

CHILD CARE EMPLOYEE NEWS

A Publication of The Child Care Employee Project

Summer 1993 ❖ Volume 12 Number 3

CCEP GOES TO WASHINGTON!

Thanks to all who made Worthy Wage Day 1993 so visible and successful, with events in 36 states as well as Quebec and Manitoba! See the four-page Campaign pullout inside for details....

We extend a warm welcome to our new Washington-based policy liaison, Terry Gnezda, who joined CCEP in mid-May. (See the accompanying article for more about Terry and her work.) This position formalizes and expands the role long played for us in Washington by Joan Lombardi, who has recently taken up her new post in the Clinton Administration. Congratulations, Joan! (For more details, see box on page 2).

We also welcome Kathy Major, our new bookkeeper, and Annie Kim, a work-study student who will be working on CCEP sales and membership through the 1993-94 academic year. And welcome back to Dan Bellm and Miura Smith, who have just returned from several months away.

And finally, congratulations to long-time CCEP Advisory Board member Karen Nussbaum, director of Working Women 9-to-5, who has just been designated as Director of the Women's Bureau of the federal Department of Labor, and is now awaiting Senate confirmation.

As the political terrain shifts dramatically this year under a new administration, the Child Care Employee Project has been working hard to ensure that child care work force issues earn a more prominent place on the national agenda. Now, all of our policy work in the capitol has been given a strong boost by the arrival of CCEP's new Washington liaison, Terry Gnezda, who joined us in May.

Earlier this spring, NCCSS Principal Investigators Marcy Whitebook, Deborah Phillips and Carollee Howes hosted two Washington events to release the findings of the *National Child Care Staffing Study* update: a press luncheon on March 25, and a Congressional briefing on March 29, hosted by Sen. Christopher Dodd (D-Conn.), Sen. Nancy L. Kassebaum (R-Kan.), Rep. William Ford (D-Mich.) and Rep. Matthew Martinez (D-Calif.), which was attended by over forty legislative aides.

Also on March 29, CCEP Executive Director Marcy Whitebook attended a meeting at the White House to discuss President Clinton's proposals for a National Service Corps.

Shirley Sagawa, a member of the President's domestic policy advisory staff and a veteran child care activist from ABC Coalition days, called the meeting in response to a CCEP memo on some of

the child care work force issues involved. We had the opportunity there to reinforce our recommendations, among others,

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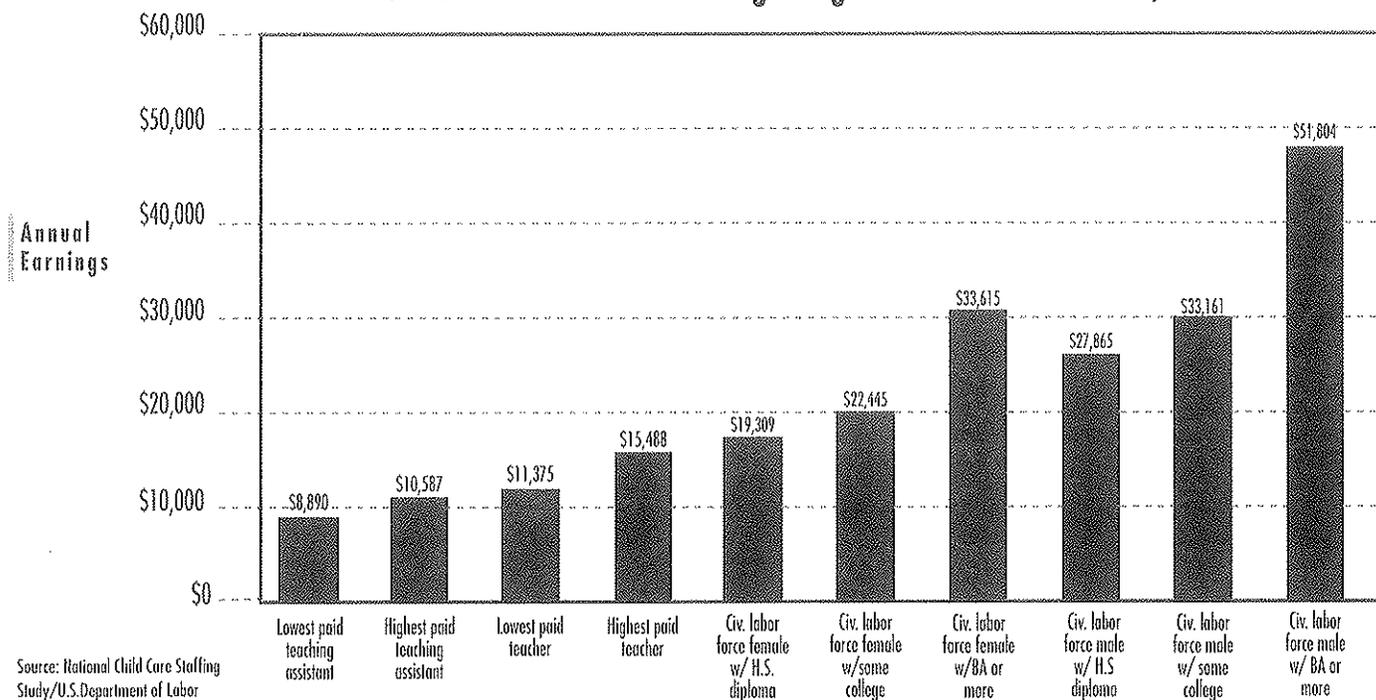
Outside the White House*

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* left to right: Sarah Greene, National Head Start Association; Joan Lombardi, Health and Human Services; Marcy Whitebook, CCEP; Helen Blank, Children's Defense Fund; Helen Taylor, National Child Care Association; Sue Bredekamp, National Association for the Education of Young Children

FIGURE 1 Average Wages of Child Care Teaching Staff and Average Wages of Civilian Labor Force, 1992



that National Service volunteers in child care programs be used as auxiliary rather than core staff, and that they receive pre-service and in-service training in child development.

CCEP was also asked during March to submit testimony on child care work force concerns to Hillary Rodham Clinton's task force on

health care reform; we highlighted our recent NCCSS update finding that only 18% of child care centers in the study provided fully paid health care benefits to all teaching staff.

Now, with Terry Gnezda's help, CCEP is much better poised to respond to new policy developments

in child care, Head Start, health care reform and related fields. Terry is busy spreading the word about CCEP, getting the Clinton Administration and a wide variety of national associations up-to-date on our work and on the pressing needs of child care staff, and building a network with other Washington activists to address our common goals.

Terry has worked as an independent consultant in child and family policy since 1987; she has done extensive research, technical assistance and policy work on child care and early childhood education issues for such groups as the National Conference of State Legislatures, the National Academy of Sciences, and Columbia University's National Center for Children in Poverty. Welcome, Terry!

From the earliest days of the ABC Coalition, in the long struggle to pass national child care legislation, surely no one worked more effectively than Joan Lombardi, as CCEP's Washington representative, to ensure that child care staff compensation became an integral part of the Block Grant bill that was finally enacted into law. Over the years Joan has helped many other groups—such as the National Head Start Association—in countless ways as well. Our thanks and best wishes to Joan as she moves into a demanding new role as Special Assistant to Mary Jo Bane, the Assistant Secretary of Health and Human Services. We know we'll continue to rely on her deep commitment to child care, her wide grasp of the issues, and her extraordinary advocacy skills for a long time to come.

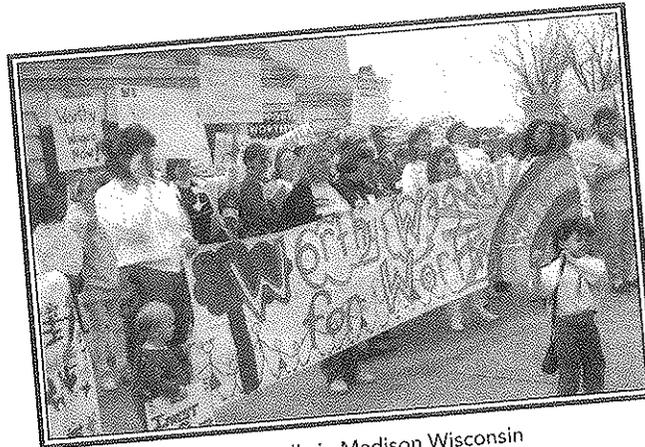


WORTHY WAGE DAY 1993: "NAP TIME IS OVER!"

With events in 36 states and the District of Columbia—as well as a major teacher walkout in Montreal and a Worthy Wage conference in Winnipeg—the second annual Worthy Wage Day on April 22 drew wider public attention and participation by activists than ever. And in early June, the Campaign's Steering Committee gathered in Minneapolis to plan events and activities for the coming year. (See "What's in Store" inside).

"Nap time is over!" proclaimed a Campaign editorial which ran in over 50 newspapers nationwide. "The wake-up call can be heard in thousands of centers and homes. Instead of walking off the job one by one, providers are staying to do something about their plight." The day also earned editorials in the *Washington Post* and *Christian Science Monitor*, features in the *New York Times*, *Los Angeles Times* and dozens of other papers, and in-depth reports by ABC News and CNN. The ABC News' piece highlighted the difference between low

and high quality programs, featuring a US military child care center in Georgia which like other programs in the country has invested in salaries and training in order to increase quality and reduce staff turnover.

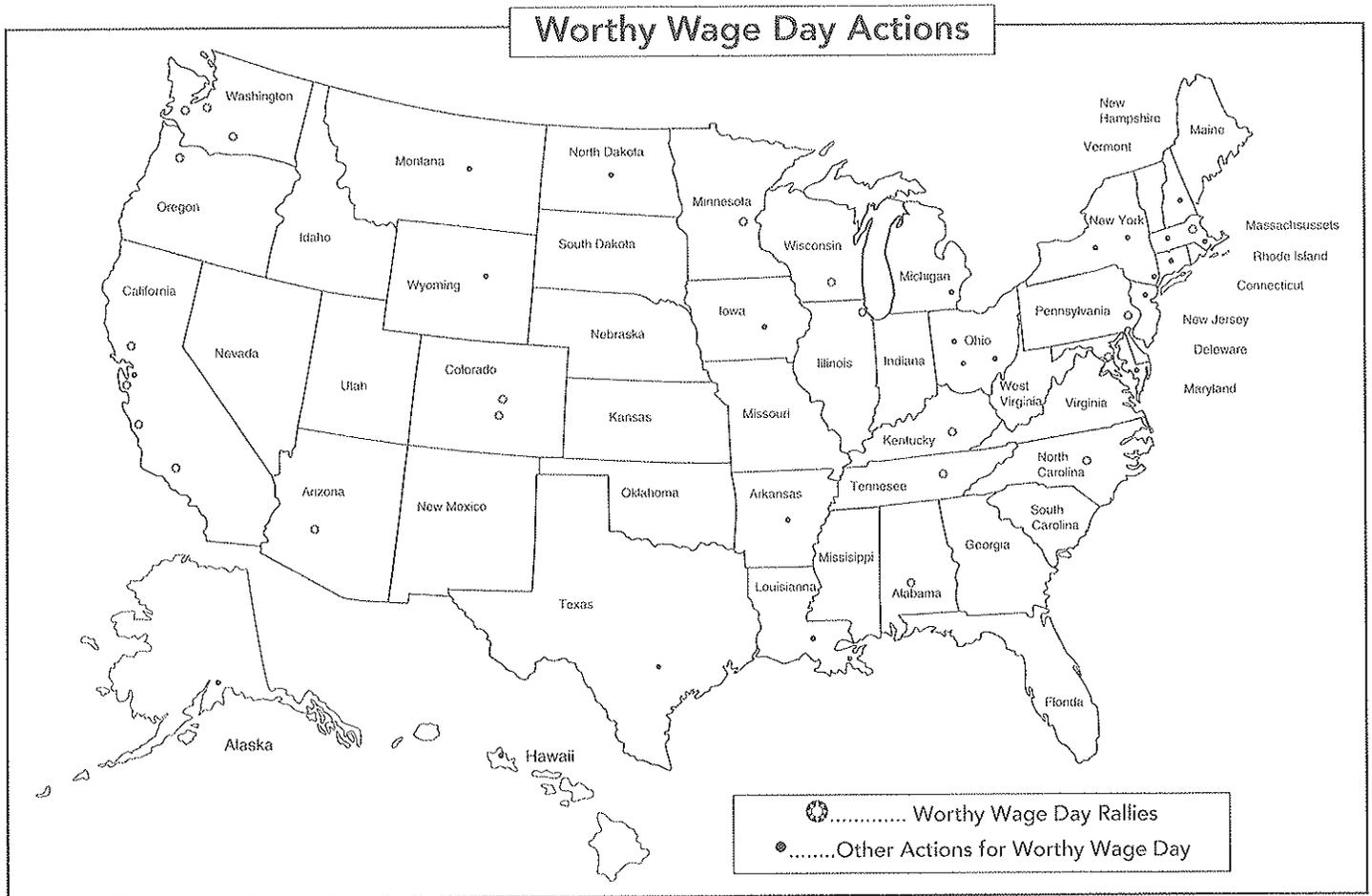


WW Day rally in Madison Wisconsin

Morning commuters to San Francisco were greeted on April 22 by a Worthy Wage banner near the Golden Gate Bridge. Billboards throughout downtown Nashville proclaimed, "Quality care and worthy wages go hand in hand!" State resolutions were passed in Vermont and Wyoming. North Carolina and

Madison workers flooded Hillary Rodham Clinton's task force with letters about their urgent need for health benefits. Provider recognition dinners and parties were held in some communities, and rallies, marches and parades drew boisterous and festive crowds from around the country (see map). The call for a national commission on the economics of child care and for a national average child care wage of \$10.00 per hour were common themes of the day.

In Montreal, the labor group Campagnes CSN organized a one-day walkout for worthy wages by staff of 163 unionized and 60 non-unionized centers. A second walkout took place throughout Quebec in late May, and a third is planned for September 30 if the government fails to announce a strategy to im-



Continued from p. A

prove salaries. (We'll keep readers posted on their progress). Yves Rochon of CSN observes that child care workers are the lowest paid professional group in Canada, with an average turnover of 32% per year.

WHAT'S IN STORE FOR '94

From Friday, June 4 to Sunday, June 6, 43 teachers, providers, directors and advocates from 16 states met in Minneapolis for the Worthy Wage Campaign Annual Meeting. We spent the weekend discussing strategies to make the Campaign more visible and better coordinated, devising an action plan for 93-94, and drafting a unified Issues Platform.

Early in the meeting, three main themes emerged which helped to

guide us in our discussions: a desire to plan events not only on Worthy Wage Day but throughout the year; the importance of close mutual support between the local and national campaigns; and the need to make measurable short-term gains while we continue to work toward larger goals. There's a strong sense of impatience in the compensation movement; many observed that child care workers' lives are very hard economically right now, and that each year the staffing crisis remains unsolved, more are leaving the field.

Action Plan

It was decided that in 1993-94, the national campaign will especially focus on the reauthorization of the federal Block Grant, to ensure

more funds for staff compensation and other quality enhancements. Activists will also develop detailed proposals at the state level for the best use of Block Grant money. In state and local communities, actions will center around rallies on Worthy Wage Day (April 21st) to present invoices to public officials for the amount the child care community is subsidizing the present system. The national Campaign will help advocates determine local estimates, and will work to have these read into the Congressional Record. (See California invoice, p. 3.)

Media and Fundraising

The group also explored strategies to help local communities raise money and generate public support through the media. Toward this

Continued from p. B

goal, the Campaign will launch a new effort to draw sports figures and other celebrities to the Worthy Wage cause, asking them to act as spokespersons for the issue by visiting programs and donating to the Campaign the difference between their hourly wage and the average teacher/provider wage in their community. We'll let you know more details in the Fall News.

Campaign Resources

A new Campaign packet for 1994, as well as the Issues Platform, will be available in the Fall, and we hope to premiere the new National Worthy Wage video at the NAEYC conference in November.

Thanks to all who took part in Worthy Wage Day 1993....Please continue to keep the national office informed about your activities, events, press coverage and ideas for the Campaign!



.....
VOICES FOR WORTHY WAGES

I was a child care teacher that recently made a heartbreaking decision to leave this field....I have always had a strong belief that children are a society's most vital asset. They are the ones that can make or break the society, depending on the type of education and care they receive as young children. With this belief in heart, I went back to school to complete my B.A. degree in Early Childhood Education. For three and a half years I juggled my work, my studies and my family responsibilities. It was a tough time.

I went into the child care field with the knowledge that it does not pay as well as other professions [with] similar education levels and requirements. What I did not realize was that the average salary does not even match up to jobs such as parking attendants, butchers or garbage handlers, that do not require any education at all. I figured out that in order for me to stay in this field we

would probably need to sell our house so as not to have to worry about keeping up with the bills. I had no choice but to leave the field. I know that I am one of numerous teachers that have left the field with the same reason. It is urgent that something...be done about this overdue problem so that we can [retain] the ones that are still struggling on behind.

With this upcoming Worthy Wage Day, I am donating a recently received award to your organization in support of the Worthy Wage Campaign. I sincerely hope that in the near future, child care teachers do not have to work two or more odd jobs trying to make ends meet, but are truly allowed to devote their total energy freely toward our children where it is really needed! Very truly yours,

Shirley Chiu, Seal Beach, CA

This "Battle Hymn of the Child Care Workers," to the tune of "Solidarity Forever," comes to us from the Santa Cruz, CA Campaign. (Lyrics by Barbara Riverwomon).

We have wiped ten thousand bottoms, we have dried ten thousand tears,
 We have served ten thousand crackers, we have calmed ten thousand fears,
 We don't want to be impoverished for the next ten thousand years,
 We deserve a worthy wage.

(Chorus): Parents, children, teachers stand together (3x),
 We deserve a worthy wage.

We have spent at least two years in school, the mysteries to plumb
 of developmentally appropriate curriculum,
 But our plans never included economic martyrdom,
 We deserve a worthy wage.

You may think the hugs and smiles from kids should keep us very snug,
 It should be enough to sing all day of dinosaurs and bugs,
 But who can pay the rent with smiles or buy our food with hugs?
 We deserve a worthy wage.

We are gentle loving carers, also strong and unafraid,
 We can soothe a crying baby, through the streets we can parade,
 When it's clear a change is needed struggle leaves us undismayed,
 We deserve a worthy wage.

Sing for Worthy Wages

"The Itsy Bitsy Paycheck", to the tune of "The Itsy Bitsy Spider", comes to us from the Appleton, Wisconsin campaign. (Lyrics by Joan Klinkner).

The itsy bitsy paycheck in the child care teacher's purse
 Doesn't pay the rent and things are getting worse.
 Meetings, workshops, conferences and extra courses, too
 But you'd earn more parking cars or working in the zoo.

See the child care teacher tell the boss, "I quit!
 I hate to leave the children but there are no benefits."
 The children lose their teacher, the parents lose a friend
 And the itsy bitsy paycheck hurts quality in the end.



SHOW YOUR SUPPORT FOR WORTHY WAGES!!

BUTTONS

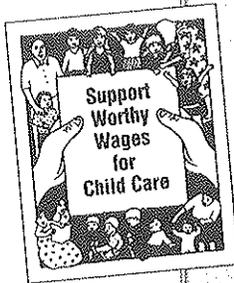
This year our buttons are red, \$1.00 each. Buy 100 or more and save 50%!! A great conversation starter.

T-SHIRTS

Back by popular demand! "Rights, Raises, Respect" in black only, \$12.00 each. Also, Worthy Wage logo T-shirt in big bold colors on white, \$15.00 each. Order a dozen or more and take 20% off!!

RESOURCE PACKETS

You can't wear it, but it could make a huge difference in your local campaign. Packed with ideas on how to get organized in your community. Each packet is \$10.00, and worth every penny!



POSTERS

A great way to let others know where you stand. Each poster is \$5.00. Buy 5 or more and get 20% off!!

These products were developed by the national coalition to spread the word and to raise funds for national and local activities.

Worthy Wage Day is almost here, so call immediately to order your supply of buttons, T-shirts, posters and resource packets.

JOIN THE WORTHY WAGE CAMPAIGN!

Whether we call ourselves family child care providers, preschool or early childhood teachers, teacher assistants or caregivers, we are working in a field where most employees are underpaid and undervalued—a field that is continually losing its best workers because of poor wages and benefits.

The Worthy Wage Campaign is a five-year grassroots effort to empower ourselves and mobilize to reverse this child care staffing crisis. It is organized around the following three principles:

- To create a unified voice for the concerns of the early care and education work force at the national, state and local levels;
- To increase the value and respect for those who provide early care and education through improving their wages, benefits, working conditions and training opportunities;
- To promote the accessibility and affordability of high-quality early care and education options that meet the diverse needs of children and families.

Each year the focal point of the Campaign is a nationwide Worthy Wage Day—set in 1994 for Thursday, April 21.

To receive more information, contact the Child Care Employee Project, the Campaign's national coordinator, at (510) 653-9889, ext. 13 or write to CCEP, 6536 Telegraph Ave., Suite A-201, Oakland, CA 94609. We'll help you link up with Campaign members who are already active in your area, or help you get a local effort off the ground.

DAY OF THE WORKING PARENT

On September 9, 1993, the National Council of Jewish Women is planning events all over the country to focus on working families. This is a great opportunity to highlight the need for worthy wages and a better funded child care system. For the name and phone number of the NCJW coordinator in your area, call Kate at CCEP (510) 653-9889.

ORDER FORM

Please send information about the Child Care Employee Project

Check one:

- Bill my Visa* Check enclosed **
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Card# _____ Expires _____

Signature _____

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* For credit card, minimum order is \$20

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Item	Order #	Qty	Unit Price	Total Price
Subtotal				
Shipping/handling charge (15% of subtotal)				
Total				
CA Sales Tax (CA resident, 8.25%)				
GRAND TOTAL				

CALIFORNIA NEWS

The statewide Child Development Programs Advisory Committee is urging the California Department of Education to undertake a \$60,000 implementation study on health care benefits for child care workers, in order to study various options and develop a detailed proposal for action. In support of this proposal, CCEP and the Bay Area Worthy

Wage Coalition gathered over 6,000 signatures on a petition delivered to Gov. Pete Wilson and CDE on Worthy Wage Day, April 22. According to CDPAC Director Giovanna Stark, the committee will convene a task force on health care issues in September. CCEP has been asked to participate in the task force.

BAY AREA MEMBERS:

CCEP is considering another Speakers Bureau training this fall—please give us a call if you're interested in participating. It's a great way to empower yourself as a public speaker, teacher and organizer, by spreading the word about the child care profession and joining with others to change wages and working conditions for the better!

Child Care Professionals:
Child Care Center and
Family Day Care Providers
Throughout California

INVOICE NO. _____

Please remit to Early
Childhood Professionals
of California

S
O
L
D
T
O

His Excellency, Governor
Pete Wilson and the
California State
Legislature
State Capitol
Sacramento, CA 95814

INVOICE DATE _____

Please pay from this
invoice. Monthly
statement will NOT
be mailed.

Date Served	Description of Service	Number Served	Unit Price	TOTAL
7/1/91 to 6/30/92	Quality child care provided for California residents	482,805 California children	\$1243.00 more per child to pay a worthy wage	\$600,128,000.00
				\$600,128,000.00

RESOURCES

Significant Benefits: The High/Scope Perry Preschool Study Through Age 27, eds. Lawrence J. Schweinhart and David P. Weikart, is now available for \$25 from High/Scope Press, 600 N. River St., Ypsilanti, MI 48198: (313) 485-2000. By tracking from preschool to age 27 a group of children born in poverty and at high risk of school failure—some of whom attended the high-quality Perry Preschool, and some of whom attended no program—researchers now estimate that the program yielded "economic benefits to the public of \$7.16 for every dollar invested," a much higher return than the previous estimate of three-dollars-to-one. The study observes that the program group far surpassed the non-program group in educational performance, social responsibility, and earnings and economic status. It is important for advocates to remember

that teachers in the study earned mid-level public school salaries, no doubt 2-3 times greater than the current average salaries of preschool teachers today.

Child Care in Corporate America: Quality Indicators and Model Programs has just been released by Catalyst, a "national not-for-profit organization that works with business to effect change for women." The study's foremost finding is that "the critical indicators of quality focus on center staff," and that wages and benefits are a primary factor in staff quality. For an executive summary or for the full report, contact Catalyst at 250 Park Avenue So., New York, NY 10003; (212) 777-8900.

PAID

ADDRESS CORRECTION REQUESTED

BERKELEY, CA
PERMIT NO. 971

Moving? Please be sure to send
CCEP your change of address.

Thanks:

The Child Care Employee Project (CCEP) is a resource and advocacy organization dedicated to improving child care quality through better wages and working conditions for child care staff. For more information, please call (510) 653-9889 or write: CCEP, 6536 Telegraph Ave., Suite A-201, Oakland, CA 94609.

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We reluctantly say goodbye to Diane Crawford and Andy Borger, who helped us tremendously during Miura Smith's absence. We wish them both well.

Sue Britson
Michele Jabbari
Susan Stangeland
Monique Mendelson
Peter Jennings
Barbara Presley Noble
Marilyn Gardner
Giovanna Stark
Hillel Koal Katzen
Camille Colatosti
Wendy Shepherd-Bates
Sarah Greene
M.A. Lucas
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SPECIAL THANKS TO:

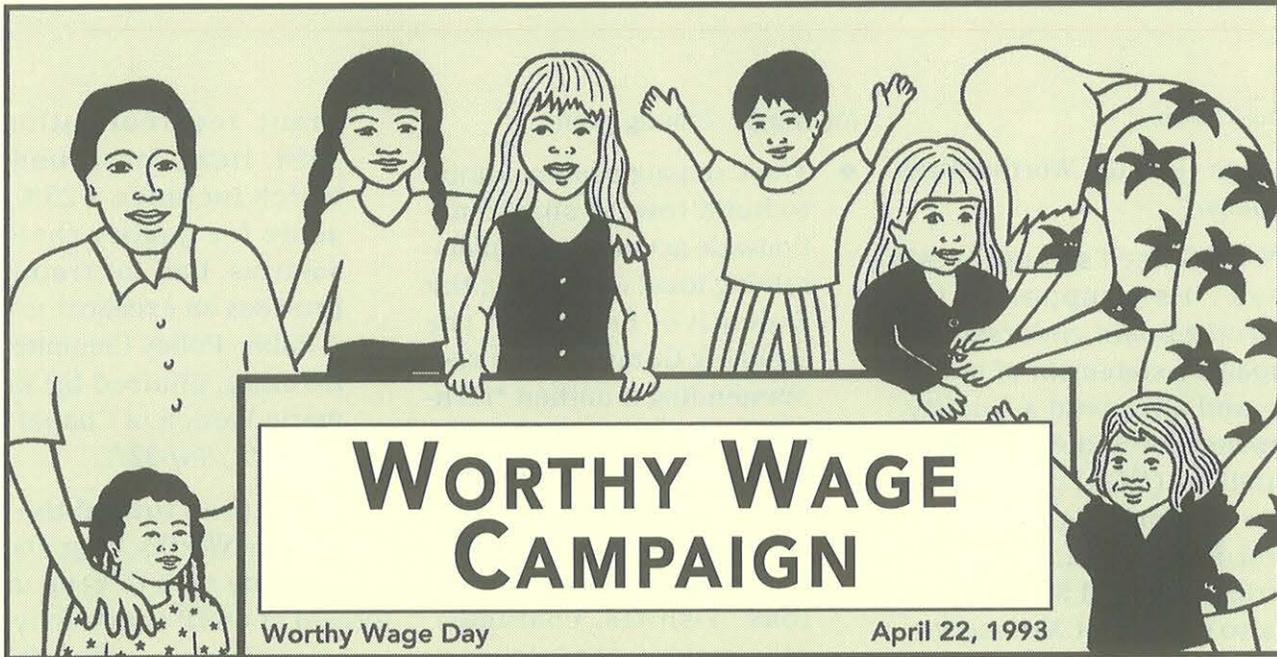
The Jewish Fund for Justice, the Sister Fund (formerly the Hunt Alternatives Fund), and the Vanguard Public Foundation, for their support of CCEP's work on the Worthy Wage Campaign.

Independent Charities of America, for its general support of CCEP's work.

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The National Child Care Staffing Study Revisited, the report of our recent findings from the five NCCSS sites, is now available from our office for \$5.00 per copy. And if your copy of the original 1988 study is misplaced or has strayed, the Executive Summary, "Who Cares? Child Care Teachers and the Quality of Care in America," together with the update, is available from CCEP for \$10.00. Add 15% for shipping and handling. California residents add 8.25% sales tax.



WHO WE ARE

Whether we call ourselves child care workers, family child care providers, preschool or early childhood teachers, teacher assistants or caregivers, we are working in a field where most employees are underpaid and undervalued—a field that is continually losing its best workers because of poor wages and benefits.

The Worthy Wage Campaign is a five-year grassroots effort to empower ourselves and mobilize to reverse this child care staffing crisis. Each year the focal point of the Campaign is a nationwide Worthy Wage Day—set in 1993 for Thursday, April 22. We are working to inform the American public, and our political leaders, that:

- the nation's child care system must have a level of funding that meets the true cost of providing quality child care;
- we can no longer keep a poorly funded system afloat by working for substandard pay;
- child care compensation is a problem that must be solved now.

Any group or individual is welcome to join the Worthy Wage Campaign — and we greatly appreciate the participation of parents and other child care advocates. To receive more information, contact the Child Care Employee Project, the Campaign's national coordinator, at (510) 653-7058. We'll help you link up with Campaign members who are already active in your area, or help you get a local effort off the ground.

**NEWS FROM NEW ORLEANS:
THE WORTHY WAGE CAMPAIGN
GATHERS AT NAEYC**

Once again this year, the Worthy Wage Campaign was highly visible at the annual NAEYC conference, held November 11-14 in New Orleans. The profusion of campaign buttons and T-shirts, and the many props and displays brought by groups around the country, revealed a steadily growing number of people working to boost child care compensation. And once again, compensation was a dominant theme at the Membership Expression of Opinion held on Saturday afternoon.



The Minnesota Child Care Workers Alliance brought loads of ten-dollar "play money" bills with Campaign information on

the back, which were passed around with requests to donate real money for worthy wages. At the pre-conference session, Seattle activists passed out props called "Tools for Staying Power," with markers for people to add their own slogans—a pitchfork read, "Pitch in, fork over the money," and a cut-out of a foot announced, "We can't foot the bill

alone." The Denver campaign brought a child care workers' bill of rights it had developed, and Arizona advocates carried sandwich boards decorated with dippers and the slogan, "It's time for

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a change - join the Worthy Wage Campaign."

NAEYC itself strongly reaffirmed its support: the Governing Board endorsed the Campaign's statement of principles, and approved a Quality, Compensation and Affordability Committee (QCA) proposal to renew its Campaign membership at \$500, with an additional contribution of \$4,500. NAEYC will also expand QCA's functioning from one to three meetings a year, and will seek to schedule QCA presentations at all local and regional AEYC conferences. We urge you to write NAEYC Executive Director Marilyn Smith, and Board President Lilian Katz, thanking them for their support and commitment to QCA issues and the Worthy Wage Campaign (new NAEYC address: 1509 16th St., NW, Washington, DC 20036).

With the help of a loan from Southern California AEYC, video makers took extensive footage of interviews and conference events for a national Campaign video to be available next year. The video will include Worthy Wage Day 93; contact Margie Carter from the Seattle campaign (206-325-0592) for guidelines and suggestions about videotaping your local activities to be part of this project.

The Worthy Wage Coalition met during the conference to ratify its Statement of Principles and endorse a governance structure. Other key decisions were also reached at Coalition and Steering Committee business

meetings. Among them:

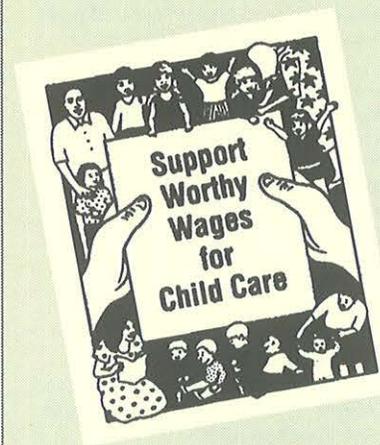
- ❖ The Campaign will continue to build toward shared nationwide actions, while maintaining local autonomy; the Executive Board of the Steering Committee is recommending a unified "fashion action" theme for Worthy Wage Day 93, in which parents and workers will wear something prominently visible about the Campaign (buttons, T-shirts, costumes, play money, etc.) as work place conversation-starters.
- ❖ Coalition members reaffirmed that teachers and providers, especially people of color, must play a strong role in Campaign leadership. The Executive Board is now asking each local Campaign to select an alternate Steering Committee member, both to boost diversity and to promote new leadership development.
- ❖ An annual meeting for Coalition members, at which we'll evaluate Worthy Wage Day 93 and plan for the next year, is tentatively planned for late spring or early summer.
- ❖ Coalition membership is now annual, and while many participants belong to member organizations, all agreed that it's also vital for each of us to support the Campaign with an individual membership.
- ❖ Finally, the Campaign will work to develop a legislative agenda, especially with an eye to the federal Block

Grant reauthorization in 1994; Head Start funding, which includes a 25% set-aside for quality (half for salaries, half for training), provides an excellent model. A Public Policy Committee is forming, chaired by Rosemarie Vardell of Chapel Hill, NC, (919) 967-3272.

As we head toward the second annual Worthy Wage Day on April 22, be sure to keep us informed at CCEP about activities and plans in your community!

THE WORTHY WAGE CAMPAIGN BUTTON

is an excellent way to stimulate discussion, build public awareness, and



raise critical funds for campaign activities. In the first year, we sold over 20,000 buttons; now, you can help us reach this year's goal of selling 50,000—raising as much as \$40,000, half of it to support local campaigns like your own. Order your supply from CCEP right away!

VOICES FOR WORTHY WAGES

At the 1991 NAEYC conference, my friend Kathy Modigliani tapped me on the shoulder and said, "I want you to attend a Worthy Wage Caucus meeting and tell me what you think." I came away from that caucus with a colossal commitment to promote the Worthy Wage Campaign. But before the impact of the meeting had time to fade in my memory, I was invited to work on the Campaign's National Steering Committee! I felt very apprehensive about the immense responsibility, but my daughter Brenda responded with some words that have carried me through the entire year: "If the mind can conceive it and the heart can believe it, then you can achieve it."

From the very beginning, the Campaign seemed to take on a life of its own. Once I had identified a group of people to work together, we were able to move forward quickly, spreading the news by mailing out flyers, talking to small groups and larger organizations, and speaking at conferences. The CCEP re-

source packets, the Seattle video and the doll-making kits really helped us reach many people in a short time. It was wonderful to watch as people got involved—their eyes, and their actions, showed they believed. Plans for a national video prompted us to contact DCTV and arrange to make a



Betty Cassidy

Worthy Wage Day video of our own. Funding came from the Northern Virginia AEYC, the Northern Virginia Family Day Care Association, Virginia AEYC and Kiwanis International.

A rainy, chilly April 9 couldn't diminish the

enthusiasm and energy generated by the crowd that gathered at Senate Park near the Capitol—teachers, providers, parents, advocates and children who came from Virginia, Washington, D.C. and Maryland to tell their stories about the child care crisis in America. Lucy Mays, a Virginia provider, expressed her sadness about possibly having to leave family day care: "I have four college educations for my own children to consider." Kathy Donahue, a parent, remarked, "I am deeply concerned that my children's teachers are leaving the profession because they

can't make a decent living. Parents, we need you to speak out!" Rep. Pat Schroeder (D-Colorado) and Colorado First Lady Bea Romer also arrived to pledge their support.

You can obtain a copy of our video, "Worthy Wages for Child Care Workers," at cost for \$16.00 (including postage) from DCTV, 2217 14th St. NW, Washington, DC 20009. We plan to return to Senate Park next year and make a second video. Of course, we will be inviting President Clinton and his family to attend! Come and be part of the Worthy Wage Campaign. Together, "we can achieve it."

—Betty Cassidy, family child care provider and National Steering Committee member, Alexandria, VA.

NOTE: "Voices" will be an ongoing feature of the Worthy Wage Newsletter. Please send submissions to: CCEP 6536 Telegraph Avenue, Ste. A-201 Oakland, CA 94609-1114.

If you haven't already, order copies of the 1993 "Worthy Wages" calendar, designed and printed by the North Carolina Worthy Wage Coalition, for all your friends and co-workers. Proceeds support the national campaign. The calendars include black-and-white photographs of teachers and providers from around the country, as well as quotes from many sources about the staffing crisis and the Worthy Wage Campaign. Now only \$3.00, plus postage from CCEP.

THE PRINCIPLES OF THE WORTHY WAGE CAMPAIGN

- Create a unified voice for the concerns of the early care and education work force at the national, state and local levels
- Increase the value and respect for those who provide early care and education through improving their wages, benefits, working conditions and training opportunities
- Promote the accessibility and affordability of high-quality early care and education options that meet the diverse needs of children and families

You can support the Campaign by joining or purchasing Worthy Wage Products.

COFFEE/TEA MUG

Generous in capacity, these white porcelain mugs with the Worthy Wage Campaign logo are of excellent design and weight. Microwave and dishwasher safe. Colors: green/blk and red/blk, 11oz. 3 1/2" high
\$ 8.00 each set of six \$40.00

BUTTON

At the heart of our campaign is the all important "Support Worthy Wages for Child Care" button. Colors: green/blk and red/blk, 2" x 3"
\$1.00 each

1993 CALENDAR

This useful twelve month calendar, has all the important dates to remind you about when Worthy Wage Day is and other significant dates and holidays. Size: 8" x 10", \$8.00

TEE SHIRT

The official campaign tee is now available. Colors: multi-color printing on white Sizes: M, L, XL, 2XL \$15.00 each

WW POSTER

The official Worthy Wage poster designed by artist Nancy Hom is great for your home, center, or office. If you would like your poster sent in a mailing tube, add \$1.00. A tube can hold 12 posters. Size: 18" x 24" \$5.00

TOTE BAG

These practical carry-all tote bags with the Worthy Wage Campaign logo are great for carrying those extras that all teachers, providers, and parents need on outings. Colors: Natural with red & black printing. Size: 14" x 10" x 5", \$10.00 each

WORTHY WAGE RESOURCE PACKET

The *Worthy Wage Campaign Resource Packet* is a valuable tool for helping individuals and communities organize for Worthy Wage Day 1993. \$10.00

WORTHY WAGE VIDEO

Worthy Work, Worthless Wages
Produced by Margie Carter, in collaboration with the Child Care Directors Association of Greater Seattle (CDAGS), the Worthy Wages Task Force and the broader child care community in Seattle. This is a Moving Images Video Project. This video chronicles the Seattle, Washington child care community's activism to improve the quality of services by confronting the staffing crisis. VHS format, 15 minutes running time. \$12.95 for individuals \$20.00 for institutions

ORDER FORM

Yes, I'm interested in building the membership of the Worthy Wage Campaign. Please send information to:

Check one:

- Bill my Visa* Check enclosed **
 Bill my MasterCard*

Card# _____ Expires _____

Signature _____

Name _____

Address _____

City/State/Zip _____

Phone: () _____

* For credit card, minimum order is \$20

** Please make check payable to: Child Care Employee Project
6536 Telegraph Avenue, Suite A-201 • Oakland, CA 94609-1114

Item	Sz	Qty	Unit Price	Total Price
Subtotal				
Shipping/handling charge (15% of subtotal)				
Total				
CA Sales Tax (CA resident, 8.25%)				
GRAND TOTAL				