CA 94611.

IN YOUR SPARE TIME (ha ha!), check out the following articles: 1) "Energy Conservation" by Dan Ready in CHILD CARE INFORMATION EXCHANGE, May/June 1983. (A penny saved could be a penny earned!) 2) "Coalition Building for Children" by Mindy Fried in YOUNG CHILDREN, May 1983 -- a source of ideas for getting people involved in your community. 3) "Preventing Illness in Infant/Toddler Day Care" by Ruth Highberger and Mary Boynton in YOUNG CHILDREN, March 1983 and "Health Update: Infection in Day Care" by Susan Aronson, MD, in CHILD CARE INFORMATION EXCHANGE, March/April 1983 -- two excellent sources on procedures to follow to prevent illness and infection -- yours and the children's! 4) For a good laugh check out Jim Greenman's spoof on NAEYC Conferences in the Nov/Dec 1983 CHILD CARE INFORMATION EXCHANGE.

2 out of 3
adults in poverty
are women.

What if
we were all
to go
to the polls?

Welfare mothers
are not born.

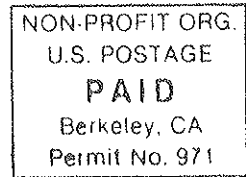
They are made
by
unpaid child support
and
unfair wages.

BANANAS Child Care Resource and Referral has three excellent pamphlets which explain how parents and workers can set up Child Care Co-ops, Exchanges and Shares (when two or more families hire a worker to care for their children together). Includes legal, tax and staff working conditions info! Send \$1 per pamphlet: 1/ Shares, 2/ Playgroups, 3/ Co-ops, to Bananas, 6501 Telegraph, Oakland, CA 94609. Be sure to ask for Bananas free publication list of their other materials.

FREEBIES! A free one-year introductory sub to ZERO TO THREE, a quarterly bulletin focused on infant and toddler mental health and development. Includes current research, case reports, profiles of infant and toddler programs across the country, and other resources of interest. Write to Emily Schrag, National Center for Clinical Infant Programs, 733 15th St. NW, Suite 912, Wash., DC 20005. Thanks to the Ecumenical Child Care Newsletter for this tip.

Give
a child care
worker a
break

Child Care Employee News
P. O. Box 5603
Berkeley, CA 94705
(415-653-9889 or 213-395-7577)



ADDRESS CORRECTION REQUESTED

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CCEP believes that the quality of care children receive is directly linked to the working conditions of their caregivers. Low pay, unpaid overtime, lack of benefits and little input into decision-making create tension in programs and lead to high staff turnover. The exit of trained staff from the field gnaws away at the morale of those who remain and limits efforts to build consistent, responsible environments for children.

Given these economic times, no simple solutions to the problems facing child care workers emerge. Divisions within the field between administration and staff and program types often serve as barriers to open communication about these issues. This newsletter is intended as a vehicle for sharing ideas, debating approaches and generally encouraging us all to continue efforts to secure for child care the economic and social resources it deserves.
