



***NATIONAL UNION OF PUBLIC
AND GENERAL EMPLOYEES***

B. C. Government and Service Employees' Union
Health Sciences Association of British Columbia
Health Sciences Association of Alberta
Saskatchewan Government and General Employees' Union
Manitoba Government and General Employees' Union
Ontario Public Service Employees Union
Canadian Union of Brewery and General Workers
New Brunswick Union of Public and Private Employees
Nova Scotia Government and General Employees Union
PEI Union of Public Sector Employees
Newfoundland & Labrador Association
of Public and Private Employees

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Collective Bargaining Series for Women

#2 Workplace Child Care Committees



BARGAINING FOR WORKPLACE CHILD CARE COMMITTEES

Since you asked.

This is why a workplace
child care committee is
important.

ONE OF THE BIGGEST CONCERNS working families and single mothers face is finding and funding child care. For any union an important first step is to determine the exact needs of its members and assess what community services are available before embarking on negotiations related to child care services. Some workers worry about the availability of services. Others are more concerned with the inflexibility or the costs of child care services. The concerns will vary across the membership. And these concerns are expressed by not only members who are parents of young children but also by those with school age children. It's difficult for any parent to co-ordinate their child care timetables with their work schedules.

Many of these issues can be addressed through workplace child care committees. There are many examples whereby negotiating parties have agreed to set up workplace committees to study the issues related to child care services. These committees may develop recommendations on how to best address these issues through workplace policies and programs. The overall goal always is to facilitate the creation of child care facilities. Some unions have commented that workplace committees are a very useful way to build strong partnerships with community organizations.

PUT IT ON THE TABLE

Easing your child care worries. Effective contract language makes the difference.

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Collective Agreement between the Government of British Columbia and the British Columbia Government and Service Employees' Union (BCGEU / NUPGE) 1998-2001:

Child Care Facility:

(a) The Employer and the Union agree to establish a Joint Committee to facilitate the establishment of community based child care centres.

(b) The Joint Committee shall be composed of four Union representatives and four Employer representatives. The designates of each party shall be gender balanced. Employees representing the Union on this Joint Committee shall be on leave of absence without loss of basic pay for time on this Committee.

(c) The Joint Committee may facilitate the establishment of community based child care facilities where viable.

(d) The Joint Committee may establish sub-committees where appropriate to facilitate objectives of this clause.

(e) The Joint Committee shall include representation from interested community based groups or organizations. The committee shall determine which community based groups or organizations shall be represented.

(f) The Joint Committee may seek the advice and support of other Public Service program areas including but not limited to the Ministry of Women's Equality, the Ministry for Children and Families, BCBC and the Employees Benefit Trust.

(g) Where suitable space is available in a government owned or leased facility without major or structural modification, the space may be made available for the purpose of establishing the community based child care facility. The Employer's sole financial responsibility is limited to the provision of such space.

THE NATIONAL WAY

Helping you set the table. Helping you get a better deal at work.

• Describing why it's necessary.

Your National Union researches, analyzes and challenges the reasons for bargaining this issue. We look at possible alternative approaches which might be preferable or more beneficial to our members. The National Union and its Working Groups are in touch with our members' needs, explore various options for addressing these needs, and track national and provincial developments in this area.

• Communicating your rights province-by-province.

Connecting with its members about their rights at work is a big part of what your National Union does. Publications. Leaflets. Posters. Buttons. Videos. We produce a stream of these materials. What you need to know about your rights. When you need to know it. We're always ready to help.

• Providing union education and training.

Working with our component education officers, the National Union develops and delivers union education and training courses designed to deepen our members' understanding of issues like this one. These courses provide advice and support to frontline workers who must deal with issues like this on a day-to-day basis in their workplace.

• Campaigning: from silence to voice.

Your National Union is a campaigning union. We coordinate national campaigns on vital workplace issues like this one. We work with other national and provincial organizations active in this field to identify and distribute resource material to workplaces. We work hard to make sure your voice is heard by the larger policy community.

• Negotiating a strong deal.

Everything your National Union does is characterized by its commitment to the development and furthering of our main organizational goal of ensuring that strong collective agreements are negotiated and enforced on your behalf. We help our components develop the best negotiating resource materials, contract language, and strategies to defend our members and the services they provide.

GET OTHER IMPORTANT INFORMATION

More information is just one click or call away. Check it out.

The **National Union's Advisory Committee on Women's Issues** has produced a ground-breaking booklet called, **Keep Your Crumbs. We Want The Whole Loaf.** It deals with a variety of women's struggles in the labour movement and it speaks of the need to be vigilant and not allow issues such as this one to be pushed to the background. The material also speaks of our Union's victories in the areas of collective bargaining, organizing, and broader public policy issues.

The National Union also has campaign postcards available which urge the federal government to create a national child care program.

To obtain copies of this material, the BCGEU/NUPGE Collective Agreement, or if you need further information please contact the National Union at:

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