



**CUPE 2484 Deputation to Economic and Community Development
Committee – City of Toronto**

May 31, 2023

**Agenda Item #EC4.3 Update on Canada-Wide Early Learning and Child
Care Agreement Implementation in Toronto and Supplemental Report
from the General Manager**

Date: May 31, 2023

CUPE Local 2484, Toronto Childcare Workers, is a union that represents Early Childhood Educators, Childcare Assistants, Cooks, Housekeepers and others working in childcare settings, as well as those who advocate for universal, not-for-profit, affordable and accessible childcare. We work with operators across the City of Toronto, with about 600 members. CUPE 2484 has a long history of advocating for childcare for our communities.

CUPE 2484 agrees with the overall direction of the recommendations contained in the report and supplemental report.

Workforce Strategy – Recommendations:

We appreciate that the supplemental report, under recommendation 3, recommends that “City Council recommend that the Province of Ontario develop a set of guidelines for sustained increase to wages and benefits that

are inclusive of all staff in the early years and child care sector and provide additional investment to implement these guidelines”. We agree there should be additional investment. However, we believe that the recommendations need to be more detailed and exact, and reflect the reality of the workforce crisis that is being experienced now.

The implementation of CWELCC has led to a movement on the expansion of the number of childcare spaces, as well as movement on making childcare more affordable.

However, the third pillar, that of a Workforce Strategy had not been given the same attention. We are here to say that, without a sound strategy that recognizes that there is a crisis in staffing in the sector, the over plan cannot become a reality, as there are currently not, and will not be childcare professionals to work in the system.

To more fully address these challenges CUPE 2484 recommends the following amendments to paragraph 3 of the supplemental report. That the City should recommend:

1. That the federal government and the provincial government raise the wage floor for childcare workers to the floor contained in the City of Toronto Budget Guidelines for 2023 (page18), which is attached, and fund the real cost for the implementation of this wage floor. That the Federal government and provincial government provide direction that wages be raised, as opposed to just guidelines. In addition, the City of Toronto should provide funding for licensed childcare operators in the City of Toronto to raise the floor based on the City of Toronto Budget Guidelines and fund these wages. Childcare workers in the City of Toronto are Worth More and should be paid consistently for the important work that they do across the City.
2. That the report be amended to more clearly set out that pensions, benefits and mandatory Workplace Safety and Insurance Board coverage should be part of any workforce strategy, and that the City recommend to the federal government and provincial government that this should be mandatory for operators of license childcare employers

and be fully funded by the federal and provincial governments. In addition, the report should be amended to state that the City of Toronto will direct licensed childcare operators to provide benefits, pensions and mandatory Workplace Safety and Insurance Board coverage, and that the City will fund the cost of the implementation.

3. That the report be amended to ensure that the wages, pension, benefits and Workplace Safety and Insurance Board coverage be applied for all workers, and not be limited to Early Childhood Educators.
4. That the report be amended to clearly recommend that the real cost of supporting the workforce to have access to professional development, paid sick time, equity for those not working full-time, and involvement in communities of practice be funded by the federal and provincial government. In addition, that the City of Toronto provide the real cost of supporting the childcare workforce in this manner be provided to operators in Toronto.
5. That the report be amended to confirm that the City of Toronto will review its budget process that allows for an allocation to be used for agency staff/contracted staff to work in childcare settings, with a goal of providing funding that will allow operators to receive the real cost of having enough staff and enough hours to cover absences without the need to contract out the work to agency staff.
6. That the City call on the federal government and provincial government to provide above-inflation increases for base funding for 2024 as operators transition to the new funding model, to provide stability and predictability in the sector.

Why? The Workforce Crisis in Childcare

- The recognition for the important and necessary services childcare workers do during the COVID-19 pandemic has not continued post COVID
- Wages and working conditions continue to fall short of what should be offered to those doing the most important work in our communities – ensuring a safe, nurturing and age-appropriate learning environment for our children
- People are leaving the sector to jobs where they can be more respected and/or receive more appropriate compensation for the work they do
- Everyday CUPE 2484 hears from operators that they cannot get enough people to cover shifts. Some operators have had to close programs as a result of not having enough staff
- Everyday CUPE 2484 hears from our members about the challenges faces while trying to provide the care and teaching for the children that they work with
- Many have more than 1 job as a result of low wages, or the existence of part-time or casual work
- The requirements for professional development have continuously increased over the years, without employers being required to support the staff in keeping up with these requirements

CUPE 2484 also recommends:

In addition to our recommendations related to paragraph #4, CUPE 2484 recommends:

1. Paragraph 1 be amended to include the bolded section:
“City Council advocate to the Province of Ontario to increase the allocation of CWELCC-funded spaces for Toronto to align with the Child Care Growth Strategy targets to better address demand and ensure greater access to affordable, high quality, **not-for-profit and publicly-operated** child care spaces for families in Toronto”.

2. That the City of Toronto ensure the Access and Inclusion Plan can develop spaces in all wards as well as target communities that are underserved. There should be support and encouragement for the non-profit and publicly-operated sectors to step in to kick start the expansion.

Sincerely,

CUPE 2484 – Toronto Childcare Workers

2023 Salary Schedule		
Program Staff	Annual Salary	Hourly Salary
Untrained Staff or Assistant (35 hours week)	\$56,521 to 62,106	\$31.06 to 34.12
Trained Teaching Staff (35 hours week) (Early Childhood Educator Grade 2 or equivalent trained)	\$59,496 To \$65,374	\$32.69 to \$35.92
Trained Teaching Staff (35 hours week) (Early Childhood Educator Grade 1 / Assistant Supervisor or equivalent trained)	\$66,212 To \$72,709	\$36.38 to \$39.95
Centre Supervisor (35 hours week)	\$92,593 to \$108,784	\$50.88 to \$59.77
Casuals/Supply Staff Trained Untrained	\$32.69 to \$35.92 \$23.69 to 26.02	
Cook/Housekeeper (40 hours week)	\$57,886 To \$63,627	\$27.83 to \$30.59
Food Services Worker/Caretaker (40 hours week) (Dietary Aide)	\$52,000 To \$57,117	\$25.00 to \$27.46
Administration (35 hour week)	\$125,558	\$68.99

In 2023 the minimum hourly salary rate is \$15.50 and is effective October 1, 2022.

The maximum allowable salary for a non-RECE staff is 5% less than the entry-level salary for a RECE teaching staff, regardless of years of service. Non-RECE staff salaries may be above the maximum where a copy of the Agency's pay equity plan supports this claim. The minimum hourly wage payable must comply with minimum wage requirements.

The development of a fair pay scale helps to plan ongoing reasonable compensation for Registered Early Childhood Educators (RECEs) and Assistants. It provides a salary structure and a predictable path for staff compensation. A centre can increase staff recruitment, satisfaction and motivation by having an open, fair and equitable pay scale that is used consistently, which can provide stability to the workforce.

TCS recommends that all Agencies have a Pay Scale in place, that is reviewed and updated annually as outlined in the Fact Sheet available on the public web site; Contract & Financial Information page.