

# RISING UP

## A WORKFORCE AT BREAKING POINT



**TO:**

Hon. Min. Stephen Lecce    Hon. Min. Karina Gould  
Ministry of Education    House of Commons  
5th Floor    Ottawa, Ontario,  
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Toronto, ON    K1A 0A6  
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**DATE:**

15 March 2022

**CC: The Honourable Ford, The Right Honourable Prime Minister Trudeau,  
The Honourable Minister Bethlenfalvy and The Honourable Minister Freeland**

**Dear Honourable Minister Lecce and Honourable Minister Gould,**

We are writing to you today as the child care sector is experiencing a workforce crisis, brought on by low wages, challenging working conditions and chronic underfunding. The pandemic has exacerbated this longstanding crisis in Ontario to the point that child care programs are now being forced to close rooms, limit enrolment, or change operating hours because they are unable to retain their current staff and recruit new staff.

We know that if the workforce crisis continues: more educators will leave the profession for good; child care availability will further decrease; and Ontario children, families and communities will all be worse off. However, we also know what the solutions are. We must ensure decent work and pay to enable the current ECE workforce to hold lifelong, rewarding careers. In doing so we will also attract the new educators that we need to increase child care access and build a real system. The federal funds available through the Canada-wide early learning and child care agreements make these solutions an achievable reality - Ontario must join all other provinces and territories in signing a deal with the federal government. The funding on the table can be transformational for Ontario, but only if the funds address the critical issues facing the workforce.

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Educators, children and families will all be watching closely to ensure the agreement contains a commitment and funding for:

1. A salary grid that ensures at least
  - a. a \$25 per hour starting wage for non-qualified staff
  - b. a \$30 per hour starting wage for Early Childhood Educators
  - c. a daily rate minimum for licensed home child care providers
  - d. and a commensurate benefits package for all.
2. Decent Work Standards that support pedagogical practice, including paid planning time, permanent paid sick and emergency leave days and Early Childhood Workforce Learning Framework.
3. The creation of practitioner roles that will strengthen program quality while formally recognizing the value of credentials, experience, and diverse knowledges.
4. Pathways to acquire and upgrade qualifications, responding to the needs and strengths of rural, remote, and marginalized communities.

We know that ECEs and early years staff are essential – they were before COVID and will be after. Without a federal-provincial agreement that includes meaningful investments into these areas, the ECE workforce will have no choice but to continue to exit the sector en masse. We urge you to listen to educators' voices and sign a child care deal that specifically addresses the needs of educators and creates the decent work conditions that allow Ontario's communities to thrive.

Sincerely,  
Rachel Vickerson  
Executive Director, Association of Early Childhood Educators Ontario

Carolyn Ferns  
Policy Coordinator, Ontario Coalition for Better Child Care

Over 1500 Early Childhood Educators, child care workers and supporters signed our open letter. Below are their responses to the letter's two questions *1) How has you or your organization been affected by the ECE workforce crisis?* and *2) what do you want the provincial and federal government to know when negotiating the child care agreement?*

### How has you or your organization been affected by the ECE workforce crisis?

Centres across the city have experienced staffing shortages, low enrollment rates and families having to leave child care, despite needing it, due to rising fees.

Moins de nouvelles étudiantes dans les programmes de la petite enfance, des praticiennes désengagées et essoufflées, manque de motivation, moins de personnel qualifié pour recevoir des stagiaires.

Depuis avant la pandémie, je n'ai jamais eu d'augmentation alors je travaille à plein temps. J'en ai parlé avec la directrice via e-mail, elle m'a ignoré après que je rectifie sa réponse. On nous donne des tâches qui sont pas les nôtres par exemple désinfecter les jouets alors que le gouvernement a donné des subventions pour que la direction embauche quelqu'un pour le faire. Elle a diminuer dans notre heure de travail en mentionnant le 1h de désinfectante.

Il n'y pas assez de suppléants pour remplacer les éducatrices. Nous sommes épuisés mentalement et physiquement. On se sent rabaissé par la direction qui n'assure pas notre sécurité etc...

Elle a enlevé le wsib que le centre avait depuis plus de 20 ans en disant qu'elle va donner plus de contrat aux gens. Elle n'a jamais donné . Les gens sans contrat ne sont pas protégés et travaillent tous les jours et certains depuis plus que 2 ans. La clémentine ne tient pas en compte nos efforts durant toute la Pandémie, car nous avons travailler corps et âme pour assurer la sécurité des enfants et tant de chose encore

Low minimum wage especially during the pandemic

We have a severe shortage of qualified RECE staff. We have had to cap our program numbers, we have had to close programs due to lack of staff to run them

shortage of staff, team members not feeling valued for the important work they are doing

Staff leaving field for better pay or because of burn out, no pensions, barely any benefits. complete lack of respect from the government

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Students in the ECE and ECL (Early Childhood Leadership) are trying to support the field while also trying to complete their studies so that they can provide quality child care. They are passionate about their role in Early Years environments and are the future of the system. We cannot burn them out before they enter the field; we need to nurture their learning and practice.

At the centre I manage I have had to reduce enrolment and decrease our hours of operation to compensate for the loss of qualified RECE's and inability to hire qualified staff from a depleted market.

Extremely short staffed, and under qualified staff due to the lack of staffing

ECEs at every school I worked at are under stress financially

Rooms have closed, more paper work and other jobs on top of our own. Lack of connection with the children due to obstruction of facial expression and keeping distance due to covid

cannot increase enrollment due to lack of qualified staff

Short staffed

Staff shortage, long hours

Family and time I spent working in Social Services

I have only been indirectly affected because my children are older.

Shortages

No supply staff to cover

Low wage

Lack of qualified staff to fill positions, lack of supply staff and staff leaving field due to low wages.

We have not been able to open to full capacity or some rooms needed to stay closed. We have closed 5 before & after programs and closed 4 centres temporarily, because we needed to redeploy educators to other centres. It's a very critical time right now and when families ask about a program, I don't hesitate to share that we just don't have the educators to ensure we are meeting ratios or even when individuals call in sick.

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Retaining Staff, Staff Mental Health with Burnout, highly over worked and under paid

Finding staff to fill support positions

When I was a child care director, there was a high turn over rate at our centre due to the issues of a lower wage rate.

The hiring of non-qualified (limited children development experience) staff

We are currently experiencing an extreme shortage of staff both qualified and non-qualified. This is affecting our programs immensely, we have to juggle staff on a daily basis. Often we are utilizing office staff to fill in positions at child care centres. There is no consistency of staff which we all know is challenging for both families and children. Children thrive on consistency and routine, with the constant change over in staff this is next to impossible to provide.

Our local child care centres are operating at low enrollment due to not having qualified staff. No space in centres puts extra pressure on our Home Child Care Agency. Our area is in desperate need for child care providers and spaces. I am a home visitor and have received over 100 requests for care in 6 weeks. Of that 100 plus, I was able to place maybe 5 children? So many parents (primarily women as we know) have to turn down gainful employment or send their child to less than ideal child care arrangement.

Staff having to work longer hours or altered hours, switching rooms that aren't consistent

Applications have not come in like previous years. Our current personnel are exhausted and many have decided that working in childcare is no longer for them. We have lost 10 staff members in the last 5 days alone as they are finding jobs in the school boards or in another field other than childcare because of the low wages. If we cannot retain our staff members, we cannot offer childcare services to all families in need. If these families do not have childcare, they cannot work. This is and will remain to be an ongoing issue if YOU do not make this a priority immediately.

According to our policies and maintaining cohorts, third party (supply teachers) are not allowed to come inside! Therefore, sometimes staff have to work overtime! If staff gets sick they are using holidays because there is not enough sick days to cover!

I cannot find and keep qualified staff.

ECEs are leaving the field at a rapid rate, it is a strenuous and demanding job keeping up with covid protocols and trying to do a job we love. I am truly exhausted.

Low enrollment

The enrolment for the ECE Program at my College has dropped considerably over the last few years, especially during the pandemic. We are not able to find placements for our students. Partly because of the pandemic restrictions, but partly because we require students to be

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mentored by an RECE and many places don't have enough RECEs or don't want to put them under more pressure and stress than they are already dealing with at work.

Short staffed and in some rooms, closures because of Covid or short of staff

Very difficult to find ECEs available to take on a student to complete field placements

Staffing  
Education  
Mentorship  
Wages

Lots of familiar staff have left the centre to access higher paying jobs.

Site closures, lack of funding for the program, no time off, not enough staff, Covid policies

Not enough RECEs

We have had many RECEs leave the sector due to burnout. We are in a desperate need to hire and there are no qualified educators. This pandemic has new graduates who have never worked with children before, our educators are already pushed they can't be host teachers to new hires

It is difficult to get child care for my children.

Lack of staffing, hiring less qualified individuals just to meet ratios, unable to live off of my wage

Staffing shortage

Consistently short staffed, having to close programs and/or shorten hours of operation, unable to run at full capacity due to staff shortage, and having supervisors and staff work longer hours.

I have always had to have two jobs in order to pay my bills. As a single independent 34 year old woman I cannot afford to pay rent and live on my own. \$37,000 after taxes is not enough to live off of or save for the future. Our government talks about raising women's wages and making women feel equal. For a profession that is predominately women in the field we do not make enough. This is not sustainable.

We are continuously understaffed. Staff are working overtime and becoming burnt out. Staff are looking for better paying jobs. Supervisors are being worked to their breaking points, working from open to close and beyond.

Short staffed, rooms closed, enrollment crisis, educator burn out and high educator turn over

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Shortage of staff, feeling burnt out because we aren't looked at as essential workers. Losing money because some don't have sick days when we can't attend due to covid related symptoms.

Not enough staff

Lack of staff

Understaffed. Decreased operation hours for specific cohorts.

Low employment forces ECEs to come into work even if they're sick.

Laid off/staff chose to leave

We increased staff wages this year (min \$20/h) to try and retain staff, but that meant a big raise to user fees. Yet we are still struggling to find qualified staff, as a result we have shortened hours, which has meant low enrolment. The cycle continues.

Thrown under the bus by politicians (rendering lawful contracts moot for protection of the families, ignoring that ECEs have families, and are moms too). That really showed how little respect there is for us.

Then sending scrambling parents (Lecce) to the unlicensed home child care sector which they just completely crippled, and held in a necklock. No fees to be paid, no spaces to be given away. So your clients don't have to pay you, you can't take other clients, so there was no space there either. They just froze us up, left us hanging without income, and angry families not getting care, because the other families did not want the space, but did not want to surrender this for a emergency worker who desperately needed it. Sounds not right, right?

It was ugly, it was devastating, and heartbreaking. I do not think I will ever recover from what I learned about our politics, families, and people showing their true colours, and the basic culture in this country.

It also was the end of my new business that was just about to take off (also in child care), that I have been working on for three years. I've spent so much money, time, and effort on this, and it was wiped away with a word from a politician. It was devastating. And like me, many others have heartbreaking stories, mine is just the short version. Take the time please to read them all. For real!

While working in a centre I experienced incredibly low wages and inadequate working conditions, as with many ECEs across the province. We only received 3 paid sick days a year which is far too little, and taking any time off was next to impossible. When we needed supply staff it was hard to find anyone, and when we did have supply staff in our classrooms they were horribly unprepared and often unhelpful.

We are in crisis! Shortage of qualified staff, particularly during the pandemic with extended isolation times and enacting measures to mitigate for the lack of health and safety requirements from the government. Our staffing situation is precarious on a daily basis, to the point that closing a room due to staffing is a constant possibility.

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We have open positions that have not been filled. It is extremely challenging to find qualified staff willing to travel. We work long hours and many have to find supplemental income to make ends meet. All of us have at minimum a college diploma, but most have additional qualifications including University degrees. The wages do not reflect our level of experience or expertise.

Low staff options

Short staffed

Getting paid horrible for what we have to go through

There are no qualified ECE supply teachers

Centre closed

It is impossible to find qualified staff as well as retain them. Wages are NOT high enough and funding is NOT adequate. As manager, I am constantly trying to recruit and retain staff. Staff that we do have are amazing but also getting burnt out. It is a fact that School boards pay higher wages. Staff need to earn a decent wage to live. I get it. What I don't get is how there can be such a difference in the wages paid for work that is equal - if not more challenging in early child settings.

Difficult to get supply educators - sick educators not replaced

Not many ECE are wanting to work, no supply staff

We have dealt with low staffing, program and activity/classroom restrictions, burnt out staff, limited resources etc.

We are not able to retain quality Educators due to low wages and no benefits

We are a not for profit center in a rural area. It is difficult for us to find any staff let alone qualified staff. Most of our centers are affiliated to schools. These schools are our direct competition for recruiting staff. DECE's have better wages and hours and more support. Rural people have less access to public transit but must travel often to other areas for employment so often qualified staff are unable to get to organizations that are working. Our hours are long and being not for profit there is little support so often supervising the children, creating curriculum, cleaning and preparing the classrooms is expected from the same staff person. Often the trauma that our children experience is beyond our scope of practice. More and more we are seeing families that are dealing with substance abuse, violence, housing and food insecurity which directly impacts on how the children behave and cope. After seeing this over and over our staff are left feeling drained and hopeless.

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The low wage has caused a significant impact on our ability to keep a steady amount of employees and caused significant stress.

Wages are not living wage, shortage of qualified staff every day, group sizes large but not enough qualified staff to ensure coverage of rooms, constantly having to move rooms to account for staff shortages (unfair to children in our care), difficulty hiring and retaining ECE qualified staff, high staff burnout rates, increased mental health concerns among staff, etc.

Not able to enrol to full capacity due to a lack of staff.

We support decent work and wages for all workers.

Lack of shifts, causing financial hardships, feeling of being unappreciated in this field of work

We have recruited untrained/unqualified parents to supply.

Over worked with little pay

Not enough supply teachers available

Working longer shifts because of lack of staff is tiring and affects physical and mental health. Most of us keep doing what we do because we love our job, our children and families we serve, but not because we get paid a lot or have good benefits. That will not continue forever because we are humans and we have our limits, and when we make a decision to leave the job we love and are passionate about, it hurts us as individuals, and it hurts our communities because they need our love and expertise to take care for their and our most precious assets - children which are our future.

Even though the Centre I used to work at pays fairly, it is still is challenging to get staff, especially supply staff.

Lack of employment

Employee shortages due to turnover, retirements, burnout and lack of a pool of new hires. We have had to close centres (long-term and short-term) because of this issue.

We were unable to get qualified staff. COVID forced us to shut down.

Short staffed with few supply staff available. Qualified staff are hard to come by and often leave for more pay elsewhere.

In addition to the low wage I earn, I'm not guaranteed 40 hours per week due my center's ratio system. As soon as the ratio drops (when children are picked up) the opening staff has to sign

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out and leave as well which results in myself and colleagues barely working for about 25-35 hours per week.

difficulty finding staff

Child care for my grandchildren

Left the job for low income

Shortage of qualified staff. More ECA's hired to fill gaps. Higher rates of turnover. Closed down one program room. Less children enrolled. Low wages that have stayed the same for years and no indication when a wage grid will be implemented.

low salary, use own time to get vaccine, or not enough masks

We have been trying to gain a full staff since Aug.  
We may have enough now however I'm not sure how long they will stay.

Hard to retain staff, short staff, finding good quality staff

Cannot hire qualified staff or non-qualified staff

There is so much expected from us and things we need to do or accommodate to but we're not given anything in return

Low pay, no benefits, mostly pays out of pocket for materials for the children due to cuts and extra costs.

Lack of candidates to hire, retaining staff due to low wages. Lack of new graduates

Shortened hours, high competition for care

Many experienced RECE's searching for work elsewhere due to low ECE wages, coupled with current levels of inflation

Short of staff to support the classroom when educators need to support their own families

We've had several staff quit due to the poor salaries for ECEs

We have had a large amount of staff quit due to unbearable working conditions and severe underpayment. We've had to close multiple programs at our centre and limit enrolment for other programs, leaving many families in a desperate position for childcare.

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Lack of staff

We are as a whole limited on staff in every centre. As educators and assistants feel unable to take time off for sick leave or personal due to low wages and lack of staffing.

Staffing shortages & stressors

The ECE workforce crisis has been going on for decades but it is now worse than ever. Our children, families and communities and the dedicated individuals that work in the field deserve better! Ontario can't work without an accessible, affordable, high quality, not for profit education and care system for our youngest learners and their families. All families need to have access to flexible programs that their children will thrive in and that will support their valuable role as parents and their ability to contribute to their community.

We are short staff all the time and its hard to retain staff due to hard working conditions, extra cleaning, no paid covid leave time, no paid time for pedagogical planning.

Understaffed due to the wages and benefits. Working like crazy during this pandemic and not shown appreciation for it

I have had to leave the child care sector and find another job because I cannot support my family on ECE wages.

Former employer closed my centre down

Staff shortage so fewer families are able to get care

I have 2 children and just cannot afford having them both in childcare even while I work full time IN a childcare. I would be paying more to have them in care than I would be making. I have 10+ years of experience (including 4 years in a MANAGEMENT role) and was offered \$17 when I went back into the job market after being illegally let go from my job at a childcare centre. SEVENTEEN DOLLARS with 10 years of experience, lots of continuing education, ECE degree courses, autism courses, management experience and I am offered the same as someone right out of school.

Short staffed, under qualified staff that created burn out for those of us left

Shortage of qualified staff

Constant staff turnover in son's daycare

I have 5 grandchildren who need good affordable daycare.

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We have had classrooms close because of staff shortages leaving parents stressed out and children lacking structure.

My job was cut from the school creating even larger classroom size

Family member had to leave daycare as an RECE due to burnout

Working insane hours and with non qualified staff..desperate for bodies  
Over worked under paid

ECEs leaving the sector and not being able to fill positions. Therefore we could not increase enrolment due to maintaining ratios.

It has been very hard to hire qualified staff, we continue to have a temporary position open as hiring full-time is difficult enough, hiring part-time or temporary positions is next to impossible.

Less staff; many have left due to the vaccine being mandatory and not enough time to complete program planning, daily reports, extra activities etc. Covid has added additional duties.

fewer jobs being picked up

Our organizations runs 3 daycare centres. Our staff are exhausted, stressed and underpaid.

I am a professor in a degree program providing preservice education to early childhood educators in Ontario. Because of the limited career prospects of ECEs in Ontario (and Canada), wonderful, intelligent, critical thinking individuals are not opting to participate in a 4 year education program, only to earn minimum wage upon graduation. Instead, many of my students go on to teachers' college and leave the field of ECEC altogether. The losses to society are immense; and the losses are most keenly felt by the ECEC sector not having highly educated graduates bring their brilliance to this field. The challenge is to maintain my level of kinda false encouragement; rooting for them to stay in ECEC, while my gifted students witness the reality of this sector!

By adding more restrictions and measurements to insure the safety of children and other educators

longer hours for those staff who have remained

Retaining ECEs to keep rooms open

No replacement ECE's in schools when sick.

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I am an ECE student on placement in a child care centre and the work I do alongside other wonderful educators is hard, but meaningful. We do a lot in a day. We need to be valued and appreciated. We need to be respected. There is a lot of cleaning and sanitizing in a day and not enough time for meaningful connection to occur with the children, as well as not enough time to complete paperwork that needs to get done. Something needs to change and to change for the better. We need this and the families of the children deserve and need this as well.

Short in staff, forced to use personal and vacation day if the room got shut down

short staffed/ unequipped/unexperienced staff

very challenging to find good quality REECE's that want to stay in the field and not work for the school boards

Shortage of staff to safely and lovingly care for children in classrooms with large ratios and exceptional children with high needs, ASD and at risk demographics.

Staff shortages have led to child care enrollment delays as we are required to meet ratio. There have been so many expectations required of child care workers that they feel the compensation they receive is just not worth it to stay in this field.

-sick days/ short staffed

Daycare closed completely

Zero holidays or sick days left due to Covid so I can never take a day off for a break

Staff shortages, refused time off, long term senior staff quitting and leaving the field due to burn out and stress from the pandemic and rise in costs of living.

Pay was less

We're severely understaffed at my child care centre. Current staff are overwhelmed and overworked because of the lack of staff.

We can not seem to get more staff because nobody wants to work this hard for the little amount of money that we make.

I am a single woman with no kids and I can barely support myself with my pay. I can't imagine how the other staff that have kids can survive making this low amount of money.

Lots of staff are leaving the work because they can't work a full time child care job and support their families.

I teach students how to be the best ECEs they can be, but then send them out into terrible working conditions.

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We have been short staffed to the of having to close programs

Staffing turn over people quitting and finding better opportunities. Low staff morale. People unhappy and dissatisfied living paycheck to paycheck. Feeling undervalued and overworked and overwhelmed. Financially struggling and cannot afford to live on my own as a single parent etc.

Worker shortages, loss in income, increased waitlists, extreme burnout, extended leaves for illness, shortened hours for programming, classroom and site closures

lack of ECE's to work causing rooms to close

Grandkids

Mental health. Financial. Many ways

No time off. Treated unfairly.

We need proper wages to attract and retain good qualified people

No raise in 2yrs

Staff doing alot of overtime due to numbers increased in the classroom for meeting the funds.

Staff shortages, staff resignations, stress of front line work without support (access to testing, pandemic pay, etc)

Under staffed, turnover rate, affected by covid

Because of my low wage my child and I can't have enough food as we need

As a teacher, I find my students (all girls school) forced to babysit while in on line learning sometimes 5-6 siblings and cousins

I have personally been affected by this crisis for the entirety of my 8-year career as an RECE who has been underpaid, undervalued, and worked in poor conditions. This ultimately forced me to leave the child care sector in order to enter the family and community services sector. My organization has been affected by this crisis as it has become increasingly difficult, at times impossible, to recruit ECE qualified staff.

Short staffed, staff leaving for better wages, difficulty recruiting and retaining staff

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A shortage of staff has caused remaining staff to be exhausted and burnt out in an attempt to cover the gap. These remaining staff question whether the work they are passionate about is worth the burn-out/toll on their mental health and often end up looking elsewhere for less exhausting jobs that pay better, which causes a spiral of the loss of a staff leading to more staff loss. I've personally worked myself past the point of exhaustion because I had no choice but to work 60 hour weeks to meet ratios when staff call in due to covid protocols. When educators have to call in ill due to covid protocols but there is no one available to cover them due to lack of employee retention it creates a great sense of guilt in educators, putting a toll on their mental health, and also leads to room or centre closures because we can't meet ratio if staff become sick.

We can't run at full capacity due to the staff shortage which exacerbates a shortage of childcare in our region. At bare minimum we have 30 childcare spaces (from infant to school-age) that cannot be filled due to lack of staffing but over 150 children on our waitlist waiting for care. This is untenable for both educators and families.

Short staff and low pay

Short staff

The rate of pay is appalling and not sufficient to support a family

More time caring for grandchildren

Not enough money to keep us to stay in the workforce

Staff rotation makes it impossible to keep high quality standards, due to lack of relief staff it is impossible to ask for time off for more than a week.

Short staffed and good qualified staff leaving for better pay and less stressful job.

We are understaffed and exhausted

Can't find ECEs at the moment

Due to staff shortages child care spaces in our centre go unfilled.

Reduced enrolment, resulting in reduced work hrs and pay.

Reduced enrolment resulted in reduced work hrs

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Staff absences, child absences, health crisis, staff unhappy with wage and constantly stressed/burned out who then quit

Many of our staff had their hours reduced due to the pandemic because of the low enrolment. In addition some of our staff working in our Before and After School program have resigned as working a split shift is not ideal and the salary doesn't allow them to continue to support a family with reduced hours and low salary wages.

Working long hours and undervalued for the work we do

I am retired but worked over 35 years at a Community run Childcare in Vancouver. I was responsible for the Pre School program and an Out Of School child care licenced for 70 school aged children. Both programs had inclusion spaces for children requiring extra support needs. We have constantly struggled to maintain a strong auxiliary team to ensure staff could be away sick, on vacation or away on professional development, which is encouraged and required to maintain their licence to teach. Also, when we have a vacancy, it is extremely difficult to find a qualified replacement even though we are in a Union, have above average wages, pension and benefits. The program that I am now connected with, has to close down when a teacher is sick and families have to find alternative arrangements for their child, often on short notice. This is a crisis. It has been a crisis for numerous years. You know and we know it. Childcare has been recognized as one of the barriers to women's equality, it is critical in ensuring women, young women are able to fill their career goals. Canada needs working women in all sectors. The OECD has recognized the value to children, women and communities by building a public childcare system.

Unable to retain qualified staff

We are severely short of staff & struggle daily to cover off staff who are off sick or have a day off. Qualified staff are next to impossible to find.

staff shortages, demanding work environments

Lower income. I am struggling to keep up with my own needs.

Staff shortages have drastically reduced the number of RECE's in classrooms to mentor ECE students in Field Placements.

Low wages, educators leaving the field because of low wages, shortage of permanent and supply educators to name just a few...

Not enough staff

Closing of rooms due to loss of staff

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We didn't receive enough supplies. The supplies are limited to masks and face shields, no gown no gloves, etc. Our salary has not increased at all every thing has become very expensive, the groceries, gas, the rent and our salary still remains the same.

No one applies for supply staff or Educator positions when advertised

I am currently taking ECE at Algonquin College. Although I am not in a space right now that is directly effected, I am worried about joining the workforce because of pay, turn over rates, and the demands. I love what I am doing and learning but it's terrifying eventually joining a workforce that is so underpaid and under valued.

Didn't have enough ECE workers and had to amalgamate 2 daycare sites for the summer and had to drive one of my kids 20min each way to the daycare, the one closer to home is 7 min away.

Overloaded with work

Classrooms closed. Less than half capacity. Not enough staff

As the employer of an organization that relies on part time employees, the pool of people willing to work part time for such little money is slim.

Home child care programs in my area have closed. Due to the shortage of providers, there are no backup providers available. Low wages, lack of respect/recognition, long hours.

We are all affected by the poor treatment of day care workers, because so many vulnerable families are having to work outside of the home. They need safe, warm care for the children.

Constantly losing wonderful and well educated staff to the school board who has a higher pay than we are able to afford

No supply teachers, difficulty getting and retaining good workers with before and after school hours especially

Many women in Halton have been unable to enter the labor force as a result of the crisis in early learning and childcare. We need a systems approach to provide this service so that women, their families and their children can prosper. This is a 21st century integral part of a system of social protection.

Lack of staff and support!

Staff Shortage

Staffing shortages through out the school board. Unqualified staff filling in for ECE positions due to shortage

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I've been effected as my wife is struggling to make an acceptable working wage to help support our family. We consider her staying home with our children instead of working as she is not making enough to pay for childcare.

Seeing my daughter struggle to make a working wage

Witnessing my daughter struggle. She loves her career but is struggling with the choice to stay due to low wage and high living costs.

We are continuously short staffed. RECE's are choosing to work outside the field because the pay is higher and the work load significantly less.

Several of my clients in ECE have quit or felt forced out because of poor working conditions and pay. I'm impacted because they are not spending as much or as frequently. Their portion of the economy effects us all. ECE are predominantly female. Their jobs are often their financial independence, chosen because it allows them to work with few impacts on the family. They help educate and prepare our children for school and ultimately the workforce. It behooves us all to make certain ECE and all childcare workers are compensated appropriately for the important work they do.

Low staffing

My daughter and daughter in law work in this field. They both struggle to make enough money to stay. They cant afford to miss work so I miss work to take care of there children when they are sick.

Over working and stretching thin due to COVID restrictions and lack of government support.

Poor salary

Staffing shortages

Lack of educators has resulted in hiring less qualified staff in order to meet ministry standards for ratio; less vacation days, more overtime and no prep time due to no one to fill in; reduced quality in programming as educators are exhausted and less able to provide new and engaging programming; more room for error as inexperienced educators and exhausted educators are less able to perform their duties as required.

Staff shortages

Keeping good staff was an issue when my children were young. It still is!

Pay is too low

# RISING UP

## A WORKFORCE AT BREAKING POINT

As a parent with children in daycare, I see how hard ECEs work, and how the pandemic has exacerbated existing challenges. I am so grateful for the incredible work of ECEs. But daycares are deeply underfunded and ECE workers underpaid and overworked. These are not equitable or sustainable conditions.

We are short staffed, our recent hires have treated our centre like a revolving door. It feels like as soon as they are hired, they are leaving for another job that offers better than the just over minimum wage that we receive. Our core staff is burning out. We have families that treat us like glorified babysitters by not sticking to their scheduled (by them) times. Instead they are dropping off late (at times with no notification to us) and then picking up late. Instead of spending quality time with the children, it feels as though all we are doing is cleaning and sanitizing our classrooms, toys or anything else that would be or has been touched.

When ECE's are away from work because they are sick, they are not replaced because there is a shortage of ECE's. This affects all of us!!

To maintain a good stable work staff

Can't find any ECEs. We also had an ECE leave and go to GM because they wanted to be able to support themselves.

Low pay, burnouts, job turnovers, early retirement

More unqualified staff

Less pay

Many are leaving the profession; not enough qualified supply staff; parents are supplying with little or no training (students are not being educated, they are being babysat); full time staff feel guilty taking time off for appointments, self-care so they don't get run-down and sick.

NA

Less hours so less pay

Under staffed

Loss of workers

Two early retirements, 3 stress leaves, replacement staff not qualified or experienced so we have to train while doing our important job.

Burnout and unfair working conditions for those who are building the stage for children to succeed in life!

# RISING UP

## A WORKFORCE AT BREAKING POINT

Longer work hours, sickness, PPE for the whole day which makes us exhausted, extra work (more disinfecting, cleaning,...)

Families unable to find early learning opportunities for their kids Because of lack of staff

Staffing shortage, low pay, COVID-19 issues limiting care and time spent with children, and staff burnout

Shortage of staff and challenges finding relief from work. Inability to fill centers due to shortage of staff - ultimately being left with huge wait lists.

A shortage of staff

Unable to find qualified staff to offer quality care: staffing shortages lead to longer hours, heavier workloads and longer days to existing burned out staff.

Short staffed due to people leaving the field for more money and less stress and extra long hours

So many ways - staff shortages, a LOT of stress from unknowns, changes to programming like being unable to use many materials... less TIME with the children because we are cleaning... uncertainty and in some cases inability to take time off because of low supply ECEs

I left my supervisor daycare position in October because of wages and short staffing. I am now working for an EarlyON Centre. Better pay, less stress. I did love my old position, however it just wasn't worth it.

It has been hard to maintain some level of affordability in my life as my wage and lack of benefits puts stress onto my family and those who depend on me.

They want us to stay outside much longer even that is too cold outside. We don't have enough time to teach because we need to clean the toys multiple times.

Not enough qualified staff. Can't find anyone to hire.

Extremely short staffed, high burnout and turnover rates

a shortage of workers

I was asked to work more hours in private homes to make up for the lack of childcare.

Short staffed almost daily, educators quitting, daily extra work and no remuneration for regular staff, not able to take time off for holidays or even use sick leave because no staff to cover. Cut backs due to federal, municipal and provincial governments meant that we lost our meager benefits for new year 2022 such as 3 days of paid sick leave taken away, program time taken away regularly due to short staff, and our only 2 family leave days are now unpaid.

# RISING UP

## A WORKFORCE AT BREAKING POINT

Shortage of work and wages

Low enrolment. I am getting less hours and no benefits

We were closed for several months

Underpaid/staffing shortage

Parents left home daycare for \$10 daily pay for their children. Home daycare providers are not getting enough money to meet with needs of children and the family.

wages are an issue, not enough 'qualified' staff

Being on supply list hoping to become full time seems impossible as I get less hours and a shift is cut by 15 minutes. It wasn't possible to work at two places either because of COVID restrictions. Some daycares have cut on capacity as there is no staff available. Prospects for future full-time work seem bleak.

Seen the burnout

Many co-workers struggled to find childcare over the past two years, having to go to part time or even take leaves in order to take care of children.

It is an extremely important job with a lot of responsibilities, with a lot of physical and cognitive demands as well as a lot of paper work for a so low salary.

Lack of qualified staff!

Our board is in desperate need for qualified Educators. Board salary is very low and Educators are more interested in other jobs.

Low pay wage

Staff shortage

I feel like we ECEs really are under paid and overworked. We care for children about 7hrs a day and still struggle to make ends meet. Yet there is an endless to do list each and everyday. Plus the added sanitizing demands due to covid makes life so exhausting. I love working with kids but I'm not sure how long I will last in this setting.

I had to keep my child home and it affected my work

# RISING UP

## A WORKFORCE AT BREAKING POINT

We lost lots of good working Ece due to the low wages they get comparing to other professions.

Not enough staff

Short staffed and high turn over rate.

Closed room due to staff shortage, we can't get staff due to low wages

Staff shortage

We have had days where we need to close down rooms as we have no supply coverage when staff are sick. Staff also have to carefully plan any time off as the lack of supply staff leaves us struggling to have more than 1-2 staff off at a time.

Sporadic closure of programs, lack of coverage for vacation entitlement.

Limited staff due to constant call ins

Constantly short staffed, unable to retain staff, I'm been putting off having a child due to my financial situation. Unable to afford legal housing for myself and my partner, constantly wanting to leave my job and the profession.

We are constantly struggling to keep staff. The job is very underpaid for the amount of work we do and with the pandemic on top of it has made it worse.

Low wages and challenging work environments

Large staff turn over people leaving the field after years of work because of lower wages

Lack of qualified educators and supply staff, leading to burn out of current staff

I am a grandparent of 3 whose parents are impoverished by their childcare fees.

Lack of staff, staff changes as workers leave, staff burnout, lack of ability to take vacation or other leave,

Reduced number of staff, no support staff for time off.

Shortage of employees

# RISING UP

## A WORKFORCE AT BREAKING POINT

Closing of groups due to staffing shortage.

Sick staff makes for extremely long hours or the hours must be reduced for the children. Pay is much too low for how much work we do

We support childcare centers and educators and have seen the impact first hand

We are constantly losing workers due to the low wages. This creates staffing issues as well as people not being able to pursue their passion of being an early childhood educator, as they are not able to live comfortably with the set wages.

We have been unable to accommodate staff requests for vacation time, staff are working extended hours and everyone from executive director to cook are all working in programs.

We are tired, overworked and stressed trying to navigate this whole pandemic with no thank you from the government. We have worked from the beginning, I have gone through not only stress at work but at home all for less money then the average. I am mentally, emotionally and physically exhausted. Please give us something.

Staff retention has been a problem when they can make more money at the school boards.

Staff who cannot return to work leave the other staff working very long days

Staff shortage, room closures to not enough call in, not enough qualified staff available at Level III

Sick staff make for longer hours for the other staff. Centres being shut down from COVID outbreaks.

A shortage of qualified Early Childhood Educators has caused us to temporarily close three of our 26 child care centres in order to redeploy staff and keep our remaining sites operational. We have also had to close rooms when educators have been sick or isolating with COVID symptoms because we do not have enough qualified staff to operate. Our Senior Team has shifted focus to recruiting and retaining staff, taking us away from our intended work priorities. It has become a constant cycle of hiring two or three ECEs as several more leave the sector so we are always struggling to stay on top of it.

Not enough RECEs and even less qualified RECEs. We are running at lower enrollment due to shortage of staff and staff now are being burnt out.

We do not get recognized for all we do. We teach more hands on and build better relationships than the schools k to 12. We do not get PA days, we do not get summers off, we do not get snow days, ice days, fog days. We do not pass behaviours onto the "principal" (supervisor) we teach children the life skills of today's life. We can multitask like no one has ever seen before (maybe except a stay at home mother).

# RISING UP

## A WORKFORCE AT BREAKING POINT

All Ontario organizations are affected by losing dedicated, knowledgeable, quality, and caring RECEs due to the poor salaries, insufficient or non-existent sick or emergency days, lack of prep or planning time, and inadequate or missing benefits.

ability to secure quality staff due to wage restrictions.

The fact that we are taken for granted, school boards have paid summers off, we are over worked under paid and have had to close multiple programs due to no staffing.

shortage of staff and Home child care providers

The pandemic has made a bad situation worse. Many qualified staff are working long hours, more shifts and can't take the time off they are owed because there is no one to replace them. Supply agency staff are all stretched out thin.

The shortage of qualified staff has resulted in having to reduce operating capacity, which means we can not meet demand for spaces. The wages across the system have meant that qualified staff are leaving the sector to obtain equal or higher compensation in other fields. The lack of recognition by the government toward the sector has been demoralizing for staff, who have been ignored prior to the pandemic and certainly during.

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Closures of Indoors physical spaces

It is challenging to find qualified educators to replace those who are retiring and leaving the field. There is a critical need for more providers in the Licensed Home Child Care Sector.

No vacation pay, no sick pay, no benefits

We have had many parents having to tell us they will not be able to access childcare due to the spread of Covid. We also have school boards that must have suggested taking multiple days away for issues of mental health. There are many more days away might be necessary in this context. This too results in the unavailability of child care.

Low wages, frustration, burn out, low morale.

There being little to no qualified staff in the pool of applicants to fill jobs. Also, families we service who have children with autism sometimes have difficulty finding daycare as daycares do not have the funds to hire extra help for children who face challenges or there are no suitable applicants to fill those positions.

We are unable to continue to expand our programs due to the lack of recruitment and retention of quality educators which has greatly affected centres, families and communities at large.

# RISING UP

## A WORKFORCE AT BREAKING POINT

The childcare programs inability to keep qualified staff and hire quality staff has lead to high turnover. This affects the quality of care for all children, but especially the children supported with special needs by Resource Consultants. Educators are struggling to support emotional and behavioural concerns triggered by the pandemic, and are unable to support the extraordinary needs of children with Autism and other developmental delays.

Staff left to work at another organization

Our staff rely on daycares that have repeatedly closed including for lack of staff

Shirt staffed, folks leaving to field for better pay

Lack of qualified ECE's - Those that are qualified are burning out.

Shortage of qualified staff, room closures, quality of care decreased as educators are now moving to other jobs completely out of the field due to increased stress, lack of benefits and pay, and work load has been tremendous.

Not suitable pay for working as an ECE, so I am leaving for better pay

Impossible to hired staff, crazy schedules, impossible to find qualified staff

Staff shortages at my children's daycare during the pandemic

Low wages, lack of staffing, long hours to maintain ratio

There have been room closures due to a shortage of qualified staff. Early Childhood Educators have been overworked due to staffing issues. Early Childhood Educators are leaving the field due to being underpaid, overworked and are physically and mentally exhausted. The pandemic has made a bad situation worse. Many qualified staff are working long hours, more shifts and can't take the time off they are owed because there is no one to replace them.

Strain on childcare availability

Staff leaving and short staffed days

Shortage of qualified applicants

We are using office staff to cover missing educators

# RISING UP

## A WORKFORCE AT BREAKING POINT

We have to limit our service to our families and close 2 classes as we do not have enough staff.

No coverage staff when other staff is off. Hard to find new staff wanting to work for low hourly rate.

WHAM, Women of Halton Action Movement, is an advocacy group which has advocated for childcare since 1981. Today it has never been more important to have a national childcare program.

Lack of replacement Educators, lack of support for children with identified needs

difficult to find supply staff, retain staff

No enough staff, program closures, staff leaving for better paid professions/job

Na

We have been terribly impacted. There are many days where we do not have enough staff to cover our ratios and have to close a classroom causing unacceptable problems for our families. We ask our educators to work extra hours on top of their already exhausting day in order to keep a classroom open. We try to recruit staff but many say the low wages make it impossible for them to work as an educator. We cannot retain staff in our field as they realize they must opt for a job with higher wages and benefits.

Not enough staff

My organization runs 3 rural daycares in various communities in Renfrew County. The turnover of ECE workers has been an issue for years and has been greatly exacerbated but the pandemic. ECEs have not been identified as valued front line workers and are increasingly vulnerable to stress, burnout and illness.

Low staff morale, high absenteeism, high mental health impact on staff, high burn out rate, mass exodus of staff, low recruitment, overall staff shortage.

We have had multiple closures, offered Emergency Childcare when possible, running on low staff, had to turn away multiple families due to not having the capability to have them in our programs. Dealing with emotional distress in families, and children. Also, not getting the acknowledge as the TEACHERS do in regards to working front line during this pandemic.

Shortage of qualified staff and of supply support staffing.

Not enough educators for the children that need care

Short staff

# RISING UP

## A WORKFORCE AT BREAKING POINT

Short staff. Losing our ECE staff

Short staffed constantly

More demands are placed on overworked staff who are already working extended shifts, no other qualified staff to hire, the current situation impacts quality.

Staff shortages which mean to inability to grow spaces that are needed. can't keep up with need for care

Can't get our enrolment back up unless we have proper teacher/child ratios.

Can't operate a balance budget and stay afloat financially.

Working 24/7 being called on holidays and constantly checking emails after working hours to keep on top of public health, ministry and city changes.

In the past two centers I've been at, there has been a lack of ECEs employed at those centers. Subs are needed every week.

staff leaving the field with low pay, left us with no staff to cover vacations

Although we can consistently fill seats and graduate ECE students- many do not graduate and then practice in child care. They go on to further education or they find alternative careers. Those that do practice in child care often leave the field after a short time. This is primarily due to poor pay and benefits. The average salary and lack of benefits makes it nearly impossible to live.

We have had to close rooms, reduce hours for families, and limit the number of children we take

We have been very short staffed at work. There are not enough people to cover which leaves people not able to take time off or having to stay late. Also, sinks in every single child care room would be ideal as it would help staff and children be sanitary and help stop the spread of Covid-19.

Burn out, staff leaving en masses and limited to no appeal for other educators who want to work with children.

I have a granddaughter who will be 3 in July. Her full-time, hard-working parents spend close to \$20,000 annually to keep her in daycare (an outrageous cost when it is only \$10/day in Montreal!). They depend on me and my husband when daycare is closed. Childcare should be fully funded in the richest province in our wealthy (sadly, undemocratic) country.

Staff shortages. Burnt out educators

lack of qualified ECE's especially francophones to work in our all french daycare (one of the largest in Eastern Ontario and serving 6 schools and possibly an additional school come April)

Yes

# RISING UP

## A WORKFORCE AT BREAKING POINT

### Low enrolment

The wages are so low to start and there is very little benefits if any at most centres its hard to get anyone to want to stay in the field. Most people bounce around to different childcare centres and then find a job at the school board. The RECE's are qualified and still only making pennies more then someone who is not qualified. It is not fair. There is no set wage grid and some people start pennies above minimum wage while being a qualified staff. The next thing is that there is so many expectations put on us and our days are very long and hard with little breaks. No one wants to be working in this field right now. everyone feels burnt out and tired. This career is taking away from me being with my own family.

My child's daycare has had to close because they are short staffed. I then need to take care of my toddler while teaching from home.

### Support staff & staff shortages

### Lack of availability

### No supply replacements

Less funding for our children in care along with staff shortages.

We struggle to find staffing for enough hours of operation. We struggle to retain staff. We need more pay + medical benefits & pensions, but cant afford to offer it on our own

### Low wages, reduced number of children allowed to enrol

Less number of students joining the field as they realize they can't sustain living costs with their min wage jobs.

First we were gutted of RECE's for Full Day Kindergarten, and now the pandemic has further impacted finding qualified staff

Over worked (due to COVID) to the point of collapsing. Resulting in minor inferior ischemia. Had to leave my position, not worth the low wage I was receiving nor the cost of my health.

Due to staff shortages in January and because of covid illness, my granddaughter's daycare had to be closed for many days.

Not getting enough paid and rent , food is raised

Due to the shortage of ECEs and poor wages, we have been experiencing high turnover, and difficulty attracting qualified staff. As an EarlyON Centre, this is exacerbated, because despite being part of the ECE workforce, we are not given wage enhancement. All early learning staff should be treated equally.

# RIISING UP

## A WORKFORCE AT BREAKING POINT

No staff , no providers , no access to CoVid testing

Child care centre closed for a big portion of 2021. We had to hire a nanny at a great cost to keep our family functioning

The lack of childcare spots due to a staff shortage is affecting the families I work with. My role is to help families and children with complex needs find childcare and to provide support to the child and educators. We also offer workshops to educators.

Having hard time finding ECE to work due to higher paying job elsewhere. 6 permanent staff in a couple of months have quit due to higher paying jobs.

Short staffed

Lack of relief staff

We have no supply staff available. We lost one staff member in 2020 due to COVID and we have another one about to leave on stress leave due to the long hours we must work in order to ensure ratios are met.

Understaffed, closures, no compensation

Low numbers in rolled

staff shortages, loss of revenues and strain on workers to do more for less

As a grandmother called into Toronto to cover childcare many times.

My children have had shortages of staff affecting their daycare

staff shortage and decrease in quality due to stress and overworked employees

We are short staffed most days and have to work longer or take on more roles to accommodate the needs of others. Less pay but more work demand!

Staff leaving, staff burn out, staff anxiety

New staff who come from college often leave quickly due to low wages. Makes for more stress and workload on staff who stay in low paying positions.

School Board Shortages

# RISING UP

## A WORKFORCE AT BREAKING POINT

The children keep coming, the families keep needing us and the waitlist is huge. We have no more room to enroll due to lack of staff to run programs. The money is too little to encourage educators to join the team. It is stressful in many many ways.

We have lost staff due to low wages and high demands. Not worth it for people.

### Staff shortage

I work longer hours most days and have less time with my family and friends because of the staff shortage.

### Lack of staff and no one applying

Staff burnout, can't replace staff

### Low wages and not enough staff

Nobody wants to work in the profession they love doing when we get paid absolutely nothing to do it. Our work is so hard, and we continue to learn while we are working, to better ourselves for the children we provide care for.

My nieces have had to stay home with very young children because of shortage and cost of quality childcare.

Low staffing, staff burnt out

My daughter works as an ECE. Her centre was never closed during the pandemic - even when schools were - and yet there was no essential worker bump up in pay, no proper PPE, and no priority for getting a vaccine.

We have barely any ECE's working for us anymore. Can't find any to hire so we have to hire people with zero education or experience to meet ratio requirements which isn't delivery the standard of care for children and families.

### Educators leave the profession

Having to wear masks and children not able to read our lips effects speech, coming in earlier and staying later than our scheduled shift, being under paid as a REECE, have to be tested 2 to 3 times a week because not vaccinated, parents not being able to drop off or pick up their children and talking to the teacher, have to do online screening and have to have our temperature taken before entering work, children try to pull down masks because they want to see our faces and don't understand or get any of this.

Cannot find individuals to work!

# RISING UP

## A WORKFORCE AT BREAKING POINT

Part time and supply Staff retention. All Staff are extremely over worked.

Low wage and not able to increase it with everything going so expensive

Burn out staff

We have a high turnover rate and a high ratio of unqualified staff. I feel this profession has a very quick burnout rate and we are close to losing even more staff with the complete lack of recognition from the ministry of education and government overall.

Short staffed (e.g., difficulty taking days off for appointments, difficulty getting a relief for bathroom breaks); staff constantly having to stay late; "support staff" being underpaid despite having educational background;

I feel like my workplace has been affected by the ECE workplace crisis as there have been many times recently where we have been understaffed and in those times the work load we have feels doubled. There have been sometimes where we have had to really juggle our programs to ensure they were able to stay open and support parents. I think it's not only effects the organization, but anyone involved as when people are put under a lot of stress, you can feel it everywhere. I can imagine that all ECEs, CYCs, PSW are all over worked as the pandemic and even just regular ole childcare is a lot of hard work that can be very demanding. I don't even know how some people come to work in childcare and then go home to raise a family. Until you've lived it, I guess you don't see how valuable and essential the work is that child care providers do. It really is a rewarding job that takes a lot from you. I know that if wages did change and anything else that would come from this petition would greatly benefit not just myself but anyone in the field. As I know myself, I have worn all my PPE, followed all the rules and regulations and because of other people or just lack of care, I missed a lot of work from being sick and it would just mean something to me to know all my hard work is worth it. Not that I do this job for the money, it's never about that but right now life is expensive and doing really hard work everyday, deserves its pay off. Thank you for listening.

Low availability of supply teachers, workplace staff turnover

Lack of qualified and experienced staff. Experienced ECEs request a minimum of \$25/hour and want benefits, while many have left the field. We are left with inexperienced staff to care for the youngest and most vulnerable members of our communities. Further, the College of Early Childhood Educators demand a high annual membership fee for the amount of work they do to support the RECEs and also demand very time consuming professional development records.

We are in constant worry about closure

Not many applicants, Covid, low wages etc.. Older senior staff who have been there for over thirty years have been under paid and over worked. Same salary grid for ages and work has piled up even more!

# RIISING UP

## A WORKFORCE AT BREAKING POINT

Yes, as we advocate for a well-supported ECE workforce as central to a quality, universal child care system, the workforce crisis stands in the way of our goals being met.

We are incredibly short staffed due to illness and worker burnout. Many childcare workers are leaving the field because of lack of decent pay and the high stress of the job. Our organizations are finding it difficult to fill positions due to the lack of decent pay for the job we do. This in turn means we are unable to open up more spots and up our numbers because we don't have the staff to cover those rooms and less people are getting care and the wait list continues to grow.

Staff shortage

Staff in my workplace have been quitting because they cannot find secure and affordable childcare.

We have a shortage of ECE's as we are not compensated enough for the work we do.

Some leave for a better paying job, school board.

enrollment and shortage of staff

Short staffed

staff not coming to work in order to look after a child

Hard to retain front line workers with pay that doesn't match our value

I have watched the stress of working women who are underpaid & yet continue to give their best because they love children

We are struggling to hire enough Early Childhood Educators to support the needs of each classroom. When staff are ill or cannot come in due to not passing Covid screening, we do not have the support staff to come in and replace them until their return. Therefore, staff are feeling overworked, burnt out and children are therefore not receiving quality care due to an imbalance in staffing. This needs to change. Our children deserve better and so do our ECE's.

Closed rooms

We have lost a lot of split shift staff and also the recruiting is significantly difficult. It is really hard to keep good staff. A lot of the staff have left to a totally different field due to very low paid job.

Concerned for grandchildren in daycare currently.

# RISING UP

## A WORKFORCE AT BREAKING POINT

Multi-month delay in getting my special needs child into care after coming off waitlist due to insufficient ECE staffing in relation to additional support needs which, in turn, required me to remain out of the workforce.

We only have a few subs now, many ECE's have left for better paying jobs.

Pay of \$16 an hour

Getting underpaid. As an educator we should be getting equal pay like every other job in education

We are burnt out and can't get supply staff.

Lack of staff

We have lost ECEs to better salary opportunities.

We were open through the whole pandemic taking every safety precautions to ensure the safety of the children and staff.

Staff shortage, work burnt-out and sometimes low enrollment of children

Not enough staff, staff quitting due to lack of pay, staff are burnt out, supervisor who was 9 months pregnant had to run the centre, cook, and run program due to lack of staff

low rate and have to close for a few months

My workplace has been directly affected by this because it continues to lose knowledgeable, experienced staff that just can not afford to continue working in this field. Like myself for example, I chose to renew my licence to stay an RECE but have had to seek employment outside my field of passion and expertise because it is an underpaid, underrecognized, field unfortunately. Please help us change that, thank you.

College and University Student-teachers are demoralized to imagine entering an early childhood education system that is so poorly funded with poor wages and weak benefits.

I am currently on stress leave after being the Supervisor of a centre for just under a year. The lack on benefits (until recently), poor pay, lack of qualified staff/perpetual under-staffing, constantly changing COVID-19 guidelines, and the need for the staff we do have to continually isolate for different amounts of time based on different symptoms/vaccination statuses/household member situations, etc. has burnt me out to the point that I have chosen an unpaid leave as my only option to repair my mental health and wellness.

There are many holes in staffing at different programs other programs are sending staff if they have lower numbers to fill the gaps in staffing and be able to run with proper ratios

# RISING UP

## A WORKFORCE AT BREAKING POINT

We are always short of work force

We have a shortage of staff and lack of PPE supplies.

Short staff. Staff leaving for better paying jobs that we can't compete with, cant find any qualified ECE's

Just like everyone else, we're short staffed and losing anymore money would shorten our staff even more for multiple reasons

Educators switch over to the school board or working in banks to have better benefits and pay.

Short staffed due to illness as well as stress burnout

We have had to temporarily close program rooms due to lack of staff - this affects families and the organization due to lost revenue. In addition, the number of weeks to fill a staff vacancy has more than doubled (an effect of the staffing crisis further impacted by COVID). This means that supervisors are in program more often which erodes the quality of the program as their ability to provide leadership to their team is diminished.

Not enough staff to be able to get the work done properly resulting in overtime, over workes staff, etc.

Staff shortage

No

Staff shortage

Absolutely! We are unable to hire for vacant ECE positions.

shortage of ECEs we had to close programs for 2 days

Short of staff which puts burden on the existing staff and the wages for non qualified staff are so little and hard to survive as cost of living is going up so high

Short on stuff

Staff shortage

Short staffed, burnt out staff

# RISING UP

## A WORKFORCE AT BREAKING POINT

I am an ECE

No supply staff, so those of us working are stressed, struggle to have time off for appointments, longer days and shortened breaks

We have been stressed about funding to be able to offer our kids the best possible experience at our centres. We want to be able to offer them adequate learning opportunities such as more sensory activities.

It's hard to keep staff around with terrible wages, no benefits

Burnt out, short staffed, too many expenses in life and don't get paid enough, very heavy work load not enough time to get things done

Shortage of staff

Short staffed, not being able to take time off when sick, lack of qualified staff.

My children go to different daycares because of a lack of staff, not space, they haven't been able to find an educator for months

Due to limited staff, working extra time has been exhausting and wages are low.

Staff are spread beyond exhaustion. Qualified, skilled and passionate educators are FLEEING the sector due to stress levels, lack of compensation and disrespect.

High turnover, low pay, high demand of quality educators

Less in funding towards wage

Short staffed, high staff turnover due to lack of quality pay.

Covid -19 isolations times, stressed and strained workers, family burdens and personal needs. These ECE's need to feel valued

Many early childhood educators burnt out

Lack of availability, turnover

Staff shortages, staff retention, not enough time and resources to provide quality programming without a cost to staff, closing of rooms,

# RISING UP

## A WORKFORCE AT BREAKING POINT

Low wages, extra long shifts without overtime pay, high turnover where people are leaving the field

### Huge staff shortages

The organization I work for has been affected by the ECE workforce crisis by not having enough money to buy or have extra supplies, new toys or equipment for the centre that all program ages could use but because we are limited, we have to be mindful as to what and how the money is being spent which is very little.

### Short staff

We have been under staffed and under paid. We do not have the resources to provide the children with the care they deserve.

It has been very difficult with retaining staff-something I in my 16 years has never seen

Limited childcare options and availability to ensure I can do my job effectively.

### Minimal pay

Childcare has a very low amount of funding which forces its ECE's to use money out of their own pockets or be faced with a program that doesn't meet the developmental needs of today's children. ECE's play a vital role in the upbringing of child which are our future. The hours spent planning, implementing activities, purchasing materials, giving our all for children in a profession that doesn't recognize that we are experts in our field of early child development. We know how to engage children so they can reach their milestones, full potential, and to thrive in the world. This being a vital role, it is highly underpaid and under appreciated. Most of a child's brain development happens in the first 5 years of life. Which are considered the early years, and accompanied by early childhood educators. If we are so vital to development, why aren't we vital to society? In a pandemic world, ECE's stepped in, unmasked, unvaccinated, scared of the virus. But we stepped up, showed up, followed all protocols in an ever changing world where the rules and regulations were changed daily. Some of us even ran emergency childcare programs where we had multiple students from different schools and grades, and had to facilitate online learning.

Lack of qualified staff, staff shortages, supply staff non-existent which places pressure on programs and staff to take needed time off, etc.

Sometimes I couldn't have anyone to replace my vacation days.

### Staffing shortages, staff leaving

People have left, people are burned out

# RISING UP

## A WORKFORCE AT BREAKING POINT

Difficult to get and maintain experienced and or qualified staff

Struggle to find qualified staff which entails lots of extra work for current staff to train and teach new staff on the fly, struggle to have supplies, high turnover rate.

Lack of childcare in home town

Women having to quit or not return from layoff or reduce their hours in order to fill in for the absence of childcare services.

Always striving for quality in service delivery means continuously seeking talented people in the professional community who are committed and engaged. Once we find the potential and invest in training and competency development we find that educators seek employment opportunities that can sustain them and their families. Retention of the qualified educators is impacted by uneven market value.

Lots of workers on leave due to lack of childcare access.

Staff shortages and burn out

shortage of educators

Philosophical interest. I was there once myself.

Lack of access

Staff shortages at daycare means more closures, especially when someone falls ill.

Staffing shortages

Manque du personnel par conséquent beaucoup de travail pour ce qui reste

Not enough staff to cover when someone was ill, don't have any subs to fill in for staff. Too much responsibility dumped on staff and not enough time or people to complete tasks. Not enough funding for equipment, and other needs at the centre.

No easy day off because of people does want to replace

Educators are burning out from trying to manage so many things with little resources. Educators are working through breaks and taking on more and more tasks without help. Assisting individuals, whom should have their own enhanced staff available, who are going through so many stressful situations and disruptions in their routines that it is leading to

# RISING UP

## A WORKFORCE AT BREAKING POINT

increased behaviours amongst the children. Increase the behaviours and decrease the staffing does not sound like a successful situation. There are much less resources available to access that the programs are struggling with ways to intrigue the children's desire to explore and learn and ENJOY their time socializing and learning. The people providing such amazing care under these circumstances can barely buy food for their own families most days. This needs to end.

Many absentees, not enough subs to cover away or sick staff, very low wages discouraged subs to work in this field

Staffing shortages

The fees for childcare have skyrocketed.

Difficult to find quality caregivers in a licensed childcare centre and closer than 20 min drive away.

I have a city subsidy so my childcare situation is always tenable

I left the field to make more money at an entry level job, and I was being paid "well" in comparison to my other fellow ECEs as I have a university degree and am French speaking working at a not for profit local government supported agency. I felt I was betraying myself and all the hard work I did to become an ECE to end up working at a call centre.

I've been interested into going into ECE but could never do it because of the pay.

No staff, not feeling supported.

As a community college in Ontario there were not enough community childcare placement sites to host our students, so we had to devise a remote placement option which was not our first choice, but necessary due to the shortage of RECE mentors in the geographic areas where our students are studying! We receive job postings weekly from our community childcare partners who are desperate for graduates, and we cannot fill all the spaces needed throughout our region. The crisis is also having a negative affect on recruitment as the public knows the sector is underpaid and the news shared is that our sector is crumbling under the disappointing outlook that awaits any potential educators.

Low salary, hard to find qualified replacements if needed.

Lack of staff

As a lead role in our program, we have been seeing educators look to other opportunities as they do not want to stay in the field. Less graduates from the ECE program means we have so many educator spaces to fill. We have had 2 full time positions sitting empty with no interest from the community. Every day we are posting shifts and scrambling to meet ratios. Children

# RISING UP

## A WORKFORCE AT BREAKING POINT

deserve consistency. Children deserve committed individuals who have joy and passion for early learning!

We do not have extra support that is needed.

ECE Shortage

Loss of staff, loss of supply staff

Short staff, program closures, staff turnover

Short staff and people leaving for higher paying jobs elsewhere

We are experiencing burn out. One of my colleagues have just resigned and plans to just change careers. It's saddening and discouraging. We all hope this gets fixed and be addressed.

Parents cannot afford child care fees. Staff can barely survive off the wages we make.

Every day we have a staffing emergencies where we run the risk of have to run understaffed unless some children call in. We run understaffed and are told not to worry about it.

Closing programs sending workers home due to covid/exposures

- Having to stay for longer shifts with no overtime pay.
- Had to cancel prescheduled days off for mental health due to being understaffed.
- Room closures due to being understaffed.
- No supply's applying.
- Hiring the bare minimum out of desperation.
- Consistently feeling drained and no longer finding my job enjoyable.

Lack of supply staff

In many ways, but mostly it has been negatively affected by the workforce crisis due to lack of a comprehensive universal childcare system. Most of the staff working for my organization are women and many of them are mother's. With school and daycare closures it has meant that many of us have had to make the impossible choice between staying home to care for our children or going to work to be able to provide for them.

I was very close to leaving the workforce recently. My love for the job kept me there. I just cannot see myself anywhere else. I feel like the pandemic has had such a long term affect on me as an Educator. I have had covid, worked around many outbreaks. And bringing it home to my family. It's a never ending battle.

# RISING UP

## A WORKFORCE AT BREAKING POINT

The Pandemic Plunge.  
Long Hours and No Sick Days.  
Declining Mental Health.  
Remote Instruction.  
Low Pay.  
Lack of Resources.  
Burnout.

I'm a recent ECE graduate. My living expenses continue to increase while wages in my field remain low. I'm expected to pay out of my own pocket for professional learning that is required as an ECE. I don't know how long I can afford to work in this field.

staffing and retention

No supply staff, programs closing, staff turn over (recycling educators) educator burn out.

Low wages, no benefits, not easy to take time off due to staff shortages, behaviours with children due to frequent changes/ new faces/ new staff- no consistency and children don't feel safe. Burnt out and exhausted. No quality of life outside of work because the ones working are over worked! Having to work sick or mentally unstable due to staff shortages and no covid vaccines.

Long hours because of lack of staff, can't go to appointments because no substitute staff to replace me, staff's mental health (including my own) has deteriorated because of burnout (no rest), can't find ECE staff for positions because too many have left the profession. There are days when I've been heading to work wishing I worked in a completely different sector because of feeling exhausted. Makes me sad, angry, and sometimes even hopeless, to see where we are now.

Our educators are burnt out and many are leaving because we can't afford to live on making just about minimum wage!

Staff shortages

Not enough staff

We are working longer days do to the pandemic and because people are leaving the field. We currently have a shortage of staff resulting in our organization unable to accommodate families. Which means, families are out of childcare.

I work 10 to 11 hour days, and I'm burnt out, then going home to attend to my family.

When I left my last company due to low wage, they closed my program because they couldn't find a replacement. My new job, I'm working whatever they need. Which means I don't have a schedule and come and go when I can.

We have many child care spaces left unfilled as there are NO RECEs to hire. Hundreds of families on our waitlist. Phone calls everyday of desperate mothers needing to return to work or trying to go to school for better paying jobs and cannot find care.

# RISING UP

## A WORKFORCE AT BREAKING POINT

Many job opportunities open but not enough ECEs or Child care workers to fill the positions.

Shortage of staff, burnout and stress

Staffing mostly. Quality of educators

Long wait times for childcare

We are short staffed and not properly supported in our jobs. It is negatively affecting our students and our ability to teach them.

Long hours and burnt out staff. Mental health.

Lack of staffing due to poor pay has left loyal and knowledgeable ECEs burnt out for carrying larger leads due to pandemic and lack of proper staffing. Eces are burnt out trying to make ends meet, living paycheck to paycheck.

Shortage of staffing

Because of the low wages, there is not supply staff to cover sick days.

I do not make a living wage.

Shifts not being filled leaving the remaining educators working overtime and scrambling to ensure the safety of children in their care. This causes stress for the educators and stress for the children.

Burnt out, underpaid ECEs. Understaffed. Children not receiving the quality care they deserve.

Severely underpaid, overworked

Over worked and short staffed

We can not just call in sick, we have to replace our shift with someone from a supply list. It is such a small list, that I encouraged my husband to do supply (He quit his job of 22 years in the health field due to stress with covid). He is actively engaged helping to replace Educators who are sick with covid, mental health leave, etc. He was shocked that it was only 1/2 of what he used to make per hour. Just today, I observed an Educator give \$20 to another educator because they had no food at home and pay day was still 2 days away. I also don't want to use all my sick days isolating because I caught covid. Food, Gas, bills - everything is costing more,

# RISING UP

## A WORKFORCE AT BREAKING POINT

but my wage has not increased. Soon I might have to look for a higher paying job, unless we get a better rate for the quality of care we provide.

Shortage of RECE's affects our ability to operate at licensed capacity and meet some of the needs of families. We have very long waitlists

Staff shortage, staff quitting for more pay, no qualified applicants to replace staff.

Our shifts are longer and more stressful. We are no longer family oriented. We work with supply educators so much, we see behavior problems and children acting out every day. We are continually cleaning and sanitizing and changing facemasks, repeating ourselves. We put music on rather than singing. Our jobs are changed. Our Principles have shifted.

Lack of staffing, high burnout rates, inefficient documentation and curriculum planning

We have lost a lot of staff due to the wage.

Lack of supplies and also people leaving the field due to lack of proper pay

Educators leaving due to stress and inadequate pay.

Shortage of spots, not enough staff

Staff leaving because of pay

Staff leaving work for another better paid jobs

I am a single mother of 2 children, I decided to return to school to become a RECE at Fleming College, Peterborough because I enjoy working and caring for children. I knew working in a daycare the income would be just over minimum wage in Ontario, I decided that I would apply to the school boards because the income and benefits would be beneficial for my family. With the working conditions needed to care and educate children in a childcare setting I knew I would be exhausted and have a hard time affording a place to live. I have currently been living with my parents along with my two children. If I am able to work in a childcare center and earn what is deserved and a similar wage to ECE who work in the school board I would stay in the childcare setting and not the school board system.

Great challenges finding qualified staff.

Hello I am a parent. My daughter is an ECE and I see her come home exhausted from her very busy day. This does not take away from other professions that deal with children, but these women and men if there is any I don't know dealt with a lot of frustration during this very difficult time in our lives they have been right up there with the front line workers and have

# RISING UP

## A WORKFORCE AT BREAKING POINT

worked through some very awful situations where they have been up close and in front of children who have been either sick or somebody in there families have been they have been there through thick and thin to me they are number one in my books and deserve a very and hefty wage increase. I really do hope someone out there is listening. thank you for your time !

Losing staff

There is a shortage of RECEs and a high turnover rate in our profession and this affects the quality and consistency that the children deserve.

We've had to close programs the day of, or for months at a time as we cannot find workers. We also cannot find QUALIFIED workers, and more and more ECEs leave the field yearly as the stress level is too high for the pay received

ECEs are not wanting to remain at their jobs because there is too much responsibility put on them and not enough recognition of the hard work and care that they put into teaching our children of the future

My wife is severely underpaid and has worked herself to the point of burnout as she has dedicated herself to this profession. If things don't change, she'll be another RECE leaving the field.

ECE's are not willing to work for the low pay

I want to get a full time job, but they are looking for casual only. Casual only payments are not enough for my monthly basic payments.

I'm done. I'm burnt out. I can't even afford the cost of living right now on a relatively decent salary. I've been working 3 jobs and through COVID... I lost everything. I've been on a stress leave since the start of the school year and I can't go back. I can't handle all of the to-do list items that the government deem as vital within the classroom and still be present for the students. I can't manage the hours and hours of being "on" with the program, while teachers around me take breaks, preps, prep paybacks, etc. i can't handle trying to relationship with the students in my class when there are a handful of high needs and 30 other students calling my name in a classroom built for 19. I can't handle it anymore. I am one of the ECE'S leaving the sector for somewhere that treats me more like a human professional and less like a full day babysitter.

it's very difficult to hire and retain qualified RECE's. RECE's who have been in the field for many years are now considering leaving due to low wages and increased health risks due to COVID. Also staff are feeling like the Government doesn't recognize or respect what we do even though they state that RECE's and childcare is very important for the community to bounce back from COVID, and that they realized how important quality childcare was during the first several months of lockdown.

I'm not working in this field anymore because the wage is very low. Living on my own I couldn't afford my rent. I was so drained mentally and physically that I was not even able to get a second job. I simply left my field and I'm happy now I can afford my apartment rent now.

# RISING UP

## A WORKFORCE AT BREAKING POINT

5+ years

staffing shortage - Have to hire non qualified staff.

Not enough educators .

Overworked hours, burnt out or non qualified staff. Inability to provide care too families in need.

Staff shortages

Terribly short staffed. Not effectively meeting the special needs of all the children.

Currently working with non-qualified staff. Shortage of staff and supports. One child sent home with. Fractured skull due to shortage of staff. Also, notice in Winnipeg of the young toddler who died choking on an Apple. That care centre was in a hospital!! The lives of the most precious are in our care. We deserve paid training , higher wage and safer , cleaner more supported environments.

Shortage of staff! Covid closures. Hard to hire & retain.

Burnout. Constant Staff Shortage. Turnover.

Shortage of staffing

Had to post ads for positions multiple times to get qualified ECE resumes. Had individuals multiple times turn positions down due to low wages and job security.

I am looking for a new job currently. After 12 years as a Registered Early Childhood Educator, I make 18.99/ hour. This isn't enough money to afford rent, food and gas ( among other expenses) Not to mention I have no pension, can't afford vacations and I am struggling living pay cheque to pay cheque. I have stress, mental health issues and huge anxiety about spiralling and facing the reality of potentially becoming homeless if the prices in our currently economy do not stop going up.

I'm a supply as I'm a fulltime university student, continuing my education by upgrading my ECE diploma. I'm expected to work fulltime hours as a fulltime student. When I inquired about strategies to cope with burnout, I was only asked to work more and reduce my school load - which is completely inappropriate as my education comes first.

Staff leaving field due to poor income

# RISING UP

## A WORKFORCE AT BREAKING POINT

We were not able to find teachers qualified teachers to work because of low pay

Staffing issues - permanent staff don't receive enough time off due lack of supply staff.  
Mental health issues due to increasing demands of the job.

Had to close a pre-school room

The number of qualified quality workers has lessened greatly in the time I have been with the Company.

Short staffed. More work. More physical and mental burn outs. Being exposed to outbreaks at TDSB schools without mandates for school staff to be vaccinated.

Being understaffed (unable to find supplies), losing staff and not being able to find passionate and qualified people to hire, having to come in early (unpaid - 30 mins to an hour EVERY DAY) and leave late on a very regular basis, having no time to program, experiencing burnout... I'm getting married in a few months and am worried of being able to have the money to pay for my life ahead, and especially for a house with the way the market is now. It could be years and years before my future husband and I can afford our own place. I have no health or dental benefits either (and as someone who is immunocompromised, this is a huge issue. OHIP stops covering me for my medications in less than a year). This has really seriously made me question if this field is a practical one for me and for the future of my family, which breaks my heart because I'm so enthusiastic and passionate about the work I do. The kids make it worth it, but it's hard to get by and stay motivated.

Childcare workers needing support for being underpaid and overworked

Low qualified staff. Staff leaving profession for same paying job but less stress. Burn out

### What do you want provincial and federal officials to know when negotiating the child care agreement?

Signer l'entente est ce qui est de mieux pour les familles et le secteur. Les 23 derniers mois de pandémie ont prouvé que le secteur de la petite enfance est un service essentiel mais que les employés doivent être reconnues et valorisées si on veut s'attendre à ce qu'elles fassent le sacrifice de travailler avec la plus jeune clientèle, non-vaccinée et vulnérable. Elles ont mis leur famille à risque, leur santé à risque sans reconnaissance. Elles méritent d'être rémunérées selon la valeur pédagogique qu'elles offrent dans l'éducation des jeunes enfants.

Think about our livelihoods, how can we afford materials for our classrooms and programs when we are so underpaid and unappreciated.

underpaid

Low minimum wage especially during a pandemic

RECE staff will not stay in the licensed childcare field unless wages are increased significantly, and we are recognized for the professional work we do. We need a pension and better wages. We are professionals and should be treated accordingly

That ECEs deserve to be recognized for the important work they are doing and deserve professional wages and benefits. Also that families deserve affordable childcare which is why this deal is so important as they have the power to create an incredible childcare system which is integral to communities!

Our pay should reflect the work we do, general respect for the field, equal pay as qualified educators, we are as or more essential than teachers...when the world ( and every time the schools close) was shut down we were still here working everyday and nobody recognized that, where was our essential workers pay!

Respecting and valuing the work of the ECE workforce will bring about a quality child care system in the province of Ontario. Spaces are a good step but will remain spaces and not quality learning and caring environments if the ECE workforce is not provided professional wages and empowered to help construct the system.

In order to increase available spaces for families in need and to ensure the quality of the programs needs to be a workforce available to do the job. There is no way the province is going to be able to of spaces when the existing centres aren't able to staff their current licensing capacity.

I would like negotiators to ensure that wages for workers are enough to provide a family a livable income in the city of Toronto. I would also like the negotiators to ensure that childcare is not for profit in Ontario.

I would like the negotiators to know that women are tired and angry that they have been treated as the unpaid and underpaid workforce in this province. Enough is enough.

Get it done and include a better deal for Early Childhood Educators

# RISING UP

## A WORKFORCE AT BREAKING POINT

Decent wages for professional work. \$15 an hour is not a livable wage

I fought for this for my children in the 1970s. They are now fighting for this for their children, my grandchildren! You have been getting the same message for decades. Do something...now. Do not let this go on for another generation of families.

Cost of living should be reflected in our wage. Ratio consideration and being seen as essential and more than a babysitter would be nice

Increase pay so that the job is worth doing

Respect the importance of child care to our economy, citizens and child development

Childcare was critical to my family for years while my kids were little, and there is no way we could have lived and worked in the city ("contributed to the economy") without it. Childcare workers are highly-skilled, vital supports in a healthy society and it is completely dismaying to me how punishing the pandemic has been on them. They deserve fair wages, job security and related supports.

The ECE workforces importance shouldn't need to be explained. They are needed and should be paid and treated what they deserve.

Ontario children, families and educators deserve better, and now we have the money available to finally make this a reality. If we lose a billion dollars, Ontarians will never forgive the Ford government. Sign the deal immediately!

More pay would keep people in the field

yes

Affordable child care for Ontario families and increase wages for Early Childhood Educators.

Child Care is essential for families, moms and dads, to get back to work. But what's even more critical is that many young children are not able to get the care they need and are missing out on essential education that truly helps prepare them for kindergarten and supporting their development. I have worked with kindergarten children that had the opportunity to attend child care and some that didn't. You can clearly see the difference in the children's social skills, reading/writing and problem solving skills and these are just a few areas that come to mind. Also, families are struggling to pay for child care and the sad reality is that I work as a supervisor at a child care and I KNOW I would not be able to pay for child care, so what do I do when that time comes; it worries me.

WE ARE EDUCATORS!!!!!! TREAT US AS SUCH!!!!!!

# RISING UP

## A WORKFORCE AT BREAKING POINT

We need ECEs to stay in the field and feel valued

We deserve to be paid a livable wage

Supply and non qualified staff have a huge responsibility that is not reflected in their current wage rate. If we want to have quality in our early childhood education programs, we need to ensure that the programs receive adequate funding.

That an RECE's work is never done

Change needs to happen now if we want to continue to offer quality programs to families.

RECE's have to be paid a respectable wage to stay in the sector. Better pay= qualified RECE's =more child care spaces = overall benefit for parents and children.

Competitive wages with school board, retention strategies, recognition for all that has and is being done in the pandemic.

It is important that the educators get paid at least \$25 an hour

Increase salary with benefits (more sick days) so RECE teachers can work without being worried about health and well-being!

Child care has been severely underfunded for years. It is time both levels of government step up and provide the necessary funds to properly compensate childcare workers across the country

We need stabilized funding to be able to offer quality childcare. The How Does Learning Happen document speaks to well-being for children, I want well-being for my staff. I want them to be able to afford their own childcare fees. I want them to feel like this is a career, not just a stepping stone onto the next level.

Help us fight before it's too late

Higher wages to meet the cost of living

Child care is a vital piece to a healthy community and economy. It is insulting that this has been overlooked for so long, but especially now that a universal child care offer is being willingly shunned.

We are teachers who should have the same benefits as those in public & high schools

The profession is very important and we should give them the recognition they deserve.

# RISING UP

## A WORKFORCE AT BREAKING POINT

The definition of insanity is doing the same thing over and over and expecting a different result. Change something

We can't live off of these paycheques we get, we are more than just babysitters we are educators just like teachers, just without a degree

Quality educators means look at the colleges. Higher wages so we are no longer a stepping stone!

We need affordable, high-quality childcare with excellent wages so we attract the best and the brightest to care for some of the most vulnerable members of society.

Many early childhood educators leave a field that they are passionate about simply because this field of work does not pay enough. People in society need to work to keep the economy going, which means child care is important for workers and the economy. Child care workers should be compensated at a higher rate for the work that we do because without child care, less people would be able to work. Our job is tough and when child care workers experience burn out and do not feel like their work is valued, it puts the children of the future at risk.

Wages, ratios, children with exceptionalities

That our work is important and essential. We are helping raise the next generation. Child care should be affordable and accessible!

A stable, well paid and well educated workplace is essential to a successful childcare system

That ECE's work very hard. We are qualified and underpaid! What I make in a year is not enough to allow me to not live pay cheque to pay cheque. There are all these workshops and courses we can take to upgrade ourselves but how does that increase our pay? I am tired of being disrespected and especially looked at as not competent by teachers. We work just as hard and are with students for a longer period of time. We do not get prep time during the day so any activities or work must be taken home or done on my own time. I work very hard for my students and families, and I am stressed because I feel burnt out and hoping to change professions where I make a decent pay. Otherwise I won't be able to afford a house, and provide for kids in the future.

Without better pay they will lose qualified staff to jobs that pay more to start. The work we do is important, without Child care families cannot have both parents working as one will always have to stay at home with the children. Let the beginning of the pandemic be a lesson, when the daycares closed it left people scrambling. WE ARE WORTH MORE!

Acknowledgment that child care educators/programs kept families working through out the pandemic and we need to be recognized and compensated as professionals the same as OCTs

That no matter who we work for we don't get paid enough. That we are essential and we should get emergency pay as we are burnt out. Without us showing up day after day the majority of people wouldn't be able to work as we care for their children. As well not everyone is entitled to sick days and for those who have sick days have used them up as everytime we get symptoms of covid or if we live with someone who is showing any we are forced to stay home. Yet, you say we are essential; so then show us that we are!!!

# RISING UP

## A WORKFORCE AT BREAKING POINT

Compensate ECEs

Wages need to be increased and we need stability

Decent wages for staff / appropriate sick days for staff / free regular training and education / decreased and affordable parent/caregiver fees / more childcare spaces

If childcare workers are not provided with fair wages, they will leave the profession. There will be no one to care for your children

A workforce that is respected is a workforce that is strong and stable. Parents and children deserve early education in Ontario that is affordable and reliable.

We are under the Ministry of Education, treat us as equals to teachers in the School Board

Child care providers must earn a decent wage, have paid sick days and be seen as vital to the raising and caring for children in our communities.

ECEs provide essential care and education to young children and families. Our work is essential and highly valuable to society. Educators deserve to make higher wages, have health benefits and more paid sick days, greater support from the government via funding and seats at the table.

We know from research and child care experts that public funds should be invested in expanding the non-profit child care sector to best support families with rich, responsive early learning programs. Early childhood educators are professionals, required to hold membership in their College and engage in continuous professional learning. The sector continues to lose skilled ECEs due to poor wages and working conditions that could be alleviated with federal funds through the early learning and child care agreement.

There are so few qualified RECEs in this province. The long hours and bare minimum wages have led to this crisis. RECEs are qualified, college or university educated professionals and their wages need to reflect their dedication and commitment. We cannot run a national program without a vast investment in training and implementation of higher wages immediately as members are leaving the workforce in droves.

We are caring for the most important population!

Equity, diversity and accessibility. Fair wages

We need to be paid better for what we do.

Their lack of understanding of the importance of ECEs expertise in providing child care is demeaning and the wages do not align with the cost of living.

Quality care is proven by worldwide research to support our province, economy and families

# RISING UP

## A WORKFORCE AT BREAKING POINT

Providing quality child care and EarlyON programs takes an enormous amount of energy. It is also a critical service in the lives of families raising small children. The lack of value and respect shown for the early years by our governments over many, many years is unacceptable and deplorable! The science around early brain development should be enough to convince everyone how important it is to support this field of practice! The creation of more day care spaces does not equal more qualified ECE staff or appropriate and respectable wages. This sector needs help and attention from our provincial government ASAP!

If educators are not supported with a salary that reflects their professional abilities, there may be child care spaces but no educators to teach!

That ECEs do just as much as ECEs in the school board and should be paid more

I want officials to realize that without childcare, the economy fails, plain and simple. We are an integral part of a working society and should be recognized, and paid as such.

Better wages, benefits, better education for ECEs

I would like all our levels of government to know that every dollar spent in child care is a future investment in our communities. Each day a child spends in care is a day that; that child has an opportunity to be coached and mentored to manage conflict, use clear communication, practice skills that will lead them into later life. We spend time teaching children how to express emotions and practice mindfulness. We teach children how to advocate for themselves while also participating in their communities in a contributing way. Dollars spent in child care are less dollars that are needed to be spent in the court system and in our prisons. Not to mention the early intervention that we are trained to recognize. We know when a child needs support and use our resources to put in place a plan for a best start. Our child care centers are much more than just a place to take children while their parents are working. Our licensed child care centers are places that support the whole family. Families where other familial figures are caring for children, families that are experiencing trauma, families that are new to our country and culture. We are a safe and trusted place. Our staff and teachers are under valued and over worked. I think that during the Covid crisis it became very clear that without child care that our system would fall. While the country was on its knees we showed up everyday to protect our children by giving them some kind of consistency. Hear our voice and invest in us and our children.

Workers are being run down and in mental distress. With the burnout rate of workers, it will cause a significant impact on the quality and access to child care.

If you want qualified applicants to consider and stay in child care positions long term you need to consider cost of living and pay qualified staff a living wage in Ontario. The majority of Early Childhood Educators are women in the workforce who are being underpaid and under appreciated, leading to high burnout rates in this profession among other mental health disorders. Children deserve to be supported by healthy, happy, and financially secure educators whose quality of life is supported through a fair living wage. If they are not supported through fair wages they will leave Early Childhood Educator positions and the childcare sector in droves in search of equitable pay elsewhere and the economy and working parents will suffer for it.

At the heart of it we are educated, intentional, caring, and supportive individuals who have

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## A WORKFORCE AT BREAKING POINT

dedicated our studies and lives to the education of young children, and demand a quality of life that allows us to show up for our students and the children in our care without having to stress the financial implications of doing so. The childcare sector needs financial support in order to train female leaders to be successful and confident in the hiring and maintaining of staff, and in developing supportive working environments for Early Childhood Educators.

Families depend upon quality child care services!! Without qualified staff quality child care will soon be unavailable to many families. We are in a crisis.

That decent work and wages and safe working conditions must be the foundation of any high quality child care and early education strategy.

To have educated, caring workers taking care of our youngest, we must take care of those workers with proper wages, proper benefits and respect for the very important job they do.

We have worked hard throughout the pandemic, you call us essential, so start treating us like we are. Ontario is disgustingly far behind when it comes to fair pay for ECEs. We are underpaid and it is weighing on the workers that have been busting their backs to give care to children. It is time to take a page out of other countries (or even PROVINCES) books and pay us a wage that we deserve. You keep raising minimum wage yet the workers who have gone through their education and worked hard for their jobs are forgotten and now minimum wage is almost the same pay we get. Had I known our province gave so little care for their educators I might have picked a different career path.

ECE's are professional educators and should be paid accordingly just as Ontario Certified Teachers are in school board settings. We do equal, sometimes more work and deserve to earn a livable wage. ECEs and elementary teachers should be part of the same union to ensure equality.

Not all child care centres are making enough money. Most child care workers in the private sector are getting low wages and providing materials from their pockets.

Childcare workers need sick days as children cough and sneeze in our faces making the worker prone to many illnesses

We are educating and caring for our future generation. This is important. We are well educated, but only getting paid just a little more than minimal wage! We are important!

The low wages make sure that good ECEs leave the field, and the sector needs to adequately pay ECEs for their hard work and expertise in the same regard as school board teachers are if talent is to be retained.

It is time to take the ECE profession seriously because we are not just babysitters (you do not need a diploma and licencing to be a babysitter), and give us the recognition we deserve if you want to count on us next time you need us. We were there this time during Covid-19 supporting the economy, as we were first responders, but we were invisible. If you want to have any progress in better childcare in Ontario, you need to start with better pay and benefits for the staff working to achieve your goal because without us you are missing your most important instrument to achieve the goal. We are the ones that make the room welcoming, we are the ones making activities to develop children's skills and help them grow as individuals, and without us it is just a room.

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Wages for ECE's in childcare centres needs to be on par with the ECE's in the school system.

Childcare is a public service, and its profitability is more than bottom line dollars. The benefits to the community, families and children are well-known. Childcare needs to be accessible, affordable and prioritized. Childcare needs to be offered with quality, be child-centred and provided by certified people.

RECEs are educated and knowledgeable professionals. We make less than plumbers and yet we work closely with families to help them raise their young families. We are often the first to notice developmental delays or differences in young children enabling families to access supports for their children prior to entering the school system.

Staff burnout is real. If \$10. per day daycare is made available to families there will be a huge crisis in filling the role of educators to meet the needs of families. Please remember the impact that a positive early childhood has on the economy as these children become adults. We want them to be contributing members of society. That is the role we play as early childhood educators.

The majority of Early Childhood educators have the same if not more education than an OCT. Yet the bare minimum salary doesn't: a) reflect their education level b) reflect their contribution and dedication to children, the field and Canada's future and c) allow for longevity in the career thus leading to high staff turn over and lack of stability and experienced teachers.

Ensure that ECEs are guaranteed a minimum of 40 hours per week at a reasonable and livable wage.

our work load doesn't match the salary

Child care providers who aren't burned out and struggling financially are necessary. Without them nobody works!! It's time for fair wages

Raise the salary

Educators and families are relying on this child care agreement. Without this agreement and an increase in wages and supports to improve working conditions, I will be unable to continue working in my position and still be able to support myself and my family.

Higher wages are needed to support the great work ECE do

Why do you guys only consider school staff as essential workers not child care workers? I never heard anything about us in the media. We work through this hard time and we need someone to acknowledge ECE workers. We deserve more pay at this time.

Federal and Provincial Officials, Stephen Lecce and Doug Ford need to understand that child care is education. Ages 0-6 are the most important time for a child to learn. We educate children, we care for children and we keep precious children safe. We keep them safe from sickness, sometimes keep them safe from homes or foster care. If children are met with responsive, respectful, professional care in child care they are set up to be more successful when beginning schools. We are an Indigenous Led child care centre and are also charged with revitalizing the

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## A WORKFORCE AT BREAKING POINT

language as well as traditions and ceremonies. RECE's are as important as teachers, we are trained, we are committed to our children and their well being. We have a class, a class list, we program plan and report on each child and their milestones. \$25/hr starting wage should already be in place. We pay a professional college in order to practice our profession and we are held accountable. I've worked in both All Day Kindergarten as well as child care. I know what teachers do and frankly we work just as hard, if not harder. We are involved in a professional college and have to pay \$160/yr. in order to be registered. That cost is \$10 more than teachers. Please consider professional pay for professional work, consider having more women able to enter the workforce, and consider the investment into the economy now and in the future.

They really need to look at how important child's brain development is in the first 5 years of life. Early childhood educators are there shaping the minds of little ones, literally. Teachers get paid above and beyond ECE's, not taking away from them as they do a lot for children, but I feel we do just as much work, if not more important to set children up for success. We are setting them up for a positive school experience. We focus on all development domains in our planning, so that they can take these tools and use them once they are off to kindergarten. When we observe struggles, we do early intervention and get families in touch with the right resources early on to set children up for success. ECE's are what make our economy run. We deserve to be heard and to be taken seriously.

Child care has always been underfunded and undervalued in Canada. Recent directions to provide childcare more cheaply to parents is a step in the right direction but not if it continues to be done off the backs of early childhood educators. You have to fix the entire system to provide quality child care for families in Canada.

We need affordable childcare and better pay for educators. We do so much more work in daycare than in the school board/kindergarten. We potty train, we teach, we prep them for school, we teach them independence, we teach them how to make choices, etc. We deserve more. 7am-6pm we care for children only to be paid peanuts. We can barely survive and afford housing and groceries. Everything is going up except us. We always get left behind and it's no wonder educators are leaving for better pay whether it's another centre or a new profession.

We need universal child care in Ontario and for early childhood educators to stay in their profession we need decent pay of \$30 per hour.

We do a lot for the children, parents, and community. We deserve more than the minimum wage.

Without the services of childcare, dual income is hard to implement and the job of an E.C.E is not only crucial but necessary. It is both physical, emotional and mentally straining especially when under valued and underpaid.

After 25 years of experience, a degree, countless continuing education courses, and I make a few dollars more than someone starting in the fast-food industry. To keep my registration active I must upgrade and continue to educate myself (workshops, online training, courses, seminars) every year. ECE'S, ECA'S work hard to develop programs that teach, and enhance the lives of the children in our care. We are playing a part in raising the future generation and should be compensated accordingly. I have been in Childcare for 25 years, there have been bumps and obstacles along the way but I have never seen it this bad. Retaining staff is impossible, I have actively talked my children out of pursuing a childcare career. There isn't an ECE that I know that isn't thinking about a career change, retiring early, completely burned out and frustrated.

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## A WORKFORCE AT BREAKING POINT

Something needs to be done, I implore you for the sake of the ECE'S today who deserve to make a living wage, the future ECE'S who have a passion for early education, and to our children and their future.

If we want vibrant, professional childcare environments, we need to recognize what workers need financially.

Fair pay to support the retention of early childhood educators, who maintain quality care due to the schooling /training received, as well as ongoing professional development

Increase funding and available spaces

A pay increase is important for staff to ensure quality educators and respect for this field. I'm also hoping for more equity amongst the various centres.

ECEs need to be given an actual living wage for the incredible amount of work they do. They need to be more respected as a profession. As seen early in the pandemic, when childcare closes the entire economy is unable to continue as families are not able to work without child care. We are a key component to keeping society functional, it's time we're treated, respected and paid as such.

Early Childhood Educators have been undervalued, underpaid, over regulated and disempowered more and more with each passing year. It's taking a pandemic for people outside of our field and the families and children we work/live our days with to realize how important we are for our society. Beyond that, we provide so much more than "daycare" for the children and families in our communities. Enough is enough. It is time to place value on ECEs, on Children as citizens with rights, and to enable ECEs to stay in the field they are passionate about not just because "we love the children so we will stay through anything". ECEs shouldn't have to struggle to work. We shouldn't have to choose between working or having care of our own children because the childcare fees at the centres we work for are often not affordable on our salaries. Early Childhood Education is a right of children, and should be valued as such. With decent pay and work conditions, we can set ourselves to the pedagogical commitments we feel in our hearts that often fall by the wayside due to excess stress, both physical, financial, mental and emotional, over regulation and lack of trust in ECEs abilities to be creative and powerful thinkers as well as loving and kind care givers.

I hope ECEs will be included in the conversation about what Ontario's childcare will look like once you sign onto the federal childcare agreement. No one knows our field of work like we do. Decent work conditions, including a pay grid, are an important starting point. They can set the foundation for educators to be able to breathe and focus on the deeper pedagogical work our field needs to improve quality for all.

We deserve better pay for helping nurture and shape the little minds of tomorrows future leaders.

Pay eces more!

Provide wage increase for ECE workforce

# RISE UP

## A WORKFORCE AT BREAKING POINT

Federally funded universal child care that supports parent choice & exceptional quality care & learning are essential to the program.

Higher wages

It is time for a real investment in early learning and care. Staff are committed to providing quality, responsive care for all children and families following evidence based best practices for early childhood education. Unfortunately, the sector lacks the resources to implement this fully. The needs of both our children and seniors have been neglected for too long. The professionals who work with both of these vulnerable age groups need to be respected for the the value of the services they provide. Working conditions, qualifications and benefits need to be significantly improved to retain and recruit the most knowledgeable, capable, compassionate and dedicated individuals to these fields.

We need this to make education for our early years children about quality. We need to do the best we can for our youngest members of our future.

We need higher wages

Fair wages for very important workers!

Dig deep to find the underlying vital importance of the Early Learning system and more importantly the ECE professionals who support all aspects of it. If you need answers as to why this system is essential, do your homework and research the work of Dr. Fraser Mustard in relation to the importance of Early childhood. Early brain development in the first 6 years of life sets the stage for lifelong health and well-being.

It has to include a wage grid for educators. Qualified and passionate ECEs are leaving the sector because they are under paid and have no opportunities for advancement.

See the importance of early learning

I want to be treated fairly. As an Early Childhood Educator and part of the Ministry of Education I would appreciate being treated with respect and have a fair wage. I have worked in the same child care centre for 30 years and love my career and feel I have made a positive impact on so many children's live and their families, being acknowledged for what we do every day would be welcomed and appreciated. COVID has affected everyone and I respect that but all we hear about is how unfairly teachers were being treated, meanwhile ECEs continued working through it all with little ones being close to us all day as we provided personal care, love and attention and tried to ignore that Covid could be close too. I guess as educators we just get used to quietly doing our jobs with little or no respect without complaint because we love our careers. Could we just be acknowledged for once and have a fair rate of pay for what we do before I have to retire.

You are stopping (mostly) women from going back to work. You are FORCING people to choose staying at home (in my case I opened an unlicensed childcare centre making PEANUTS) rather than go back to work. I WANT to be back to work in a childcare centre but I can NOT when Id be paying more to the centre than I would be making. You're putting our mental health in the toilet.

# RISING UP

## A WORKFORCE AT BREAKING POINT

Our work is important and valuable to society

Caregiving is essential and valued work. Time to respect ECE workers, or they will leave the profession.

ECE's need better pay for more incentive to stay in the career and in one centre

Get the job done and get an agreement for Ontario like EVERY OTHER province had already done.

Grow the system and ensure a place for every child

We count on these people to look after our children

These employees do extremely important work and allow for other sectors to thrive. Parents need reliable and safe options for their children in order to ensure other areas of our economy can function well. For this to happen we need skilled individuals who are committed to their jobs and who are compensated appropriately to ensure retention.

The time is long overdue for affordable child care and a fair wage and working conditions for all ECE professionals.

We matter

RECEs are overworked and underpaid. We are professionals, educated, experienced, and deserve equivalent pay, prep time, and respect as teachers.

Lots of supplies needed to help with escorting children to and from the door to their classrooms. Many staff off with symptoms for several days.

Need to be paid what they are worth

Increase pay scale so people go into this profession. To have an RECE designation and go to college to get paid 18\$ an hour is insane.

Having affordable and quality childcare is important for families. Educators need a wage grid that is fair for everyone across the sector.

The wages need to be addressed and the benefits packages and pension plan need to be given to these staff who work in this field in order to level the playing field within this career.

Qualified ECEs must be paid far more than the barely above minimum wage they are currently being paid

Respect our profession. We are knowledgeable professional individuals that went to post secondary institutions. Respect our ethics and kindness. We are molding the future and helping our children to provide a starting base of skills in all aspects of life.

# RISING UP

## A WORKFORCE AT BREAKING POINT

peoples' wages should be able to grow and they should be safe on the job

Daycare worker's should be compensated at the same level as our Teacher's and they should have benefits and RRSP contributions as do Teacher's. Caring for our children in a pre-school setting is just as critical to our children's well being as school age children. Let's recognize the important role pre- school Caregivers play in our future adults as equal to Teacher's.

Governments have been talking about affordable childcare since I was a child. Now I'm an adult with children who are too old for childcare, and we still don't have it in Ontario. No more excuses, it's time to get it done.

We need a national daycare program, that pays workers well and honours the important work that they do.

Critical importance of higher wages and benefits. This is a crisis. Please respect the invaluable care provided by ECE employees.

I want officials to know that we ECEs are highly aware of the importance of our profession. What we have is a communication failure at their end. Somehow they have failed to understand the level of critical thought, scholarship, and tenacity that is an absolute requirement of being part of children's education and care environments each day.

That quality early care and learning our foundations of child development and education. That quality early care and education is important to the economy and to families.

Our youth are our future, our most precious resource. Those who care for them must be well resourced and respected. Private profit must not be the motive for providing this care. It should be a public service, and in any event, public standards must be enforced. The service must be affordable for everyone and readily available just as schools are.

Early childhood educators should be able to work full time and not live in poverty. Dedicated professionals who take part in continuous education should be compensated by a fair wage.

The concerns of early care educators.

We need support! We have been working without wage enhancements and retaining qualified staff is next to impossible. We have had to close rooms when staff need time off for basic appointments such as dental or doctor and they feel they need to be at work so are skipping personal appointments to support the centre and coworkers!

Let's do what it takes to be fair and to ensure sufficient, qualified staff to meet the needs of today's families.

Better pay and better working conditions.

ChildCare should be assessable and affordable. ECEs should be paid a living salary

Childcare workers and ECE's matter! We are essential!!

# RISING UP

## A WORKFORCE AT BREAKING POINT

raising salary and make life easier for us as front line workers

Child care is an essential service and a Canadian issue-not just a family issue

Regulating wages and benefits across the sector in line with the school board RECE's and the city child care centres. Consider following the original model for full day kindergarten by having RECE's work together with the school board to open and close the before and after program in efforts to eliminate before and after programs having to hire split shift or part-time educators. This makes it really hard to find good qualified staff and retain them because it makes a really long day with the potential to lower the quality of care based on low wages and undesirable hours. Look at the Waterloo kindergarten programs to see how successful their programs have been - one RECE from 7:30 am - 1:30 pm and the second RECE from 12 pm to 6 pm the overlap allows for programming and breaks and lunches as well as the supervision of children during lunch. (not 100% sure of the actual hours/shifts but it is close to this) You can't sink so much money into a broken system because money alone will not fix the problem of undesirable shifts and unappealing wages as long as there are full time straight shifts to be had. Certainly a higher wage may be appealing but may not be enough to retain great educators.

That Early Childhood Educators are not just babysitters. We are highly trained professionals that are knowledgeable in childhood development and psychology. Within the education system we are poorly paid and often working outside school hours because we are not paid for prep time. It is unjust to be making such a low wage with no benefits when working in such an important field. We are overworked and barely getting by financially. We are partners with our teachers (not assistants) and are in the classroom longer hours but get paid less than half of what teachers make. I was shocked when I entered the school system because I thought educators would be paid more for the work that they do.

Better wages for equal and decent work

ECE's are an integral part of society. We provide care to families so they can remain in the workforce or go to school and contribute to the economy.

You get what you pay for. Child care should be non profit.

fund programs - ECEs deserve a decent paying wage with high standards - we need to value the impact that this field has on the future of this country.

While there are issues in FDK that need to be addressed, signing the childcare agreement is the most important factor to promote the wellbeing of families, children, and educators. Signing the childcare agreement should not be stalled any longer because Ontario has FDK

Benefits for all RECEs, fair wage and fair cost for families

It's a tough job and we deserve more vacation days

# RISING UP

## A WORKFORCE AT BREAKING POINT

Children are our future, so real thought should be put into the care they receive. Childcare workers need to be paid a decent wage if we want to have enough employees working in our childcare centers. You can't expect childcare workers to work in a field where they are undervalued and unappreciated.

How valuable education is for Canadian children and how we are falling behind other countries in ECE. It is vital that Canadian children get the best start possible with the best possible educators.

That ECE are qualified educators who deserve to be paid as such. The early years are prime years in teaching our future. This is where children learn to socialize, learn prime skills that will help them excel in school. With more 2 parent working homes there is less time for parents to work with their children to enrich them in these skills and why these families choose to have their children in childcare. They trust us to teach their children these skills and help enrich their development. We deserve to be paid a fair living wage that allows us to continue to teach these young learners and allow us to provide high quality care while not feeling stressed in our own lives because of the cost of living.

ECE staff have a very crucial role to play when taking care of, and providing educational programs, for our children and grandchildren. They need to be paid a decent starting wage as well as good benefits including paid sick leave and a paid planning time period.

Not much

Put yourself in our shoes.

Imaging you have 15 kids around you all day and you are the provider. You clean poo and pee off other peoples kids all day, You spend hours with these kids getting coughed on, sneezed on, thrown up on and screamed at in the middle of a pandemic, and you only get 15-16 dollars an hour.

Would you stay?

Not a lot of people can work in child care.

It's hard, physically and emotionally draining.

We're important workers. Without us parents wouldn't be able to go to work because they would not have us to look after their kids.

I was born to be an ECE. I am good at the job and love every minute of the work with children. But like others I had to leave because of the pay and working conditions. PLEASE, let every new ECE know that they can start their career, grow in their career and end their career as an ECE. Let it be a job that allows us to commit to work we love without having to sacrifice everything else in our lives.

Ontario's failure to conclude an agreement is shameful and feeds the view of the province as a spoiled bully

We are an essential service! Without quality childcare families are unable to work and therefore unable to contribute to local economies

Child care, especially in urban centres is too expensive for middle and lower class families. It is very important for families to have and be able to afford licensed daycare across the country. All parents, and mothers especially, need child care so that they can work and earn money to raise their children and save for their own retirement years. Reduced child care costs means that

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## A WORKFORCE AT BREAKING POINT

families would have more funds to cover the cost of basic needs including food, shelter and clothing, and funds to participate in events in their communities. Families would have more money to set aside for future costs such as postsecondary education and retirement. When parents know their child is in an affordable licensed daycare setting, their stress level is reduced which allows them to focus more fully on being productive at work.

Early childhood education staff receive very low wages even after years of working in the field. ECE staff are the child's first educator after the parent. These educators have a huge impact on the growth and development of a child, especially in the first five years. Their expertise and work should be fairly compensated. My sister in law has worked for over 30 years in daycare and continues to make a low income. After a full day at work, she puts in more hours at home preparing materials and activities for her young students. With better pay, she could put aside money for retirement and pay for much needed repairs to her home.

We are overworked and underpaid. We are not recognized the same as teachers and it feels like we do not have a voice. We would like pension and better benefits just like ECEs in the schoolboard. We deserve a change!

BETTER SALARY

Children are our future; they are valuable citizens worthy of programs that support families and workers unanimously - through fair wages, respect for the role an educator plays in the lives of children, accessibility to child care programs for all families and so much more.

We are not just babysitters and deserve the respect our job titles state. We pay into the College of ECE's every year just as teachers pay into their College. We deserve so much more than we are getting now. The government needs to step up before there are more RECE's leaving the field. We are not paid enough or respected enough by the government. We deserve a much higher compensation for the work that we do with young children. We are critical to a child's development in so many ways. Step up before more step back from this career. It is time for the Government to take action!

Its very important for both parents to work

they deserve more money

Value our work.

We are the ones raising kids while their parents work. We are the ones raising the next generation. We should be treated right for that. And shown appreciation. And better pay to help. It would for sure help people stay in the field. And want to come into the field.

Child care workers are important contributors to our society and it is time that they were well looked after.

Negotiate in good faith and quit undervaluing workers

# RISING UP

## A WORKFORCE AT BREAKING POINT

A standard minimum start rate

That we are essential workers and we should be paid as such. The pandemic proves that we are needed so parents can resume work.

Children deserve to be cared for by qualified staff. In order to ensure staff remain in this very important field they need to be fairly compensated and recognized for their essential profession.

Do not fund for profit child care. Non-profit supports the greatest benefit to the largest number of families and children

We work really hard and have many responsibilities and are not well compensated for the important job we do.

Families in Ontario need licenced non-profit child care that they can afford

We are under staffed, under paid, over worked, our voices aren't being heard, we should have the same benefits and pension as ECE's who work in the school board, better pension, better pay, better benefits, we had to work during the lockdowns, during covid, and we were being overlooked

As a single mom I don't get paid enough to afford my rent and other expenses. I am not able to buy new clothes for my growing child. I have to cut my grocery in half any time I go to grocery store.

It's time to recognize the critical role of ECE professionals as frontline workers and the importance of what they do and what they allow others to do; ie go to work and support our economy.

properly regulated child care with well trained and compensated workers should be a right not a privilege

When the provincial minimum wage goes up, so should the wage of professionals who care for our population's most vulnerable - infants, toddlers, and preschoolers. Educators have been frontline workers through the entire pandemic and they deserve better. Better child care has been proven to result in better communities and overall economy. Without proper quality childcare, parents cannot work, companies cannot run, and society cannot function. Yet still, educators who obtain post-secondary education diplomas, degrees, etc., are registered under the College of Early Childhood Educators, and are raising our country's future generations, are being paid the same as a person who is not required any education or experience to flip burgers at a fast food restaurant. This ends NOW!

Make decent wages and working conditions a mandatory condition consistent with those outlined in this letter

In my region many families live below the poverty line and have come to the hard realization that staying home with their children and living on OW is a better financial plan than working full time and paying for childcare, due to the cost of childcare (even with my region's rates being subsidized). If the child care agreement leads to \$10 a day childcare they will see a significant economic boost in workers, greater disposable income being put into the economy, and a

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## A WORKFORCE AT BREAKING POINT

reduction of the amount of people on OW. A \$10 a day child care agreement is a financially prudent move for the economy as a whole and for families.

In addition, if the child care agreement leads to a standardized wage grid, with living wages, for child care workers we will see greater employee retention which will allow for child care centers to run at full capacity which will enable more parents/guardians to return to the workforce.

Universal Child care and a living wage for Educators. To be able to valued in society and not just seen as "babysitters"

Childcare is essential!

Retaining qualified and dedicated early childcare educators should be one of the primary goals. Simply put, the wage of an ECE needs to be much higher in order to attract and keep professionals in this field.

Daycare RECE should be making the same as the teachers at school. We do more work then they do. Diaper changes, one on one, program planning and implementing and more.

Zero to six years are the foundations of developmental skills in childhood. High quality child care is not a waste of money, is an investment on Canada's future.

If child cares are not running at full capacity and are closing that prevents families from joining the workforce.

We are entitled to appropriate pay and benifits

Higher pay across the board

Pay a decent wage to ensure agencies can recruit and keep staff.

Treat staff as essential part of workforce

Families and Educators deserve it!

We need to be treated as professionals

The first 6 years of a child's life are CRUCIAL FOUNDATIONS to later health and well-being! It's way past time to acknowledge this and act accordingly!

Not enough ECE's due to wages and not enough daycare spots that are feasible to clients.

Child Care centre staff wages needs to be part of the discussion which is key to keep staff in the sector. Many RECE are passionate about their careers however many are living below the poverty line. RECE and child care workers work just as hard as our counterpart in the school board or even

# RISING UP

## A WORKFORCE AT BREAKING POINT

compared to our pay equity job class worker (sanitation workers) salaries are much higher than child care workers.

Have a good plan and give educators incentives to want to stay in the field. Recognize our profession we are Not babysitters

Get it done! All of the evidence is there. What's needed is to build a sector that supports the workers, build spaces, makes it affordable to families and ensures the quality of care is of the highest standard.

That the economy in Ontario cannot improve without a better system, universal childcare for all is crucial if we want to step up and advance this country. We in Ontario are paying the highest childcare fees, the registered ECEs are paid the lowest wages, for work that requires 2 years of post-secondary education ( at minimum) + additional expenses like membership in the college of ECEs, constant upgrading with first aid/CPR, CPI training, health/vaccination proofs, police clearance letters- all of which are mandatory. The time has come, it's 2022! It is time to recognize this work and treat children and parents in Ontario like they matter to you. Please join the rest of Canada and sign on to this universal childcare plan!

Please sign a deal with the federal government that includes good working conditions, fair wages and benefits for our children's educators. They are truly essential to allow parents to work with peace of mind. ECEs are entitled to the same peace of mind when caring for our children. Ultimately they are essential to the well being and happiness of our whole society. Thank you.

Adequate pay for educators, a living wage

Living wages for Early Childhood Educators is a MUST!

the importance of child care workers to pre-school children in their formative learning years and to their families, and to our society. Furthermore that these professionals deserve to be paid as educators and receive benefits to which all employees are entitled.

Raise wages for RECEs.

Affordable childcare is the best solution to economic recovery. It supports families and gives children an excellent start in education improving their future opportunities.

That educators need to be seen and valued for their work. Compensation for RECE's!

Children and their educators matter.

Salary upgrade

# RISING UP

## A WORKFORCE AT BREAKING POINT

Child care is an essential part of our province and it's time Early Child Care Educators are treated with the respect we deserve. If this pandemic has shown us anything it's that a lot of other jobs cant possibly run if there's no child care available.

Increase our salary at least starting at \$30 and consider us as emergency workers, we are part of the front line workers after doctors. Recognize us put us under consideration include us when you mentioned schools as well

Childcare professionals have kept front line workers attending work throughout this pandemic by taking care of their children. Time and time again we have stepped up to the plate. Without childcare there would be less people available for the general workforce. This would predominately mean less women being able to work due to staying at home to look after children. Research proves the first 5 years of a child's life is the most important, yet the people who nurture and teach these children are thought of as "baby sitters." I have been called that to my face. We get paid minimum wage as a base and if we didn't get the Wage Enhancement Grant then we would get \$15. What is the point of getting a diploma, having so much paperwork and stress to deal with if I can go work in a factory for more money along side someone who has a high school certificate only.

They have to have on mind that ECE have underpay

ECE's are the foundation of the children, without us there would be no child care centres. The workload and hours are overwhelming and stressful. ECE's deserve a higher wage and recognition for what we do. During the pandemic, we remained open to help support the Frontline workers. Those couple of months were Excruciating, majority of people caught COVID, leaving some centres short of staff members and centre closing. Not once did the government say "Thank you" for what ECE's do nor did they give us pay increase.

Think about what the child care field in a year or 5 years will look like. At the rate the field is going, there will not be enough qualified ECE's to work. Centers will have to shut down more and more, leaving more children at home. Meaning more parents stay home and then they will not be able to attend their job. I believe under appreciated and under paid child care is the beginning of an endless cycle of understaffing and economic declines.

\$10.00 a day for child care and better pay for staff.

Give them a fair wage, they are taking care of our children and give them benefits so they can take care and support their own families.

More funding for all areas (resources, staffing, wages, and etc.)

Higher wage, we're not just babysitters. We need to be taken seriously

The minimum wage all across Ontario has and will increase, but childcare workers constantly depend on approval of funding, and lower wages than those who work at some grocery stores.

Severe shortage of non profit quality child care

# RISING UP

## A WORKFORCE AT BREAKING POINT

E.C.E's deserve decent pay for the hard work that we do everyday. We often have children in our care that require extra help and support and we can't afford to hire extra staff to support the classroom.

We look after one of the most vulnerable populations in our province. We should be supported by our government at the very least. We deserve a better wage, benefits, working conditions, and recognition.

COVID burdens have fallen unevenly. People working in service and performance areas have born disproportionate income loss. Safe well funded daycare helps redress this inequity.

With all respect, the government must see the power of each individual and acknowledge their hard work by agreeing on terms without looking forward to save pennies. Saving pennies in the present seems causing damage that requires dollars to fix in future.

Do it NOW, start the process, and keep innovating and building the system so that it is universal , accessible and of quality meeting the needs of women, families and children in their communities.

The child is the main focus of this effort. Reasonable remuneration.

We need this, badly!

Children are the future, children need and deserve qualified staff. The only way to ensure this is by increasing wages, and nsuring proper training.

Children are our future. Invest now to ensure a better future. Investing now can help decrease future mental health cost, ensure better out coming for these children

I want them to know that DECEs have the most important job of raising children in the most delicate years of life.

We work very hard to make sure we provide them the best care possible.  
Keeping in mind this, they should give us a decent pay just like teachers.

Children are the pillar of pur society, any caregivers of the children needs to be valued on every level possible.

We work hard. Oftentimes, we are with a young child more than the parents are. If young children are to have a stable and supported early childhood experience, we need to be adequately financially supported.

That we've been waiting 50 years since the Royal Commission to get this done. Thats longer than half the people on the recipient list have been alive. Just think of the advancements women could have made in their careers if they had decent pay and working conditions.

Childcare is the structure for the rest of the workforce

That women in the workforce drive the economy, so start providing quality child care centres with fair and decent wages so women can enter the workforce.

# RISING UP

## A WORKFORCE AT BREAKING POINT

Early childhood educators are professionals who provide true early learning fundamentals, instill a sense of belonging, and spark the curiosity of the youngest generation of people in our society. Ensuring child care educators are well qualified and effective teachers is attainable through proper professional supports, standards and compensation.

All Childcare workers both qualified and unqualified need better wages

I believe that ECEs are playing a vital role by properly fulfilling their responsibilities despite all the challenges they face at work. As an ECE myself, I would like to make a request to provincial and federal officials to not overlook the low wages of these professionals and take crucial and meaningful measures so that they can have decent living. Paid sick days is another issue which needs to be addressed.

That any professional in the early years and education field deserves a good paying job because we play a vital role in childhood and youth.

Educators have long been neglected and many are close to leaving the field permanently.

ECEs are not being valued for the incredible work they do

Come to a fair agreement that meets the needs of the childcare workforce and of families.

I am deeply troubled by the Ontario government's cynical refusal to sign a childcare agreement. With every month that Ford delays - in a pandemic, no less - families are spending huge proportions of their income on childcare while daycare workers are burning out. Because the majority of ECEs are women, and more women are primary caregivers, this is a deeply gendered issue, one that disproportionately harms low income women. Ford, come election time, we won't forget the way you have blocked this agreement.

Decent pay for the child care workers

I am 69 years old and retired. I started working in the field of early childhood when I was 28 years old. I was a fully qualified infant and toddler educator with a two year Diploma. When I was divorced at 38 years of age I could no longer support myself on the wage of an early childhood educator. Many dedicated people leave the field because of the wage and working conditions. Create wage supplements that keep good people at their posts.

Myself and others like me chose this profession because we wanted to make a difference in our students' lives. But at the end of the day when we have major student debts to repay as well as just our everyday expenses such as food, shelter, clothing, heat as well as caring for our own families. Having to live pay cheque to pay cheque and in some cases barely even able to make ends meet to just survive, makes us wonder if it was really ever worth it. We do not feel appreciated but instead we are made to feel that we do not matter to anyone. You have been going on about how important you view myself and my colleagues. How about instead of just talking about it, you show us EXACTLY how much we are valued and appreciated.

# RISING UP

## A WORKFORCE AT BREAKING POINT

That all children, especially the one's from underprivileged backgrounds, profoundly benefit socially, intellectually and physically from being in a safe and stimulating childcare environment, surrounded by peers and caring individuals --Reread Fraser Mustard's report on early childhood education from the past century! Universal daycare is a must for an evolved society. Daycare workers are professionals who do essential work and they should be recognized and valued as such.

I want them to know that children are not just our futures. They are also our "now's"! They should be the centre of any decision made by any level of government, but especially they must be treated with the respect all others are treated with. They need to be granted high quality teachers that are paid well, and the cost ought to be carried by the both the provincial and the federal government,.

To valorise our job. La vie est chère qu'il augmente notre salaire. On fait un travail qui n'est pas facile. On le fait car on aime notre j'observe

We are underpaid and undervalued as a profession, yet we pay fees to our college to maintain standards of practice. We are burnt out and not able to stay in this profession long term, even though we love working with the youngest learners, because we believe in the value and Importance of the early years!

Support for child care workers financially and safe positive daycares with strong learning environments for children.

ECE workers are as important as any other educators including post secondary profs. The experiences of children at this age are critical. This age group requires much more support than is currently available.

How critically important this issue is now - and has always been! Without a strong beginning in the early years of life, especially when more women have had to join the workforce, Ontario's and Canada's economy is guaranteed to suffer longterm. This issue represents a critical investment in the future of our province and our country.

The higher hourly wage

Taking care of children is difficult, taxing work and should be well compensated!! I am willing to have my taxes increased in order to meet the demands as listed above.

I want them to think harder about ECEs worth. We work hard every day to make sure all your children get a good start in life. We just want to be paid for our worth.

pay raise benefits

Higher pay base, more professional recognition, mor support for shift workers and front line workers

That people in a childcare matter

# RISING UP

## A WORKFORCE AT BREAKING POINT

Yes

Speak to qualified ECEs and listen to and take their advice to heart. They know what we need, what students and educators need to do our job well.

ECEs are underappreciated. They should get more pay.

They can play very effective role

ECEs are hardworking and have to be valued and compensated for their great achievements.

\$25/hour wage

Without educators there will be no child care and no child care means no work force. Pay us a living wage so educators can stay in the field and provide for their families while caring for other families with quality child care. This pandemic has shown everyone that child care workers are essential like our first responders and hospital staff and we should be treated accordingly.

Quality educators need to be recognized and paid accordingly

Our work is critical, not only because it allows parents to work and contribute to the economy but also because quality early learning and care creates healthy brain development which leads to healthy adults

We are essential workers too and deserve to be considered as part of the public funded educational system.

The worst part is an ECE job is way under paid despite the fact that it is multitasking, multidimensional, overloaded, demanding (physical and mental);and it requires knowledge of child development in every domain, skills, ability and paying a close attention to detail. The work load of an ECE does not match compensation at all, it's the time for the provincial ministry of education to recognize the importance of being an ECE and provide the compensation they deserve.

These are essential services that benefit all of society

The decisions made by governments impact a future generation. Listen to the concerns brought forward. Child Care staff are passionate about what they do. Recognize this work, acknowledge the contributions made and reward it.

An increase in support and recognition of the ECE role will probably increase interests, quality and retention among staff, which will ultimately lead to better care for the future generations of our planet and species. Informed peoples with a deep understanding of child psychology will support the environments and teachings delivered to our children during an absolutely essential age of growth and overall sense of well being.

# RISING UP

## A WORKFORCE AT BREAKING POINT

That a quality early learning and childcare sector depends on a properly qualified, respected and remunerated workforce.

That even though I'm so emotionally and physically exhausted my BIGGEST concern is to offer quality care and nurturing relationships to our early learners. It is so defeating seeing the impact of low wages, burned out staff, and insufficient sustainable funding ( especially for children with higher care needs) and have no power to create a change. Our children deserve so much better.

ECE professionals and early years staff can not work to the best of their abilities and enrich the lives of children and families without support from the government. ECEs and Early years staff are essential workers who have supported society for years but they can do even more with better wages and working conditions.

We need families to have more COVID days off. Because screening suggests many symptoms that look like common colds are possibly COVID, families are having to keep children home and miss going to work and pay out of pocket once they have used up their number of COVID sick days. They should probably have between 12 and 20 days.

RECE's deserve better pay to fix the staffing shortage. The government also never showed us that we were important. Teachers were teaching from home and they were getting vaccinated, ECE's were working front line with children not wearing masks, but weren't on the list for vaccination. The Ontario government did a very poor job with the vaccine roll out. Very disappointing.

As a parent and as an ECE, universal child care is long overdue. Decent wages and working conditions for educators are good for them, and good for children. Parents want to feel good about where their children spend their days, not stressed about how to afford the fees.

Canadian parents have waited 50 years for their governments to recognize the crucial importance of early childhood education taught by a valued professional and properly compensated workforce. Combined with accessible and affordable quality childcare, Canada and her provinces and territories will have a huge advantage in the global economy if this vision is implemented by policy. Additionally, women in particular, will be assured of their place in our labour force with an equal opportunity to contribute to our economic prosperity. There is no time to waste. We do not want to wait another half century for this special opportunity.

Please, give us the respect we deserve as professionals. Give us a safe place to work, a wage that reflects our hard work and dedication, and start supporting families.

More pay

That people in child care should be valued and appreciated for all the hard work they do

While it is essential for families that there is a low daily cost to childcare (\$10 a day), this should not come at the cost of fair wages and a high standard of care. The government must provide appropriate funding to this sector, or the efforts to provide quality childcare to Ontario's children will be for naught. Underpaid and untrained staff cannot provide quality care to children.

# RISING UP

## A WORKFORCE AT BREAKING POINT

That not only do we need a child care agreement but we need to make sure staff are represented as well, given better wages, recognized as educators and potentially even a union created to protect us.

this is an essential service! our kids matter

Child care is the crux of a healthy and strong society and economy. The pandemic proved this point. It's an essential service, and when well funded it ensures quality of care, stability in the work force and a community of families that can thrive.

Our children deserve the best care and education, and the skilled people who provide this deserve to be properly compensated. They need living wages, health plans and adequate sick days and vacation days if they are to be retained for lifelong careers in the sector. It is very fulfilling work, but with low wages and poor benefits and little time off it just becomes exhausting. Early childhood educators and their support staff can't keep running on empty.

Quality childcare matters and quality educators matter, this is a respectable field that enhances the lives of children, their families and the community, but educators are not respected as professionals nor remunerated for their contributions to a healthy educated society. We help children and their families succeed, but don't make enough money for our own families to succeed. We provide quality child care and education for families to be able to work to contribute to their community, yet many childcare educators cannot afford quality childcare for their own children, often quitting to stay home to care for their own children or having to take on a second job. How many other professionals have to take on a second job to be able to afford quality care, or leave the workforce because they can't afford care with their small wages? Early Childhood educators provide a much needed and valued community service which they are unable to receive themselves because of unfair low wages. How does this make any sense to people in the field that support quality care, work to provide it to the community and society as a whole, but cannot attain it for their own family? How does it make any sense to our society that wants professional and quality care and education, but do not want to pay the professional people who are doing the work to have a decent living wage. If you value education and quality care, and require professionals to do the job, you surely understand that you are expected to pay for it. If you brought your car to a professional mechanic, you would expect to pay for the professional service, and be happy that your car was in good hands. You would be happy that there was a professional mechanic available to provide you with the best service. If all the professional mechanics left the field, you would be left with substandard service and a broken car. If all the childcare professionals left, you would have a broken society.

Wage increase & affordable childcare

More job security and more pay for Early Childhood Educators. Right now anyone can work in Early Childhood setting but we have to pay the registration fee.

That we deserve BETTER!! We raise their children and probably raised them too

Higher wages for staff and strengthen quality childcare programs

# RISING UP

## A WORKFORCE AT BREAKING POINT

1. A salary grid that ensures at least
  - a. a \$25 per hour starting wage for non-qualified staff
  - b. a \$30 per hour starting wage for Early Childhood Educators
  - c. a daily rate minimum for licensed home child care providers
  - d. and a commensurate benefits package for all.

You say the children are your priority, well then show us they are, practice what you preach!

Increase in childcare wages

ECE teachers should be acknowledged as an equal to teachers and get paid accordingly. As many leave due to a demanding job with meagre pay that a household can't rely on.

Retention is important. Salary scale is essential

This is of paramount importance right now, this is a deciding factor in why many young Canadians are choosing not to have children. The lack of support for growing families is not sustainable.

Better salaries, to reduce the ratios in child care so children's needs can better meet

Quality education and child care requires quality, well trained and well compensated child educators.

We are important!!!! We deserve a decent wage!!

ECEs do vital work and high quality childcare is essential for children

We demand from our federal and provincial officials to raise our salaries and improve our working environment by providing more facilities.

Decent pay for decent work

I want the provincial and federal government to know that the foundation of young children are very important. For the government to have better leaders and good citizens of tomorrow, they need to value the work of Early Childhood Educators for setting the base or solid foundation by providing a better pay, more jobs opportunity and better working environment.  
Thank you all

Decent wages and working conditions.

Please, help us. We just want ALL children to have a bright future.

# RISING UP

## A WORKFORCE AT BREAKING POINT

The time is Now!! Hurry up already!!

Brain development starts at the early years and if you take what we need away from us, the children will miss out on valuable learning opportunities which could have a negative impact on society due to a lack of brain development in early childhood!

ECE deserve better pay , at least double the minimum wage. Better wage = their work is valued = better care for children.

Think of us as a professional educator like the OCT teachers and treat us as a fundamental necessary profession that needs improvements in terms of pay , reputation and overall picture.

Early Learning and Child Care is an essential economic and social policy. It cannot have the positive benefits it can provide to children, women, families, communities and the economy without addressing the supply and quality of the child care workforce. The issue has been neglected for way too long. Further delays in negotiating and implementing agreements will jeopardize the opportunity to ensure that this critical part of our social infrastructure will be able to function -- further impeding Canada's recovery and failing to address inequality of opportunity for children and families.

We work so hard, are essential, BUT always FORGOTTEN ! Overworked and underpaid. So many have left this field due to burn out. I personally have been close. Next pandemic, will we be needed? Just like PSWs we will, how many of us will be left. Groceries cost more, gas costs more, but we never get a raise, it's hard to make ends meet. Like to see you survive on our wages.

We are essential

To remember that it takes a lot of physical and mental toll on educators to teach children every day. Not only do we need better wages but also better resources to help children do better.

I want them to know that children deserve to be cared for by qualified ECEs that are well paid. Women need to be in the workforce and to do this they need qualified, well paid ECEs and affordable childcare. Why has the provincial government not signed a deal yet with the federal government? Do not place the most vulnerable as the last consideration in a political platform. Sign a deal!

Eces need to make a living wage.

RECE need a wage hike and paid sick day (10 days)

We do this job because we love what we do. It would be really nice to have a living wage to go along with it.

We love our kids! Families are losing time off work due to the added pressure of unpredictable program closures causing a domino effect. No work=less income=inability to pay bills or buy groceries.

We are mandated by the Ministry of Education as the schools are but run by a completely

# RISING UP

## A WORKFORCE AT BREAKING POINT

different set of standards and pay. Factory jobs look more promising than a field that developmentally supports the children in our province!

It's more important than they think.

We work very hard in a field that never gets a break. We are always open to the public because no matter what is happening in the world, we are needed to care for children.

Early Childhood educators deserve a better livable wage. We went to college we have a diploma. We need to have a live not just get by living pay cheque to pay cheque. We deserve more.

We are taking care of peoples most prized possessions. We are the reason the economy can ever thrive and function. If we stop working a lot of families could not survive.

The wages even in schools are low. Bringing home 42,000 a year is too low to live any life. Work, cook, clean, grocery shop, go home, repeat. Make sure you don't have kids, a car, a pet, or get your hair done. You can only rent a room and eat unhealthy foods because that is all you can afford. We are unemployed in the summer and do not get a pay check from the government until August? How much poorer do we have to get. I feel that it is just taking women, who love their profession, herding them to a field and just treat them as poorly as they can. The mental and physical health of educator is never looked at seriously. The strain of trying to just get by is overwhelming. As you work longer in this field it gets harder. The board and unions send information about how to get assistance with your mental health but it's so superficial. Our environments at school are so toxic. ECE's and EA's get treated the worst, like they are just cattle. I have so much to say I'm on a tangent. About the time off in the summer, it's so sad because the time off should be a reboot, to our physical and mental health but I have to work some where else to pay the bills. For those months, the school board is heartless and the unions have their hands tied because going on strike is a hard option. Thanks for the opportunity to share.

Our work is extremely hard, we put in a lot of our own money for items that should be funded and it has become very hard to cope mentally!

The devaluing of those who care for others is based in hatred, yet no one is elevated to great heights without them. Their contribution needs to be recognized in real and practical terms. We need to change if we are to survive.

Turn over effects the well being of children, other staff and the system. We need the ability to attract and retain quality staff.

Childcare plays an essential role in Ontario's economy. Families need this.

My grandchildren are in a position to need daycare but cannot presently afford it.

You must provide free tuition to students who qualify for entry into ECE educational programs now. People are leaving the field in droves. The Ford government must accept federal funding NOW!

These people are charged with the care and development of tender lives. This is not just "baby-sitting".

# RISING UP

## A WORKFORCE AT BREAKING POINT

Childcare workers are essential to the stability and growth of Ontario's workforce and economy. Childcare is an essential service that creates stability for families and supports the mental health of children and families of Ontario. Childcare centers are community for many children who deserve the opportunity to have a solid learning foundation. The health of our province depends on it.

We need to keep our RECE's in the field, many are leaving because they cannot make a living wage which greatly affects the quality of early learning programs.

We are essential service for childrens developement. That's why we should have higher wages to keep our staff in place.

We work tirelessly at work. We are constantly on the go, constantly programming, even during our short 30 minute break. ECEs deserve to be viewed as equals to teachers and our wages should reflect that as well.

It is vital! Families and children require high quality childcare, so parents can work, so children with special needs can be part of a community and develop their social/emotional skills with their peers.

Child Care is more than just babysitting. It is very challenging, and educators are highly underpaid. Without the raise of wages, the early childhood profession will most likely crash due to a loss of educators. People are not able to work such long hours, while getting payed so little, and be expected to afford housing and living costs.

We are in crisis and need help now, we can not keep going like this before everything collapses. We continue to lose educators to the board of education as we are unable to compete with the pay, the hours and the benefits - pension is a big one!

That teachers need a living wage that help them, so they can be the best they can be to help the families and children working in the field.

We deserve it, we have worked hard and throughout the whole pandemic without any thanks and acknowledgment. We are the ones with the most vulnerable and the countries future.

Child care is essential not only as support for the workforce, women in particular, but also for the future generations in Ontario. Quality child care requires professional staff. The educators who are spending their days with Ontario's youngest citizens should be the best of the best. They are having a profound influence of the adults of tomorrow.

ECE's work extremely hard and use our own money and time to create activities for the children. We work as hard as teachers but are not in the same pay scale?

Remuneration for professional work if we want quality care. Investment in non- profit

Care should be non-profit

ECEs do basically the same job as a teacher, but we are not in the same wage bracket.

# RISING UP

## A WORKFORCE AT BREAKING POINT

If children are our future we can do better for our youngest citizens and the people that care for them. Taking care of children is no easy feat, anyone who has cared for 1 toddler can agree.

Early Childhood Educators deserve to be treated and paid as the professionals they are. We have a very different style from teachers and are key to laying a foundational love of learning through inquiry and play-based learning.

Think of everything we do in a day. We do not just sit and play. We teach, we heal, we love, we develop, we shape the minds for our future. We have low budgets on our materials in the classrooms.

The care of our youngest children is of vital importance. Ensuring that those people caring for our kids gets paid fairly and have safe working environments is only right.

We need to be recognized.

Early childhood education and care is the foundation for children, parents and families across Ontario. Registered early childhood educators maintain the high standard of continuous professional development to ensure we are providing the best possible beginning for the children in our care. Due to our dedication and commitment to each and every child and family, we ask in return that our wage be a livable one, that we are able to recover from an illness because we are provided sick days and benefits and that our day includes planning time to bring the children's ideas to life and set the classroom up for parents/families to see their child's experiences while at childcare.

to be fair and realize that our jobs are extremely important in setting the foundation for quality education for our young children

We have been frontline workers during the covid-19 pandemic. We have had the strictest public health measures (wearing masks, goggles, full PPE indoors and outdoors for 8+ hours a day) and we haven't once complained! We have been hated on by our families, questioned and often times we got sick ourselves.

fair compensation

Fund decent work standards. Quality early learning and child care relies on quality working conditions and qualified staff. This is why everyone, not only those who work in the sector, must demand action by our governments.

Decent wages and benefits for those working in child care

Early Childhood Education is a corner stone for child development, which ensures that children are developmentally on track and provides early detection of developmental issues that can be mitigated and reduce challenges in the future for children. Child care supports all families so that they can go to work or school. Education is child care and child care is education and as such should be treated equally. Families expect Ontario to deliver and IF an agreement is ever signed the demand for service will be staggering. There is little to no room for commercial operations. Any current commercial operations should be grandfathered, but No new operators should be allowed. Non profits will step up to expand services if they can obtain qualified staff, as

# RISING UP

## A WORKFORCE AT BREAKING POINT

long as there are sufficient resources for them to expand. Unlicensed home child care operators must NOT be included in funding! With no oversight the risks to children are tremendous.

That we are here, have been here, all through the pandemic, working just as hard as teachers, risking our health through the thick and thin.

Accessibility and affordable physical indoors physical spaces for children's physical activities...

Child workers are underpaid and parents are literally going into debt to pay for child care and keep their jobs/careers. Child care IS infrastructure

It is critical that the focus be on the non-profit sector, and it needs to be signed soon. It is a critical employment issue for women and our economy. When people have safe, quality, affordable childcare, they are able to be a part of the workforce, and their spending dollars which would be freed up for the expense of childcare fees, they will help drive our overall economy!

We work hard and deserve fair wages.

Better childcare pay, benefits for home childcare and paid vacation and sick leave. I'm thinking about changing my career soon as I do not get all if the above as a normal job would. I have 6 kids myself and no benefits or paid leave when I or they get sick. If I want a vacation I loose pay therefore I try not to but it's not good for my well being to not have time for myself I work so hard for. Home childcare deserves the same appreciation as a daycare worker. We do the same things daily plus more as we do not have extra staff to help us. I get no breaks and work close to 10 hours a day. Under appreciated.

Our children are our future. Nurture them now for a brighter tomorrow!

Child care is the backbone for young families to make a living wage and socialize our children by educated Early Childhood Educators.

Early Childhood Education matters. Our children are our future. What kind of future do you want to see? It all begins with training our young minds to be that future that we want to create for ourselves. It Matters!!!

Individuals who work in a daycare environment are under a lot of pressure. It's very difficult to take sick time as the pool of casual staff available to cover sick staff is usually very small. So they either go to work sick, or sometimes programs for children need to close because there is not enough staff to cover them. Staff are being forced to take 2 hour lunch breaks to extend their shifts to facilitate proper coverage of staff:child ratio, which makes for a longer working day (but no more pay) and less time for homelife. Further, working in childcare is a busy and often stressful job. Staff are underpaid and overworked and still often viewed as babysitters rather than trained and qualified individuals who studied child development and early learning. Staff should be paid and given proper benefits and holiday time to reflect the nature of their jobs. Also, caring for and shaping the development of young children should be considered one of the most important jobs in our society, but the pay and working conditions do not usually reflect this truth.

# RISING UP

## A WORKFORCE AT BREAKING POINT

Early Childcare Education is the foundation of providing children with the basic skills to move toward the next stages in their learning. It also provides families with the ability to pursue their career and family goals through having confidence in quality care for their children.

Early Childhood Education needs to be treated as a vital service, educators need to be valued and paid as a vital service, and appreciated for what they do. They are not "babysitters" and they are so vital in teaching the early learning, literacy, and social/emotional skills that will carry with them to school. Success starts in the preschool years and the government is failing these children by not appreciating the educators who care for and teach these vulnerable children.

ECE's and childcare workers are NOT treated fairly. Poor wages for the incredible important work. Lack of respect from Governments. So much hype for Teachers, unfair working conditions.

Lower parent fees and increase wages across the board.

Better wages, recognize Early childhood educators as professionals and are essential.

That ECE's are worthy of higher wages

Early Childhood Education matters. It is essential and so are the Registered Early Childhood Educators who work in the programs. They are over worked, under paid and under valued by every standard. During this pandemic the workforce would have come to a halt had it not been for licensed child care programs and ECE's caring for and educating children. "Essential workers" relied on them to care for their children so that they could work yet the ECE's were not once recognized as essential. They put themselves and their families at risk everyday to ensure other peoples children were safe and receiving a rich play based learning experience. Many of them for a little more than minimum wage and no benefits.

The people who care for and teach our children in their early years must be recognized and respected for the crucial work they do.

Higher wages are so helpful In this industry , and will help provide kids with quality care.

ECEs are essential

That policy decisions have impacts on real people. Maybe this seems obvious, but Ford and Lecce seem to think that ECEs, families, and children can continue to exist with the current state of child care. All of us who are immersed in this world know that this is not true though; families cannot afford high child care fees, families cannot easily find or access quality, licensed spaces, ECEs are living at poverty level and many– particularly new graduates– have no hope of ever owning a home of their own. We cannot possibly expect child care to go on as it is because the breaking point is here. An agreement must include provisions for compensation inclusive of pensions and benefits, as well as the lowering of parent fees through a publicly funded and publicly managed system. To not do so would be disadvantageous to women's participation in the paid workforce, to lowering child poverty rates, among many other social determinants of

# RISING UP

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health. Full stop, failure to support a quality federal-provincial ELCC agreement is failure to support women, children, families, and Ontarians everywhere.

We are working harder than ever, a raise is important to keep our people and to value the profession, ECE should be equal to teachers.

ECE's deserve better pay for caring for our young during their formative years.

Affordable high quality childcare NOW!!!!

That we need higher wages and that our field is important for the well-being of children and families

All who work in child care are underpaid, undervalued, and suffer poor working conditions. The pandemic has made a bad situation worse. Many have no access to personal protective equipment; many qualified staff are working long hours, more shifts and can't take the time off they are owed because there is no one to replace them.

Please help!! Long term staff are leaving the field. We need to keep them

ALL workers must be paid a livable income at minimum; every worker is entitled to compensation and benefits commensurate with their education and experience.

We need to be able to offer competitive wages with increases based on the cost of living

That our role as ECE's is very essential and we should be given more consideration for what we do. So many families depend on us to care for their most precious gifts, our little citizens. Give us the ability to be able to make proper wages and care for our own families. I love my job but recently I have been thinking it's time to move on. We deserve a lot more respect for what we do than we receive.

RECE need to be paid accordingly as we have not had time off due to Pandemic and have been working with many new polices. We are caring for the children of other front liner workers.

Decent work standards, paid sick days and benefits.

affordable. national, non-profit and inclusive.

RECEs are an essential service that has been continually undervalued by all levels of government. The creation of the College of Early Childhood Education by the province of Ontario resulted in higher ratios and a decrease in the number of qualified staff required for licensing. Thereby systematically contributing to the devaluation of the importance of RECEs.

That we have been neglected enough by all levels of government, treated as though we are an unessential service but deemed necessary to open so that parents can go out into the work force. Treated like we can be easily replaced with tax credits and what the governments thinks are fair choices. Shameful example to other countries and provinces that Ontario thinks so little

# RISING UP

## A WORKFORCE AT BREAKING POINT

about the education of its youngest citizens and shameful that this province ignores the needs of parents.

To value childcare workers and to pay them at least \$30/hr and to have lower fees for childcare too expensive. Give all a basic income to be able to afford daycare, rent, food. Or increase the minimum wage to at least \$20/hour for all to start.

Better salary and working conditions for ECE and non ECE

Children are our most-precious asset. Teachers and Educators should be well-compensated for their important work, which requires post-secondary education.

A fair wage is needed .

We need a wage grid that will make it possible for people to have a decent quality of life because they earn a wage they can live on, without having to manage a part time job. We need a wage grid that allows educators to work in a career that they feel very passionate about. What is more important than providing early care and education to our children? We have learned through our Covid struggles how essential quality child care programs are for keeping families at work. Child Care Agencies cannot provide the wages needed to recruit and retain qualified educators without charging high fees to the parents.

It needs to be flexible in hours of operation 24/7, it needs to be a safe and affordable, with an educational component that is play based and it must have early identification of learning / other health issues built into the childcare model, to allow for early interventions that will provide the best possible opportunities to our children upon entering the education system. Early interventions and preventions. Safe, accesible and affordable.

We need a wage that reflects our efforts!

The child care sector has limped along for long enough. It is time for governments to come together to ensure that all early learning and care professionals have safe and just working conditions.

Women, children and youth are some of our most valuable resources. Lack of support for childcare from all levels of government has continued to disproportionately effected women in the work force which has negatively effected not only families but communities and our economy as a whole. The strength of our daycares is built on sustainable employment opportunities and ECE jobs at day cares are far from sustainable. It is foolish for the Ontario provincial government not to accept the support of the federal government and a clear signal that the Ford government does not prioritize women, families and children.

Better wages are critical aspect for educators, better health packages, split shifts must be eliminated. Additional funding for support staff in the centres is critical in order to decrease and improve educator's work load. We need to make the field appealing again

I believe that quality child care is essential for our society. Appreciation that childcare keeps our work force going. A fair wage, as childcare has a high turn around due to the hard work and unfair

# RISING UP

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pay. We are deserving of the respect and acknowledgement of the dedication we have shown, and we have many more higher standards that our sisters and brothers from OCT's have.

Our profession needs to be recognized for the essential service it provides. Wages need to be able to support individuals and working conditions need to be better. The ratios should not increase to make the necessary increase to RECE and assistant wages. This government needs to develop a universal system that is affordable for families and maintains quality of care, workable ratios and working conditions that are better to sustain work longevity in the field.

Fund the Childcare Industry. Provide a working wage for the Educators

We need the support for parents and staff

Equal pay among the ECE in schools.

You've deemed us essential treat us as such

It's time to get this signed!

The child care workforce is at a breaking point. The pandemic has exacerbated this longstanding crisis in Ontario to the point that ECEs are burnt out, leaving the sector and child care programs are having to close rooms, limit enrolment, or change operating hours because they are unable to retain their current staff and recruit new staff.

Federal funds are available to help to end this crisis and make decent work and professional pay an achievable reality in Ontario.

Recognize the work we do

if you think saving Ontario citizens \$200 off our license plates is a big win, you aren't actually thinking about families in Ontario. This deal would save us thousands.

If you fund the child care system well we will have quality care and quality matters!  
The education and care of our youngest citizens should not be in the private profit sector.  
Free education is a right for all children not just for children in the school system.  
There needs to be a plan!

Early childhood education is an essential right to children. ECEs' compensation should reflect the cruciality of their roles which would help retain ECEs in centers where they are so needed.

Make sure we have better wages so we can stay in the field

Do the research - investing in child care has a direct economic benefit to society in so many areas. You can sell child care to those that are leery and don't want to invest- all you need to do is look at the cost benefit of a child and their family who has affordable access to quality care vs those that don't. The burden on society from the costs of mental and physical health issues can

# RISING UP

## A WORKFORCE AT BREAKING POINT

be off set if families (especially women) can go to work and have access to good and affordable child care. Even ECEs themselves often can't afford child care and leave the field when they have children! We also need to increase our birth rate...the list goes on. The fact that little to no action is happening on this is ridiculous.

How important child care is to the Ontario Workforce and how burnt out and disrespected the child care sector really is

That Early Childhood Educators are under a lot of stress. With low wages, short staffing, and improper work standards, it makes it hard for other people to be willing to become an Early Childhood Educator.

I want you to work as an ECE starting from the bottom of the barrel. Try living with that.

High time to fully fund early childhood education.

We are underpaid for the high demands of our jobs

Grants and living expense to encourage ECE's to return to school and be able to complete an RECE course. Higher wages and certainly comparable to RECE's who work for school boards since we loose a lot of our RECE's to go work for the school boards after getting a year or so of experience in our daycare programs because of the higher wages and benefits and hours. I see a need for teachers also but it seems that there are many future graduates in that field and it has a lot to do with how they will be respected as a professional in their field and because of the salary they will be offered . When you make more money you feel that you are respected and considered for your expertise. The government, child's specialist, doctors etc keep preaching how zero to 5 is the most crucial time for learning for any human being meanwhile RECE's are not even close to being recognized for their work like teachers are and also are offered a third of a teacher's salary. The government seems to think they will be helping families by limiting daycare fees to 10\$ per day and giving funds to increase physical capacity to respond to the enormous demand for daycare services (heroes?)but the reality is that it will make the waiting list longer because for some parents, they will now feel that they can now afford daycare and go to work for minimum wage but reality is that we cant even keep up with our waiting list now due to the lack of ECE's and RECE's. We need more spaces to accompany the lower fees in order to accomodate all families who NEED child care.

That it is not an easy job

More affordable childcare and increasing childcare staff salary

set a wage grid with respectable wages. paid planning time instead of having to do all my planning and documentation at home while trying to be with my own family.

We need to prioritize our children by prioritizing our ECEs.

# RISING UP

## A WORKFORCE AT BREAKING POINT

Child care is as essential as all education & should be treated as such

To reflect on the importance and significance of early childhood for the total life of the child and for Canada! Ultimately for the future of all.

The importance of this service

Kids needs better support in the classroom.

We are caring and capable adults who care for the children in our communities holistically. We deserve the support from a federal level so we can provide the best care possible to our children.

ECEs are essential to our province thriving for generations to come. They provide care and resiliency, and build the bodies and minds of tomorrow's leaders. They need to be treated in a more valued way, to do incredible, valuable work. The money put towards these staff, will be saved in other sectors, when the children raised are healthier and more productive individuals later in life, due to the support they recieved while their brains and bodies were being built.

ECE is an extremely important field for children, adults and our economy too!

The Early Childhood Education profession has been far behind in acquiring a decent pay scale since I graduated in 1977 and still when I retired in 2017. It is unthinkable that this is still the case for such a necessary and devoted profession. They were left behind during the coronavirus as well. But they were there for parents of essential workers and put their own lives at risk. Many could not remain in a profession where they can not pay for their rent and food. Please do the right thing in ensuring them a fair wage to help them remain passionate to their profession.

That the sector needs to be paid better. Our FDK program rivals kindergarten learning with better supplies and activities and field trips. Our toddler and preschool staff are at a higher risk for the virus and are instrumental in the preparation of children for the school environment. I've been told several times by KG teachers how grateful they are for the child care children who know how to behave in a group and follow direction compared to the children coming straight from a home environment.

They deserve to be paid equal to public school teachers.

We are professionals in our field who are passionate about child development and deserve decent work for decent pay! The children in our care will be the next generation that will take care of us. Let's give them what they deserve, and give our educators the respect they deserve through a proper increase of pay.

higher pay/wages

There are few public services that are as vitally important to the healthy functioning of our society as ensuring exemplary daycare for our children.

I want affordable childcare plus a raise to childcare staff's salary.

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## A WORKFORCE AT BREAKING POINT

Please ensure EarlyON staff and organizations are included in the discussion.

Think about funding for the unlicensed sector to transfer to the licensed / regulated sector and use nonprofits already in place to do this.

Better working conditions, job security and pay

It is long past time for child care to be properly funded which includes increased salary and benefits for childcare workers. What are you waiting for?

Invest in childcare so that the parents can enter the work force knowing their kids are taken cared of and they can start saving for their family's future.

These educators have been working this entire pandemic. They have received no acknowledgment from a government level. They are tired and burnt out! There is no extra staff. Staff are feeling guilty for being sick because they know it will make for a difficult day at the childcare centre. Childcare centres are closing. Classrooms are not open-all because they are no educators! These are excellent centres, that have no choice because they cannot hire staff. These educators are teaching little ones and deserved to be paid a fair salary. As much as all children deserve the opportunity to participate in a structured program. We know that a child will have a better outcome in school when they have had the opportunity to attend a childcare program. Not to mention that these little ones need to be around their peers! This is the only social interaction for a lot of these children. You have acknowledged that Early Childhood Educators have an important role in a kindergarten classroom, now it is time to extend that to the early years. Most receive under \$20; yet the educators that work for a city run childcare centre are making upwards of \$30/hr with paid sick days. Please consider this plea and give our educators what they are valued at. Thank you for your consideration.

That Ece teachers are important and need to be recognized.

We deserve more

We need decent wages that properly compensate us for the important job we do

In 2020 we "lost" our jobs, we were sent home without pay and no clear date on when we would return. We lost touch with our children and families that relied so much on us, we were their support system and we could not even tell them when we would be back. Months and months went by and finally we were called back to work. This was just the first lock down of many more to come. Each lock down brought more financial, emotional and mental stress to each one of us. The inconsistency this brought to not only us but again the families that relied on us, the fear of socializing their children and most importantly the fear that had of us, families that told us there biggest insecurities now feared to be in the same room as us. We were applauded by the government and media for all our hard work and dedication to the field we chose and the love we had for the children. We felt for once appreciated and that people saw us and not just as babysitters. All of a sudden, we just became silenced but we still went on with our jobs, we still

# RISING UP

## A WORKFORCE AT BREAKING POINT

cared for every child and family the same way as before. We still didn't make as much as a teacher who are recognized for all the hard work they put into "shaping today's children" and we remain in the corner quiet. Proud of these same children because we were there first to shape their minds creating different activity to expand their development, to help them grow into independent children, but we aren't recognized for that and seems we will never be. People have created this great divide between educators and "teachers" and it is simply not fair, we deserve just as much credit and applause as them.

step up to the plate and pay these workers!!!

Staff must be an equal priority to children and families. Educators need to feel valued and seen as professionals, just a teachers are. Our work is equally as important and our wages, benefits and working conditions need to reflect that. We too need paid programming time. We too need to be seen and recognized as professionals.

We need to provide for our families, pay is very low and cannot make ends meet

Increase salary and affordable child care

Our workers hold value in society not only as a service for families but as a need for children's mental health and well being in childhood and adulthood

Apprenticeship programs for ECE educators need support and publicity

Childcare is an important occupation and should be compensated fairly

Please sign on to the federal agreement and pay ECE the higher wages they deserve

Child care matters a lot in society and families need us to be able to work and provide for their children at home. ECEs are undervalued and overlooked way too much!

Pay more to child care workers! All of our future depends on it!

Would the federal officials not agree that children and education are one of the most important sectors? To not adequately compensate the dedicated professionals that care for and teach children, the future adults of this Country, is reprehensible.

Our children are worth it. Our children will be the leaders one day and deserve the right to go to childcare and be cared for in a quality manner. Early childhood is the foundation for learning and success in life!

Fair wages for employees and affordable rates for families

Child care workers deserve as much pay as practical nurses. Our jobs are just as crucial to the lives of human beings and society.

# RISING UP

## A WORKFORCE AT BREAKING POINT

You hold offices, we hold classrooms

Childcare is a tough field to work in, it requires a set number of skills that not just anyone can possess. People require a diploma or a degree and a certain amount of patience and compassion to work in this helping field. It's an investment in our future.

The early childhood sector needs higher wages to provide the care our children deserve and to provide access and more child care openings to families in need.

Children need and depend on us that is why I show up and stay as long as they need me. I deserve to be compensated for that or at least have recognition and financial stability.

Child Care Matters in everyone's life and is an important foundation for human beings

Licensed quality Early Childhood Education programs and services are essential to Ontario residents. Wages, benefits and working conditions for staff are essential to QUALITY programs and services. I am not someone who ever worked in Early Childhood Education, but someone who advocated for quality, licensed programs and services with a provincial coalition -- Voices for Children -- a coalition for children, families and communities. And that was 25+ years ago. It is LONG, LONG overdue.

Daycare staff are ready to give up and change fields it's that bad . More work no extra pay the children suffer the most we have to time to program and no funding to get coverage

We work extremely hard. We have to have a college education, pay to be part of the college of ECE's, take workshops, pay for supplies because there isn't enough in the budget. All of this and more and we get paid minimum wage. No other field pays this low and requires so much!

Better wages

Every child's educational environment is vital for their physical & mental health for life! Every one deserves care and dignity to become a productive member of society.

Childcare is the backbone of how we get our workforce to come to work

That this is long overdue and has far reaching benefits to the economy, to families, to children, to our future.

That we make just a bit over minimum wage. It's ridiculous

You will continue to lose these essential workers unless they are provided with better wages and proper benefits.

Children and families deserve to have RECE's working in childcare and RECE's deserve to be paid appropriately for the work we are doing.

Match the needs of educators

# RISING UP

## A WORKFORCE AT BREAKING POINT

That we work hard to get these children ready for school and our job is crucial when they are at a young age because they are like sponges and this is when we notice development problems in children which can be caught early and to get help before they go to school. This is the time for them to learn the skills they need to know but we do it through play.

We are important. Children are the basis of our entire society and economy. Learning starts from infancy and shapes the individuals that eventually run our entire society. ECEs and childcare centres deserve to be treated on the basis of how catastrophically important they are for the current and future society. Especially for today's society. We saw that child care is absolutely essential for the necessary and complex working system we have today when centres were closed during the beginning of the pandemic. ECEs are worth the investment.

Public funds for accessible high quality child care supports the economy, builds society and strengthens communities.

Increase our wage please

Better pay can make a difference

We are the backbone of society. Without child care, families would not be able to work, but they also need to be able to afford it to be able to work. We teach our youngest members of society and help identify problems that may require early intervention and help those children as they grow to reach their potential with more support. Treat us as important as we actually are.

Childcare employees create a huge impact on a child's earlier years of life. One staff cares for multiple children at a time (e.g. one staff for five toddlers) which can be extremely difficult, mentally and physically exhausting. However, educators still support and love each of their kids as if they were their own children.

Ontario needs to catch up with the other provinces

I think I just want provincial and federal officials to know just how important this child care agreement is and how life changing it could be for Canadians. I feel like this would be a movement in a very good direction and that it would show the people how caring our leaders are.

We need to take care of our Early Childhood Educators.

Raise the pay structure of RECEs to reflect the rate of inflation. The salaries as is does not reflect the time, professionalism, dedication, and necessity of the profession. During the pandemic while others could work remotely, RECEs attended the front line of care throughout the country. Without recognition or appreciation. Without RECEs there is no quality child care nor ability to allow families to work, we supported the economy. It's high time the government recognizes our true value.

It is vital for Canada's future that children receive excellent care in Early Childhood.

# RISING UP

## A WORKFORCE AT BREAKING POINT

If you want good care for our children, staff need to be paid a reasonable living. Child care deserves better attention and support than it has received. The profession has not been treated with respect in the past. Time for a big change. Parents want quality, accessible not for profit child care.

Salary grid, also lower fees for families and children

A Canada-Ontario agreement that fails to adequately address the child care workforce crisis will be a hollow victory and will ultimately fail.

I want them to know that this field is going to continue to lose qualified and caring child care workers due to work burnout and incredibly low wages for the work we do. I barely make \$2 more an hour than my children do at their fast food part time job. We have worked non stop throughout this pandemic without any recognition from our government. We are exhausted and burnt out. I can tell you due to this myself and my fellow co workers will make our feelings known during this next election with how we vote. Many parents we have spoken to have said the same thing.

This important work deserves the dignity of decent wages and working conditions.

Early childhood education is essential to a child's long-term potential. It deserves investment in the workers who choose to dedicate themselves to early years caregiving and education.

ECE's are extremely hard working qualified individuals whom need to be properly compensated for the work we do.

Affordable child care SPACES will support families, help parents rejoin the workforce, and grow our economy.

that daycare's are big part of being essential workers and we don't get the credit

High burn out rate and low retention in the field

Child Care is a boost to the economy

I thank goodness for the amazing ECE's who looked after my sons when they were little. Their pay and vacation never once equalled what they were worth to us and the other parents. 25 years later, it is even worse. Please help to correct this.

Recognition in more than words for us being front line workers who have kept our economy going

Child care needs to be public & workers need to be paid an appropriate salary recognizing that currently it is discriminatory against women who make up the majority of the professionals.

To remember that childcare is the backbone of the Ontario economy. It's 2022 - if ECE's continue to leave the field due to lack of government support, less childcare will be available. Nowadays, most families have two working parents - we cannot afford to lose any more childcare outlets!!!



# RISING UP

## A WORKFORCE AT BREAKING POINT

It's time for ECE's to be seen and valued for their quality work with the early years - we can't lose them!!

Make child care affordable for families by supporting not-for-profit child care centres. Stop funding licensed child care through piece-meal, broken up pieces of funding that are not permanent...and are at risk of losing their funding dependent on who is in Provincial and/or Federal Parliament and in control of the the purse strings. Only then will there be a chance to keep RECEs in their field by paying them a wage that respects & supports the important education and work they do in the field of Early Childhood Education. As well, a liveable wage with options to have paid benefits, pension and vacation where they can pay their rent/mortgage, groceries and utilities with savings leftover.

Early childhood educators are professionals and deserve to be paid fairly for their important work.

Listen to our voices

Affordable childcare is ESSENTIAL for low income families to thrive.

Listen to child care teachers, and we should be treated the same as school board teachers and ECEs. You need to support us to further support a stable, good quality program that is taking care of young children who are fundamental for the future of the country. We are equally important as the school teachers! Early childhood educators are not baby sitters! We are educators!

We should be recognized by the government first then further recognized by the public. With such low pay, no good educators are willing to stay or able to stay! It is time to act toward quality child care, by starting to pay us more!!!!

Affordable childcare is crucial to a thriving society! People deserve excellent, worry free childcare that is affordable, while the staff deserve a living wage!!!

For profit child care centres don't take kids with special needs, which should be considered a human rights violation, therefore no level of government should directly or indirectly perpetuate this system by subsidizing it.

It's normal for ECE's to be housing and food insecure. I've had to room with friends for six months while looking for an affordable unit. One time my co-teacher broke down crying because they were giving all the food they could afford to their children and hadn't eaten in five days. Is this normal in your workplace?

Better pay and treatment

Consider childcare as an essential service. We are needed just as we need doctors or teachers etc.

Anything that can be helpful to us as educators

# RISING UP

## A WORKFORCE AT BREAKING POINT

We do important work and we should be paid accordingly, and with benefits for smaller centres. We pay a fee for our college but in return we get nothing, just our title which is wonderful but other colleges and unions get something in return.

Wages, hours of work, paid sick days, lower ratio of children per adult

We are highly educated in child psychology and early years curriculum. Child care is not simply “babysitting.” We do care deeply, but we are also planning well-rounded educational programs that help children build confidence and succeed in school. We deserve professional wages for professional work.

We deserve to be recognized!

That the money that I make working as an ECE cannot pay my family living expenses and my student loans. I had to refinance my mortgage just to be able to manage which still leaves me struggling.

fair wages would be nice, be treated like the front line workers we have been and continue to be

higher wage pay

Children matter and so should the quality of care they receive.

Take the federal offer and make it work for Ontario! Investing in children at an early age benefits the future of Canada. ECEs are vital to the economy as we saw clearly when covid hit. When the schools and day cares shut down, the economy shut down!

The importance of quality care and education for children under 5 cannot continue to be ignored. This is how we change the future of our country and move towards a happy, healthy, compassionate, and well-educated population. THIS IS ESSENTIAL!

Providing childcare has been one of the most important occupations in supporting healthy child development. We provide a structure for children to learn and grow, we foster positive dispositions and positive learning attitudes. We provide spaces and opportunities for children to engage with and discover the world around them, follow through with their ideas, inquiries, creative processes and nurture a sense of belonging and wellbeing. During the pandemic childcare has been a crucial component to allow the economy to go back to work because parents can send their children to care. I think as childcare workers we deserve to be recognized as a vital part of the community and the economy and we should be treated with respect.

We need a decent starting wage

The loss of economic and early learning impact on our community, children and families

Lower fees for parents and higher wages for Professional Early Childhood Educators.

# RISING UP

## A WORKFORCE AT BREAKING POINT

How important Child care is. We are teachers and studies have shown the most important teachers in a child's life. We should be paid and given the respect we deserve.

Children are the future and they deserve every cent we put into them, don't shorten for your profit, that's selfish.

You need to pay them more! They are on the frontlines and their jobs are so important. Children are our collective future!

to include us with the school board staff

As an essential worker who is helping educate our generations to come we should all be treated with respect as the professionals that we are. Our pay rate should be reflective of the expectations put upon us. We are currently only making just above minimum wage and this isn't right! Our guidelines are such that we cannot operate without having enough staff to ensure proper ratio of children to staff. Without enough staff, we are unable to operate.

We need to actually lower the cost of child care - not use politics to beat the system by focusing on the "average". Don't just up the subsidy threshold and use subsidy to lower the average cost...instead require child care operators to actually lower child care fees and provide funding to off-set that lost revenue. Reduce or eliminate rent and capital fees paid to school board by not for profit (NFP) operators. Our CMSM just shared that in this region ALL co-located operators in schools have a significant deficit budget in 2022 compared to community-based operators due to high rent and other fees paid to schools. Expansion in NFP and public sectors is a must to ensure accountability and quality of programs.

We like this profession, we want to stay longer if we get sufficient compensation to run our family.

Early childhood is important for shaping young minds and should be given the priority it deserves

Increase wage

We are severely underpaid

We need wage increase for full time EVEs and casual/ supply staff, as well as improved working conditions.

Child care professionals deserve decent pay and working environment considering their workload and contributions as well as the training and high standards of practice, especially during pandemic.

The importance

Please consider raising the wages and better benefits

# RISING UP

## A WORKFORCE AT BREAKING POINT

It's going to change the lives of millions, open the economy to more jobs and have good-hearted people shaping the minds of tomorrow.

One of us will have to quit work if this isn't passed. Child care is not affordable

Eces deserve a fair wage, to be seen as professionals and essential workers.

We put a significant amount of effort and time into these kids, they are our future. They should be a priority. We have worked tirelessly through covid to keep them safe.

We need to employ people with a livable wage and paid sick days!

We are so much more than just ECE's. We teach children at their most vulnerable time. We ensure these children are fed, cleaned, safe, happy, cared for, loved, and taught. These children rely on us to love them and teach them. We are teachers of the young mind. We are shaping the new future. We have to do so much paper work and cleaning on top of everything else. We deserve more money, we deserve more acknowledgment, we deserve more so we can give the children everything they need to be successful.

Without funding organizations are not able to provide the quality childcare that every child deserves.

Early Childhood educators spend countless hours working on pedagogical documentation, planning, and preparing for the next day after hours. Educators spend money out of their paycheck on supplies for the class room, many centres do not reimburse staff for these purchases. During this pandemic we have been working under very difficult conditions and have been an integral part in keeping our economy open by caring for parent's children, so they are able to go back to work. We were never acknowledged for the work we did and have continued to do.

ECEs take care of children, their work is highly valuable and therefore should be paid fairly

GET ON WITH IT, GOVT!

Salary grid is required and wage increases

I want officials to know that passionate educated staff are beyond their breaking point.

Early years educators have just as much rights and are equally, if not so much more, important than teachers! Our policies and regulations are much more strict than school board, plus early years educators have much more responsibilities!

We have the best ECE education in the country. We have the biggest child care sector in the country. ECE's are teachers and deserve that acknowledgement and their pay should reflect the amount of hard work and dedication they deserve.

# RISING UP

## A WORKFORCE AT BREAKING POINT

Affordable childcare is essential to all working families and professionally trained ECE's must be able to live and thrive earning a decent wage that reflects the value of their work in our society.

When I see the information come home about my daughters day and what she is learning there, how well-cared for she is, I realize how undervalued this field of work is.

After 34 years in the profession, my pay is still at \$25 dollars

This needs to be looked at deeper across the country, this was a poor plan with no work done to see the full impacts or potential.

Make it affordable for parents to get childcare so they can go to work and boost the economy and don't forget to increase our pay to those that currently work in school board setting we do the same job!

Quality is key. You can't have quality without educated and experienced staff. You can't have educated and experienced staff without pay that reflects this education and experience. You can't have childcare spaces if you have no staff. You can't have a full workforce if parents have nowhere to send their children. You can't have an educated future workforce if they receive low quality education and care in the early years, the most key time for development.

Children are our future, we need to invest in our future

How stressful it is to do our jobs and how burnt out we all are.

Approve of the national child care plan and increase wages to narrow gap between ECEs in schools can child care centres

Child care workers should given a higher percentage of raise for the amount of time, hours, dedication and consistency that we as educators day in and day out, spend with these children to make and give them a better future, than what some of us may already make. We should be recognized more for the job we have and do.

To neglect child care is to neglect entire generations to come. It will only harm the country in the long run.

we are professionals, not babysitters!

The decisions made here impact women, equity and equality. Childcare is a need, not a luxury.

I am worth more than a low income wage bracket

I want the officials to understand and appreciate the value of the profession. We need to make a livable wage and earn what we are worth. We are educated in the most vital stage of human development, yet we are viewed as glorified babysitters. There is a shortage of early childhood educators and childcare's are struggling to keep open due to the large demand for childcare spots. Without a livable wage, the ECEs will have to work a second job or even leave the

# RISING UP

## A WORKFORCE AT BREAKING POINT

profession all together in order to support themselves and their families. Prices are going up in everything, why isn't our wage one of them? It was your ECE's that stepped into the unknown world of the pandemic with brave faces and still provided the care necessary even social distanced. We kept the children safe, happy, and fulfilled all while balancing new protocols. That in itself deserves some recognition in the form of a livable wage. We can't continue being burnt out and underpaid. It's a crisis. HEAR US, SEE US, RESPECT US.

That RECE's deserve better! That we are the glue that holds the economy together and we have been undervalued, underpaid, and ghosted by the government especially in this pandemic.

Consider this field as being in demand, people are working hard in this field. Give ECEs permanent residency so that they can apply for permanent residency and easily and serve better.

Increase wages and recognize ECEs as essential workers

To recognize that we need an increase to work efficiently. We are essentially working daily and have been since the beginning of Covid. Give us our recognition we deserve and the pay we deserve. I have been at this job almost 16 years and the pay is unfair. ECE's in schools make more and do less then we do. WAKE UP GOVERNMENT we deserve this.

Staff need to be able to afford rent and basic needs. We need adequate staff salaries and benefits. Staff care about the children they have in their programs and often purchase items out their own pockets for their programs. They are expected to do so much for the children and follow rules and regulations the stress the job entails and the wage is not reflected. They have to pay for education and pay a membership fee and maintain training and in some places barely get above minimum wage.

Childcare fees need to be affordable for everyone, even for childcare staff.

Childcare is essential for families to be able to go to work and contribute fully to the economy. Childcare workers should be paid accordingly so that parents can continue going to work.

We are educated professionals and ESSENTIAL workers and we should be treated, respected, recognized and paid as such.

ECEs are worth it! They are our youngest children's primary day time role model - lets value the work they do!

More child care centres in rural communities

Get it done now!

Women work shifts, need access to emergency childcare if they get called back to work suddenly or if there's a work emergency requiring overtime.

Child care is a right of every child as setting the stage for life long learning, development and health ; Child care is a need and a right of every family with young children, so they can engage in a workforce as productive citizens and contributing members of the society. Quality child care is dependent on professional Early Childhood Educators who are currently on the breaking point as

# RISING UP

## A WORKFORCE AT BREAKING POINT

they try to balance their commitment to this professional calling and their own survival needs. The educators kept showing up when needed with limited resources, last minute changes while in complete disregard for their own well-being that is greatly influenced by governments' continuous lack of attention to this profession that is at the core of economical recovery and growth and a basis for families' well-being. As per Nelson Mandela "Our children are the rock on which our future will be built, our greatest asset as a nation. They will be the leaders of our country, the creators of our national wealth who care for and protect our people" and " True character of a society is revealed in how it treats its children "

Something that reduces the cost to people who need childcare

Children benefit from childcare staff who are mentally and physically supported by adequate funding and resources

We must invest in kids and families. As the Adoption Council of Ontario says: "kids need families, and families need support" high quality, affordable childcare is a MUST for healthy families and women's ability to contribute to the economy

It's time to pay these employees a much higher wage. This will keep good people employed without having to think about day-to-day expenses.

Increase salaries! Recognition of the ECE title as the tier in education!!!

Your most vulnerable citizens (children) need to be the highest priority. The ECEs who are there to nurture these children need to be valued.

If good quality is not respected, they/it will go somewhere else.

Sign a quality agreement.

It needs to be more affordable

Stop delaying!

ECEs deserve safe work and professional pay. For every dollar you spend in early childhood education, you receive 5 more dollars in savings when it comes to hospital fees, police fees, etc. Please INVEST for our future. For our humans and for our economy!

That we are a critical support to functioning economy. Without us, how would many parents work?

Fully subsidized child care with good wages for ECEs is essential to a healthy society.

Hausser le salaire de l'éducatrice ou de l'éducateur

# RISING UP

## A WORKFORCE AT BREAKING POINT

Higher wages; Recognition as a professional

Staff need to be paid for the work they do. We are usually doing the job of three people, and expected to get it done in the same amount of time. The pandemic has not made the list of things we have to do any easier, in fact it has just added to it. Child care professionals deserve a raise as well as adequate top up on their pays. Programs need additional funding for when needs arise or things need to be fixed.

Harmonize the salary

What it would mean to them to not have the resource of child care available to themselves. Would they be where they are now? And how decent of a life would the educators and childcare providers, of their own children, deserve.

We need to be supported financially, appreciated and considered when making decisions about closures.

Fair wage for all qualified workers

Remember the children and parents who struggle each day to find affordable child care.

That childcare is an integral part of a healthy and well-functioning society.

The children will benefit the most!

Put yourself in low to mid income wage earner with family shoes and problem solve a proper sustainable and reliable helpful solution for us. (Especially as a couple and as a single parent with single low and single mid income levels)

Investing in the early years is good economic development for Canada as a job generator, lifting families out of poverty. Investing in children produces best possible outcomes

Value childcare workers. Value primary caregiver workers. Sign a deal with the feds. We see we're the last province without one. We are watching and are exhausted and angry.

There shouldn't be anything I need to let you know. Please employ and discuss with stakeholders and industry leaders to come up with a better system.

I want child care staff to be paid decently and well trained, but I also, as a parent, struggle to afford childcare. When I have to go back to work in person, I don't know what we'll do. I won't be able to drop off and pick up my kid from school every day anymore. It's not just the cost of the child care. There also aren't enough spaces, and I've heard of many many home daycares closing during the pandemic.

We are just as important as teachers and RECE's in school settings.

# RISING UP

## A WORKFORCE AT BREAKING POINT

Our middle class is in a time of financial crisis, with rising housing costs and increasing unaffordability of having children. We need national childcare where professional staff are paid professional wages.

It needs to be signed and the plans made to increase the recruitment and retention in our field, as well as support families, children and RECE's throughout the province. We have been neglected throughout the pandemic and traditionally as a career but are so very important to the growth in the province that is boasted about by the Conservative Government! Please give credit where credit is due and recognize this profession sooner rather than later, as our future children depend on you to do so.

We need to invest in the future of the children, they will be the ones caring for us in old age.

Challenging work. Needs adequate compensation to keep dedicated employees

We are at a point where QUALITY childcare may disappear as we are filling educator spaces with bodies to make ratio instead of passionate, consistent and caring RECE's who have the joy and love for working with children. Educators are feeling burnt out as they scramble to balance ratios, responsibilities and policy/protocols. Families are loosing as less educators mean less childcare spaces available. Waitlists keep growing and it is not fair to families who need and deserve QUALITY Childcare.

We are ESSENTIAL!!!

We are professionals that care for the most vulnerable. Our economy couldn't function without us during the first covid shut down, yet we are not recognized for that

We are essentials

We need affordable child care fees but we also need better wages.

We need better pay, and a much better work/ life balance. We are getting burned out and getting more and more responsibility piled into us. We also need pensions.

We are so worth this! We are essential and should be paid as so.

You can't expect to have successful children without successful adults. Childcare workers need stability in the field and better pay. It is not an easy job and with the amount of work ECE's and ECA's put into each day for the learning and well-being of each child, it is insulting to be paid anything less than what's considered professional pay.

Without universal childcare, parents in general, but women in Ontario in particular, will take much longer to recover financially and professionally from the economic effects of the Covid 19 pandemic.

Furthermore, Early childhood education is the backbone of a healthy society in which all children

# RISING UP

## A WORKFORCE AT BREAKING POINT

have the best opportunity to develop, and this is only possible if we invest in the early childhood educators that provide this valuable service.

We need more money. we are responsible for the life of many young children.

Living wage has gone up, we have not gotten any pandemic pay I've been hearing of. Please consider to increase our wages.

That we work very hard for not as much payed as other educators get, feeling burnt out

Childcare spaces NEED childcare staff. Passion won't pay my grocery bills. We need a wage grid to retain staff.

We deserve competitive wages comparable to other jobs which require a college education, continuous learning/training, responsibilities and accountability. As well, the toll on early child care educators' wellbeing through their continued years of service requires support through health benefits and a retirement plan. It's time to recognize the importance of childcare by recognizing the needs of these professionals!!

ECEs deserve a decent wage increase. Our families need affordable early learning and care. Our children deserve strong, passionate educators.

Educators aren't just babysitters!

We prepare children for school and the REAL world.

We provide them with tools and skills.

We educate them everyday!

Always put them first, work crazy long hours, short breaks (unpaid at some places), no enhancement due to shortages so having behaviour children on top of the rest.

It's a very challenging job and we don't get enough respect or appreciation from the government, supervisors, children or parents.

We are a predominately female profession BUT THAT DOESNT MEAN YOU CAN UNDERVALUE OUR WORK OR SHORTCHANGE OUR WAGES. My sector has been allowed to languish. Our base pay must be increased, and we need regular pay increases to keep up with the cost of living. I love what I do, but loving it doesn't pay my bills, it doesn't put food on my table! To the provincial government, stop selling 'tax breaks' as the answer! Parents need to have access to high quality, AFFORDABLE child care, and their children deserve educators who can offer dynamic early learning. BUT REMEMBER, affordable childcare can't be at the expense of my organization's ability to pay educators the wages we work hard for every single day! To the federal government, no more sound bites!! Secure a deal that will ensure the province must pay educators better wages, while making childcare affordable for families. Don't let the provincial government convince you that they can manage the money with no strings attached. Minister Lecce and Premier Ford have proven that they will not put money toward appropriate wages for ECE's if left to their own judgement. Tax breaks for parents fall far short of affordable childcare. To PM Trudeau, if you are serious about supporting a National Childcare Program, you must ensure parents, children AND educators receive the funding with parameters placed on the province that will ensure the money gets allocated appropriately!! How this deal is negotiated and implemented will determine if I stay in this profession, and will affect my vote in future elections.

# RIISING UP

## A WORKFORCE AT BREAKING POINT

We would like to be recognized for the importance of our role in early education. We help our young children develop everlasting skills that carry them through their lifetime of education. We should be able to make a decent living at a job we all love.

Treat us as an essential worker by paying us a wage that reflects the love and time we put in to our job and the love we give to the children in our care that we treat as an extension of our families. Make us an equal to teachers by providing us with decent work standards and with paid programming time to be able to focus on our pedagogical practice and sick/emergency leave.

How important women are to our society. Respect women and pay them. Quality childcare comes with staff that are qualified and paid well. When staff are happy they are better educators. Children who have high quality childcare are set up better for success in school. This has been proven since Maria Montessori started her schools almost 100 years ago. Why are we still questioning quality childcare and better pay in this profession is so frustrating and sad. Get this down now, please.

Better wages to retain staff

We are not babysitters! We study children and their develop. We observe their actions and develop curriculum that will foster their growth. We document. We plan. We are Educators that deserve a better pay!!!! Equal to our counterparts in the school system. We follow that she documents, we should be paid equally!

We need a wage increase. I make 18/hr and have no consistent schedule.

Get it done....now. Ontario cannot grow a strong economy without quality child care. Young children are just as vital as children age 5 and older.

It is crucial for families to have affordable and accessible child care. It is also essential to have a plan for decent work and wages for ECEs in order to retain and recruit talent. There is no high quality child care without highly trained and compensated ECEs. ECEs need to be valued as professionals in the workforce.

That we have not stopped working and giving our best but we deserve to be paid decent wages and to have a better work/life balance than that of a present ece or ea has to deal with. Burnout and the pandemic have been a lot.

That the rights of early childhood educators are real and important! We need to be treated as equals in the education field and treated the same as teachers! We should have a union so we have a leg to stand on when our needs are not being met instead of being threatened to lose our jobs and becoming burnt out because of it. We deserve all of the benefits that come with being an educator, sick days, programming time, pension plans, I could go on.

It's not only about our rights though, it's about the rights of the children too! The quality of care cannot lack, there needs to be a plan in place to ensure the quality of care, along with the quality of educators is being met! Children are our future and have deserved the respect of the government for far too long, this is much passed overdue!

Supporting ECEs is supporting families and kids as well!

# RISING UP

## A WORKFORCE AT BREAKING POINT

We need wages that reflect the importance of our jobs and payment for the many hours of unpaid work that we do.

Increasing wages to a livable amount will make all the difference in the world.

Raise our pay

That there is not guarantee a decent pay check for ECE jobs, not enough sick days and not good benefits.

We matter.

We are caring for and educating our future and are hugely undervalued for this. You can earn as much money in a temporary summer job cutting grass as you can in a full time position as an ECE. This is not right given the responsibilities ECE's have on a daily basis and the many different expectations they have to fulfill for the children and the families in their care.

It's critical to the development and care of children in the province. With so many quality educators leaving the field, myself included, decent pay, work/life balance & benefits are also critical to ensure ECEs stay/return to the field.

Quality child care is a turning point in children and families lives. Child care workers are dedicated, loving, reliable and essential in early learning and care. They deserve decent wages and support. There is a child care crisis right now and the government needs to step in to help and protect it.

Universal access. Access for shift workers, secure living wage for childcare workers

That RECEs are essential to the economy, we should be treated as such. There is no excuse for the years of being underpaid, overworked and overseen.

Increase payment

Staff work very hard and deserve more pay and sick time

Many of us are highly educated - I did 3 years of College in the Child and Youth Worker field and 4 years (part-time) in Early Childhood Education. I am also a registered member of Ontario's College of Early Childhood Educators and am committed to providing children with the tools to discover their world through play, building on their curiosity as the foundation to becoming lifelong learners. I have been employed by the same company spanning 3 decades, and have yet to reach \$25/hour even with your \$2 wage enhancement. We need a fair living wage. We were essential during Covid to keep the economy working, without a pay increase! I am not a babysitter- I educate children through play opportunities by engagement, expression, well-being, and a sense of belonging. I scaffold your child's learning, document, plan, integrate activities, attend professional development opportunities and I use a pedagogical approach to learning. At my centre, we believe the children to be capable and competent and therefore respect them as

# RISING UP

## A WORKFORCE AT BREAKING POINT

individuals and plan the curriculum around their interests. By actively observing children at play, we learn about the developmental progress of individual children and what skills and knowledge they are working on. We listen to children's ideas and interests, and connect their curriculum goals with those of the children in responsive and creative ways. Planning emerges from the children's interests and daily life in the program. We use "How Does Learning Happen?" and reference the ELECT document as a platform for guiding our emergent curriculum.

I am now dealing with children who need extra support to develop social problem solving skills because they have not been able to play with other children before attending childcare. Speech issues are on the rise as children can not see our mouths behind the mask to emphasize proper enunciation and mouth position. Parents still have to pay for childcare when their children are sent home to isolate due to covid-like symptoms. I'm sure it is quite costly to run a quality childcare centre with nutritious food, engaged educators, appropriate learning tools, educational supplies and building related costs. Parents pay a lot of money and need government support to maintain a living wage after childcare expenses too.

Fair wages and benefits and move toward a universal system. Do not allow unlicensed home child care providers into the agreement...they need to become a contractor with a licensed home child care agency. Without oversight there is no guarantee of a developmentally appropriate quality, healthy and safe service

ECE's are highly educated and qualified professionals recognized under the College of Early Childhood Educators, we require a minimum 2 year college degree and ongoing professional education. Our wages and working conditions should reflect the level of training and responsibilities of being a RECE.

We are exhausted. We are essential. We feel overlooked. We work everyday and were not recognized. We care about families and children, this is why we work. You needed us and we were there.

Benefits, higher wages, 10\$/day fees for families.

That we deserve this. We work hard, and its impossible for some of us to start our lives or live our lives. Some people live pay check to pay check. Child care workers do a lot and are not paid enough for it

Childcare work continues our society's functioning and holds intrinsic value that is deeply under appreciated. Ontario ECEs perform care work that is undervalued yet essential for our society and future generations.

The first 6 years are the most important for brain development yet the least funded area of life. If you want to have healthy adults you need to have healthy children. Mental, emotional, physical, and spiritual health are vital. Our children deserve better and the people who care for them deserve better.

Early childhood educators are the first steps to school preparation. Childcare programs require qualified staff to give children the best possible start to their futures in school and society alike. For many it's their first experience with peers outside of their families and home settings. These experiences should be enriched with quality, well thought out curriculum, activities and classroom preparations. The only way to achieve this is by paying qualified staff to reflect their college educations and experience as well as funding programs to provide the utmost quality. The sector also needs to bring back support partners to spend one on one time with children



# RISING UP

## A WORKFORCE AT BREAKING POINT

who would benefit from focused attention. Many children in programs require one on one that typically cannot happen with ratios. Example; a preschool program is 1:8 if just one of those children requires 1:1 that leaves the other 7 children lacking the guidance of an educator. Or vice versa that one child is left to wander not having had any meaningful experiences that day.

Increase wages to entice more qualified staff

Educators are skilled workers and deserve to be payed as such. I work 30 hours a week in childcare and supplement my income with physical labour at a warehouse on weekends, to make ends meet. And I pray the warehouse calls me for extra shifts during the week. Otherwise, working in childcare does not provide a living wage for me and my family.

We are as equal as other staff in school board

We are as equal as other educators at school boards

ECE's are not babysitters, children attending childcare and pre-school helps children to build social skills and independence, as well as learning to speak sentences. As a parent, I could not afford to send my children to childcare, I feel my son could have benefited from being in a childcare. ECE's are helping children learn in the childcare environment helping to prepare for their future.

It is long overdue.

Front Line Workers

We help guide the future

Quality childcare is an essential need for children, front line staff deserve a good wage to recognize the difficult and important roles they play in the development of children

Child Care is a profession and not just a job. We deserve to earn decent wages with benefits and a pension.

Our children need qualified educators and quality childcare with enough support, especially with the children coming in who were born into a pandemic

RECE's have diplomas and pay the CECE fees annually. They pour their blood, sweat and tears into this job. Every year the expectations grow, as these educators are trying to be seen as professionals, yet they are treated anything but that. RECE's should not be struggling to get by as they dedicate their lives to providing quality care.

Better Pay

Higher pay needs to happen or we can't afford to live in today's high cost of living. Smaller class sizes or our programs just suck. More preps and time to collaborate with coworkers in order to

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## A WORKFORCE AT BREAKING POINT

achieve common goals and have time to implement them together. We need to be on the same page.

We (RECEs) matter and we make a difference in children and family lives! We (childcare centres) are important and also deserve to be protected. We help make communities stronger.

I want each and every employee of the provincial and federal officials to come work in this field for few months under all same conditions that other ECEs do same money and afford living. So they know how we struggle.

RECE's are professionals, deserve fair wage that reflects their level of education, knowledge and experience

RECE Workers deserve better & competitive wages, more paid programming time & more funds to acquire necessary toys, games & supplies

Fair wages are so important

How hard we work and how knowledgeable we are.

comparable wages to other educators in the province.

I would like better pay and more funding for child care

Working in childcare is not an easy job it is physically, mentally and emotionally draining. We are not appreciated enough.

Childcare workers are the most important people in our education system. We need to retain quality staff to ensure our children are well educated and taken care of. Being an ECE is a more important job then a teacher and they need to be paid equally in the least to encourage more students to follow the program. It's a BIG job with huge responsibilities and they are not recognized at all and that is the main reason for the lack of quality and qualified staff.

They need to provide a respectable wedge. One that recognizes the professionalism and importance of the Early Childhood Educator.

Quality early learning is essential and critical for optimal development, the RECEs and ECEs are professional educators who deserve the respect and dignity of professional salaries and wages. How they teach and serve the child in their care impacts the rest of their life long learning experiences.

The safety of the little lives that we are responsible for and that this is not babysitting. This is educating , this is protecting their future, most marginalized children need these care centres more then ever. We love them , we teach them and we give them the start needed for success going forward into schools. There are so many behaviours that could be taken care of if the supports for a strong start is there.

Children and Educators deserve better. Educators can't afford to send their own children to childcare!

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Higher staff wages that match and recognize the value of work the RECEs do. Wages should be reflective of the current cost of living to ensure staff stay in the field and not use their position as a stepping stone into a better paying job.

I want them to know that infancy and early childhood is the time when the foundations for later life are built and that positive experiences are necessary to achieve a strong foundation. Being an early childhood educator is a noble profession and should be treated as such. Wages should reflect the importance of the role it has in a child's development. Childcare should be available to everyone not just those who can afford it.

Investing in early childhood is never not beneficial to a nation.

The importance of fair pay for qualified staff and the importance of staff stability

Treat us like the professionals that we are!

Everyone whom has any power or say to do anything must choose to do the right thing. I never got into this profession to make huge amounts of money, however making a livable wage would make such a huge impact on my family's planning for the future and piece of mind. We are human beings wanting to get paid what we deserve. I've signed on the petitions, I've contacted MP's, I've done everything in my power. Now, right now is the time to actually do something if you have the power to do so. Talk is cheap.

ECEs require better hours and more day. If you want quality, you need to invest in your people. Better benefits, pensions, and a decent salary.

Better income results in the attraction and retention of staff

We deserve more recognition and to be valued!

A wage increase will ensure that experienced and quality staff stay in the field. ECEs care deeply about their role and work diligently to ensure that all children in their care reach their maximum potential.

When it comes to priority, child care sector and its workers seem to be the least important to the Ontario government. We should be recognized amongst the most essential workers because we are risking our physical and mental health by providing care to these young children. If working parents are keeping the economy running, we are playing a crucial part in it by taking care of their children. We are buried with responsibilities and are accountable for every minor incident but unfortunately we are not fairly paid for the risks we take and care we provide. If one compares the pay between ECEs in school board e.g. TDSB and ECEs in child care, they would see how unfair it is with the ECEs in child care considering the difference in responsibilities and accountabilities. Child care ECEs deserve fair pay and recognition for their work.

We are professionals. We understand child development, the milestones children go through, the theories of child development, how to get help for families whose children are not meeting those milestones, we plan curriculums, have our certification in first aid and child/enfant first aid/CPR. We are gardeners, nurturers, etc. We wear many hats on an average day. WE are also responsible for sending the parents daily communication, but also to document the activities of the day and

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## A WORKFORCE AT BREAKING POINT

the continuous learning that happens. We are in very short supply of supply staff. When staff had covid many of us came in early or stayed to support out programs and cover ratios, getting lieu time instead of pay.

I have a University degree as well as an Early Childhood Education Certificate. I am a standing member of the College of ECE's. I am a professional-not a babysitter (who under the table probably earns a lot more money than I do) Without ECE's there will be parents who are unable to return to work. Single parents rely on us to support them when they return to school so that they can better themselves and get jobs that will support their family. During covid when most people worked from home we went to work everyday to support people in the healthcare field. We weren't even looking after the children n our Centres. Coming into contact with Covid many times. I love my job but I dare you to work a day in my field for the money I get paid.

A decent starting and standard wage grid across the board that includes benefits for all and cost of living comparable wage increases.

If ECEs are essential, their pay and benefits should reflect that.

10 dollars a day!!!!

We need to be paid what we deserve! We teach without the children even realizing it. We teach through play utilizing our third teacher aka the environment. We are outside in all weather providing an enriched learning environment inside as well as outside. We have to pay every year for our licences, cpr, food handling, police checks etc. We are constantly reflecting on ourselves. We have a mandatory 4 professional development workshops to complete a year and on top of all that we have to maintain a working Continuous Learning Plan which is a portfolio of our learning. Those of us who this is our passion our hearts are in the children's development in our care. We care about the four foundations of learning. Wellbeing, belonging, expression and engagement. We write professional documentation on the children and some of us even produce pieces of pedagogical documentation on what the children are learning. We do more than just baby sit as a lot of people say we do. We don't. I do more than a teacher. And thus we as registered early childhood educators deserve respect and to be paid a fair living wage.

# RISING UP

## A WORKFORCE AT BREAKING POINT

### Sincerely,

Tammy O, L3B  
Kim V, M5V  
Cassandra M, M6M  
Simon L, M6C  
Ashley M, K7C  
Ruth M, M1S  
Johanna , K7V  
Maria A, M1H  
Michelle R, N6E  
Christie P, N5R  
Dawn G, L1G  
Paige F, L4J  
Shellie B, K1Y  
Nelly D, M1K  
Colleen D, K8P  
Daad T, L8J  
Kelsii K, L2M  
Nancy O, L9S  
Jessica M, L1S  
Livia M, L4G  
Valentina Z, K1C  
Nucci, L4G  
Kim E, N2H  
Melissa D, N1P  
Kim C, L3Z  
Angela F, L7B  
Cassandra S , L1C  
Cailey D, K0A  
Nicola J F, N0C  
Voula D, M1T  
Lisa V, K7A  
Sara P, K0A  
Denise C,  
Eva M, N2L  
Karen L, K1Y  
Michelle C, K0A  
Stacey S, K1V  
Pam H, N7L  
Allison L , L7E  
Swarnali G, M1K  
Melissa B, N3R  
Shelly K, K9J  
Sonam D, M4S

Nadia K, K2J  
Gina D, P0T  
Keehan K, N1E  
Jennifer C, N8N  
Feba A, T8V  
Colleen D, K8P  
Marcelita A, T8V  
Brenna S, N0E  
Paula T, K2J  
Delphine E, K1J  
Helamdi H, L4N  
Lisa B, L3Y  
Syeda , M1B  
Matthew S, M4M  
Sara W, T8W  
Kenza H R, K2J  
Valeda S, K8A  
T N, N5R  
Tammy D, NOB  
Kelly M, L7P  
Tanya S, L8J  
Nancy G, L4L  
Christina B S , P7A  
Irma M, L0R  
Lauren D, M6N  
Divya H , L7M  
Caitlin A W, TOR  
C H, N5Z  
Ashley C, P7C  
Deborah C, K9K  
Rachel P, N5P  
Chris O, M4C  
Lydia K, K0H  
Erika S, M6N  
Evan M, L9A  
C P, K6H  
Leanne S, L6H  
Antonietta T, N9J  
Gobika G , K6H  
Lara O, M4K  
Louise G, N2G  
Kimberly P, N8N  
Dan W, L0A

Sheryl T, N5W  
Patricia D, M6H  
Alycia C, M2J  
Lorena R, L6H  
Nancy C, L2A  
Marianne B, NOB  
Derek G, K1B  
Shamaila, L6B  
Caroline S, K1S  
Manjinder G, L6R  
Sonita E, M1K  
Laureen D, L9C  
Angela L,  
Christina D, M6H  
Sonia D, L5B  
Jarrett N, N4S  
Nadene A, M1J  
Lesley R, M4P  
Le Trinh T, V5W  
Mona N, L2P  
Maggie H, V0R  
Susan A W, L1N  
Donna L, N1G  
Lorna P, N5X  
Jackie J, L7A  
Crystal T, N7T  
Corynn S, L8V  
Linda M, N0P  
Vicky H, K7R  
Giovanna C, M6H  
Amy T, K9J  
Lucy M, L9E  
Jennifer B, N2M  
Sandra F, P0B  
Charles P, J7T  
Shanice S, L2M  
Manpreet K, L6X  
Amy S, N6G  
Nelía C, M6K  
Vanessa M, K6H  
Veronica M, L4Y  
Nancy C, L9Z  
Turner B, L4M

# RISING UP

## A WORKFORCE AT BREAKING POINT

Osazee C O , M6S  
Amy O N, M5P  
Jaimie D, K9H  
Theresa S, M1N  
Jessica H, K0H  
Tracey S, L4P  
Erika S , M9B  
Taylor R, M4X  
Maryam M, L6A  
Cathy L, K0J  
Dana C, N9Y  
Mary G S, L0R  
Ebuny M,  
Hazel C, M1T  
Lisa D, M1N  
Shawna M, K0L  
Estelle T, K4A  
Alana, L4J  
Sarah R, L1G  
Tameka F, M3N  
Megan B, N3L  
Sharon J,  
Sharon N, K0J  
Harneet K M, L7A  
Jennifer B, K8N  
Rocio M, M6E  
Melissa B, N0E  
Vicky A R , K0J  
Marcia T, M1E  
Kris B, K0L  
Dawna B, P8N  
Layla A, K1J  
Emily H , K7K  
Jennifer B, K8P  
Rachel C, L2T  
Rose D, N6H  
Carolina S, M6J  
Maha A, L5A  
Suhua M, K2E  
Sondra P, L4S  
Danijela T, N6K  
Hadia S, L5R  
Kia P, M3C  
Lara M, L0P  
Jenna T, L6H  
Hailey , NOR  
Preethi J, L6B  
Aliteea R, K0K  
Renata M, L5B

Ashley H, NOR  
Jennifer F, L0R  
Taylor K, K2C  
Rahmat B, M4C  
Julie P, L1C  
Yanhui L,  
Christine A, L0G  
Courtnee T, L4Y  
Kaitlyn A, P7C  
Tracy L, N3A  
Brian W, M4K  
Brandi K, P7C  
Eva Irene P, M4W  
Emily A, N1R  
Sukhjot K, L6Y  
Kaitlyn E, N8M  
Amy R, N2B  
Danielle F, N0P  
Sophia M , L8H  
Crystal C, P6C  
Venessa I, N8N  
Anya K, M5V  
Marlene P, K1G  
Gabrielle F, K9H  
Daphney A, K4B  
Anna S, L6Y  
Jillian D, N7S  
Farveh G, M2K  
Nadia C, L4H  
Mark D, K9H  
Robyn S, L5L  
Nishtha R, L7L  
Wendy M, L2S  
Margarita A, M6C  
Cathy M, K4A  
Daniel S, M1W  
Sarah R, K1R  
Kriesha H, L9V  
Abigail D, M4J  
Trista S, P3C  
Saba T, M6N  
Lily E, L1R  
Nicola J F, N0G  
Ashley C, K9K  
Rachel B, M6H  
Brenda T, M1K  
Celine B M, L9Y  
Sade G, M1S  
Andrea H, N2N

Kristen S, K6H  
Lena, K0K  
Danielle O, L1K  
Anna J, K0L  
Paul D, N9A  
Lynn W, M4L  
Helen P S, L3T  
Janet F, K2B  
Kylie L , L0B  
Gertrude L, M4X  
Martine T, K0C  
Patricia S, L0L  
Cora W, K6H  
Gwen D, L6Y  
Tyra L, L9M  
Debbie M, K8N  
Angela C, POE  
Sarah M,  
Marja A, M4C  
Jo-Ann B, K0C  
Valeda S, K8A  
Alyssa B, K6J  
Nikita K, L6P  
Jane S, K2P  
Ellen F, K0A  
Bernice T, T7A  
Judy R, M5R  
Shelby H, K6H  
Sal M, M1S  
Nicola Ma, M6M  
Tiffany B, N8A  
Andi A, M6R  
Tiffany B, N8A  
Tammy P M, NOB  
Jackie R, L4J  
Holly L, K0E  
Lori J, P1B  
Maya M, M1T  
Lynda L, L6H  
Darlene E, L2R  
Kathryn F, M4M  
A N D, L9A  
Alexxa A J, L9S  
Kelly M, K8N  
Bonnie K, M4C  
Lisa D, L3T  
Amelia M, P1C  
Michelle L, P3B  
Patricia M, N5Y

# RISING UP

## A WORKFORCE AT BREAKING POINT

P L, M1W  
Krista L S , N3A  
Nadia B, M5R  
Cheryl M , R0B  
Natalie L, M1R  
Olutayo L, M3J  
Trisha , M6N  
Philomena O , M3L  
Poorna H J,  
Sue J, L2T  
Peggy M, M6K  
Michele S, L1R  
Gulsen A, L3T  
Soomin C, L6H  
Kimberly M, N6X  
Tanya M L, L3V  
Lama A M, M3C  
Catherine C, K2B  
Amy A, T3B  
Jennifer L, K1J  
Fahmida A, K1Z  
Joanna V, M8Z  
Stothart, K0G  
Shantel S, L7A  
Loretta S, N6J  
Kathleen V, M6C  
Kat L, M6K  
Natasha B, N6E  
Anne Marie D, N5A  
Ellen M, M1V  
Stephen M, L2J  
Jonathan T, K6V  
Abigail W , N0B  
Gracie M, P6B  
Aisha B, M1P  
Lisa W, L6M  
Judith A F, L5L  
Nadine, N2P  
Rachel R, N9Y  
Pui Y, L4S  
Xiangmei F, L3R  
Jennifer K, L3V  
Nosheen M, L7A  
Diane K, L4E  
Mara D, L5M  
Wanda C, K1S  
Kristina P, L9G  
Rebecca S , L8W  
Majd B, K1K

Lacey O, N0C  
Rita M, M4C  
Rob C, M6R  
Farah R, L4Z  
Melanie K, L1G  
Ghislaine A, L2H  
Petr V, K0K  
Sharleen M, L4G  
Nabila A, M2J  
Jephy S, M1K  
Gracr H K, L4L  
Alissa S, L1G  
Jill M, P0B  
Amy F, M5S  
Lea J, L4Z  
Hanah M, K9H  
Suzanne G, K0B  
Saira M, M9R  
Wendy G, N3H  
Montsy B, M3M  
Aislinn S, M2R  
Terri E, P0T  
Jennifer S, K4A  
Chantel L, N0G  
Lydia C, M3A  
No name,  
Shannon S, N6J  
Patricia S, K7R  
Tracey W, K8N  
Laura M, N0L  
Paulette , P3P  
Umme Soniya M, M1S  
Kathryn C, L6R  
Karen M, N8A  
Jason W, M6R  
Kerry S, L3B  
Ember R, M3A  
Dana P, N7S  
Christine D, L1G  
Julie B, K1J  
Charlotte G, L8M  
Valerie M, K9V  
Adriana M, L9S  
Sharon G, M9W  
Angela C, L6B  
Danielle W, M1M  
Marie F, L4N  
Madisyn T, L1N  
Stephany P, L4H

Kristy T, K7P  
Cummins, M1R  
Donna L, L8M  
Stacy K, P3B  
Caitlin M M, L1K  
Giovanna M, M1S  
Dana B, N1H  
Carmen M, P7E  
Aidan M, M6N  
Rose S, M6G  
Lucia C,  
Terence H, M6M  
Tamara T, P3A  
Kendra F, K0G  
Judi C, M6H  
Cassandra L, P3C  
Stephanie C, P3E  
Trisha F, N8A  
Erica S, M4S  
Marlène M, L9Z  
Lisa B, N2J  
Umut O, K1K  
Rebecca S, K1R  
Zeesy P, M5T  
Monica M,  
Chassidy R, L1J  
Katina K, N0B  
Tiffany W, N8A  
Erin O, L1K  
Anna M, K1S  
Pam B, K1N  
Sherona G, L9Y  
Stephanie D, L1L  
Silvia O, T5E  
Bev L, L6L  
Renata H, M4M  
Cyndy G, K2G  
Lucy I, M6N  
Christine F, M6E  
Genevieve V, P0S  
E S W, N2K  
Marcia P, L1K  
Jamie M, P1B  
Janet L, K1Z  
Margaret R, L7M  
Rhianon K, N2E  
Heather L, M6C  
Anna M, K0J  
Yanira P, M3N

# RISING UP

## A WORKFORCE AT BREAKING POINT

Katarzyna S, L5L  
Rachel M, P0M  
Kelley L, K2A  
Fetouh B, N9B  
Valeria Augusta R A S,  
L6X  
Cathy S, P0W  
Emily R, K0L  
Betty N,  
Kathy M, L6J  
Maria A, K4A  
Rose D, L1E  
Mirza A B, L6V  
Sarah K, K1J  
Sarah L, K2A  
Nesrin K, K4A  
Mandy C , M1W  
Jaime F, P7A  
Molly K, K8N  
Taylor Q, L0G  
Davis C, K1Y  
Paramjit R, M9M  
Pia S, V6R  
Tania F, K1V  
Caroline B, N1S  
Partha S, N2P  
Faheemunnisa F, L5M  
Jennifer K, K7V  
Megan R, L9T  
VERA M, L1T  
Cindra P, K7S  
Nicole P, L8P  
Shagufta A, L5M  
Ashley J, N4N  
Tara G, K7H  
Ada Y, L6E  
Kelce M , K9J  
Tara M, L9X  
Hailey , NOR  
Allison O, K0L  
Martina E, K0A  
Dian, E, L1K  
Sukhwinder S, L6P  
Carl Saraphina L, K1J  
Sashi D, M2N  
Holly C , K0L  
Drazena H, L0R  
Natalie U, N3T  
Shanti M, M6N

Stacey L, P7A  
May J, N5A  
Alesha H, L3S  
Katrina O, N3H  
Heather M, L1N  
Tammy, L1W  
Sandra O, L5L  
Rick N, M6E  
Erika B, L8L  
Lily M, M6G  
Jennifer C, L5C  
Rebecca K, L3V  
Ruth P, L9H  
Lisa S, M8Z  
Julie I, M5P  
Valerie T, N1G  
Sophie Doig J, K9A  
Tia M, K8P  
Shirley B, L0R  
Courtney I, M6L  
Angela O, L0M  
Susan M, N1R  
Kim G, K0J  
Stephanie M, K0A  
Danielle R, P7E  
Melissa W, L1R  
Breanna C , K7H  
Karel D, K0C  
Diego B, N6J  
Darlene B, N2B  
Denise M, M4C  
Carol K, N0G  
Reegan G , N0G  
Laura J, L8M  
Anne D, P6A  
Pam F, M5S  
Linda M L, N4S  
Jess M, P7B  
Alvina C, L3S  
Sharon G, P1L  
Ramanreet S, M9W  
Guy E, M6H  
Kathleen B, L0L  
Michelle K,  
Ashley C, N1H  
Ainslie C, K2L  
Nathalie D, K0A  
Maria I, M1L

Melissa A, L9S  
Linda S, L1S  
Samantha J S , M1B  
Jane E M, K9J  
Pamela P, K9V  
Amanda R, K9V  
Melissa R, P0M  
Lorraine G, L7M  
G. Susana D, L8H  
Abir A, K2G  
Ruth C, K9J  
June H, M4C  
Sarah P, K1S  
Sean H, M1L  
Jennifer S, M1N  
Alisha C, L0C  
Doreen N, L7M  
Caitlin C, K6V  
Manueliza P, K2J  
Neil Y, M5T  
Nikki L, L1X  
Louisette C, K6H  
Mary G, L4E  
Andy K, M4C  
Masooma A, L6S  
Marlina H, L7C  
Carrie M, K0L  
Judith P, L6K  
Sehee P,  
Bronwyn S, P8T  
Judith A T, K9V  
Esther Lorraine W, L6J  
Nicole L, JOX  
Kim D, L7G  
Kayla B, K9H  
Allan T, N5A  
Heather S, L9P  
Ishaa Chopra , M1C  
Lina V E, L3K  
Tammy P, K9J  
Branka C, M6H  
Rebecca M , L7M  
Sandrine M A, L6X  
Jill K, M9C  
Cozette C, M3J  
Nicola L, K9H  
Hedi G, K2J  
Otilia D P,

# RISING UP

## A WORKFORCE AT BREAKING POINT

Victoria W, N5Y  
Aimée Kacou, K2L  
Missada Joseph M J,  
K2M  
Sandra D, N2K  
Muskan D, L6W  
Lucette F, L2T  
Kamille, K0A  
Stephanie , K8A  
Rosario D, M1W  
Natacha R, K0A  
Carrie M, K0K  
Tina D,  
Cesi D, M9A  
Heather D D, N4K  
Michelle C, K9V  
Noiles W, L2S  
Dawn L, S0K  
Reena R, L1S  
Martha A, L1C  
Sarah K, L6S  
Nabouka A, K1K  
Emily ,  
Lakhwinder D, L0G  
Farnia M, L4G  
Carolyn F, N2H  
Piper N, P7B  
Janice A, A1C  
Lyne M, K1G  
Maria C, M5S  
Debbie , K2H  
Mary W, N5Y  
John H, L1G  
Zahra E, L3Y  
Pepper W, K0M  
Annita R, N9E  
Sara M,  
Kaitlaïnd T, M5A  
Leanne H, N0G  
Terry K, M5A  
Amy R, K0J  
Emily T, P6C  
Nadia G, M4E  
M.M,  
M.M - repeat? ,  
Teresa M, N0L  
Delia, L5C  
JYP,  
Barbara D, K1G

Anita P, P0T  
Jade A, M6P  
Misty M, NOR  
Wendy , K0A  
Maureen M, NOP  
Alanna T, K0A  
Sherig D,  
Rena R, L6W  
Hailey S, L0K  
Jamie L, M5P  
Ellie B, K1J  
Shannon B, N3T  
Shahpar A, L1N  
Karly S, P7A  
Joanne H, M1N  
Jiny C, M2J  
Shelley B, N0L  
Brittany C, K8V  
Sarah F, M4X  
Melissa D, K0L  
Sally S, L4E  
Pat D, LOR  
Aleesha M, L6R  
Mona H, M2N  
Mary L, L4E  
Mariana G, L4E  
Ellen J, L3T  
Lauren R T, L1C  
Melanie D, K9L  
Mary Lou C, P3Y  
Yunfan L, K9J  
Frances A, K1S  
Pauline M, K1J  
Dev E, P7G  
Nicole P, M2J  
Genevieve W, P3P  
Jamie S, M4J  
Ashley W, K9V  
Farzana B, L1T  
Janis L, KWH  
Linda C, N5V  
Lynn C, P9N  
Carrie D, K0L  
Teresa A, L4E  
Tom B, N8N  
Janice M, L8M  
Rachel F, M6G  
Kelly M, L4G

Tim N, M6H  
Linda S D, M5S  
Hai H, M6H  
Rosia J,  
Sheri C, L3M  
Stephanie K, K2J  
Natasha R, N6G  
Jade D, K6J  
Britney B, L3V  
Victoria B, K1R  
Ora M, M6H  
Chris H, L6H  
Shania W, K0H  
Norma G, L6H  
Paula A S, K1K  
Amanda D L, L4C  
Anya G, K0J  
Sham S, M9V  
Kaiti C, K0M  
Christina A, L6J  
Louise B, L6J  
Lee S, M6H  
Mary H, K0M  
Tanya E, K0M  
Faryl K, M4S  
Melissa C, K0M  
Lipi P, M6H  
Sarah H, K0M  
Jesse P, L3V  
Marlene W, K0M  
Jenna C, K0M  
Chantale V, K0M  
Avery B, K0M  
Barbara K, M6G  
Tara C, K1Y  
Falon L, N0R  
Alexandra T, K0K  
Eleanor H, L8P  
Maggie B, M4J  
Amy B, M6H  
Maha Z, K1S  
Judith S, V6K  
Sulan C , K0K  
Putli,  
Maria H, M3A  
Preeti G , M9V  
Cathy W, K1Y  
Margaret B, L5N

# RISING UP

## A WORKFORCE AT BREAKING POINT

Binh K, V5M  
Anne-Marie E W, K9J  
Courtney R, N0A  
Sharon P, K2C  
Katharine B, N0A  
Katie L, N9J  
Naixin C,  
Eva F, M4C  
Anatoliy Z , R2M  
Farzaneh D S , M2K  
Marissa G, L1K  
Dajael A, M1R  
MSB, M4Y  
Beverley R, N0H  
Ashley P, M8V  
Chelsea M, N3T  
Louise L, K6J  
Brandy B, K8A  
Erin M, L3X  
Lyne M, K6H  
Jody C, L1E  
Melissa M, K6H  
Larisa N,  
Tanya R, L1C  
Annita R, N9E  
Bryna B, K0C  
Jenn A, K9K  
Jennifer D, M1B  
Caroline J, L5A  
Cassandra D, K6H  
Gina P, K6J  
Carole S , P2B  
Aafka E, N8A  
Angeline M, M2N  
Taylor S, K6V  
Linda B, N5  
Angela Q , K2H  
Elysia L, K0G  
Angele, K0A  
Terri P, M6R  
Marie H, P6B  
Karla D, K0H  
Jennifer T, L3K  
Charissa L, K7L  
Tiffany H, N8A  
Jessica A F, N2M  
Daralyn Rae C, R7N  
Morn A, K1K  
Julie V, N3T

Michelle B, N0N  
Jennifer W, K1L  
Christine L, L3Z  
Amber K, L8V  
Melissa S, N4G  
Lawrence D, H9S  
Corrie G, K2M  
Catherine P, K2A  
Brenna S, N0E  
Sam H, K1T  
Jane K, K7K  
Alexander C E, L9N  
Ashely M , K1Y  
Vicki B, M5S  
Colin J A, L1C  
Bailey C, M4K  
Tanya A, L9N  
Leah K, K7G  
Maureen L, M1N  
Jeff M, K0H  
Amy B, K7C  
Karen F, L1Z  
Nadine A, K2J  
Margaret H, L5L  
Asha B, M6B  
Amy S, L8P  
Suzanne P, K7P  
Chandra P, K2H  
Lesley M, K0J  
Deb O, L1G  
Anne K, M5A  
Aloysius M, M1S  
Laura C, N1G  
Paula F, K1R  
Camila C, L7M  
Sara T, N6J  
Valerie H, K0L  
Annabel M, N7T  
Dwayne E K, L4G  
Zhen C, K1E  
Yvonne C, N0L  
Pamela H, L1R  
Sal B, L5H  
Spencer R, M5A  
Brooklynn, L0M  
Charlyn M, K4B  
Megan S,  
Sanaz S, L4E  
Sharlene I, T2N

Katelyn M, K6J  
Madison L , K8P  
Judith H, L6M  
Christina S, K9H  
Dina M, M9W  
Zeinab B O, L4N  
Daniel G, M6R  
Branden H, L6Y  
Tabetha S A, N8A  
Alex W, N8A  
Judith H, L6M  
L B,  
No name,  
Louna B,  
Ana D, N2L  
Ashlee B, P3C  
Angelica M, P3A  
Kimberley N, L6J  
Reagan B, K0E  
Rebecca S, N2H  
Siddika S, L4B  
Jean M G, L6L  
Sylvia S, K1R  
Carmen C, P0M  
Martha F, M5R  
Kristen F, N5P  
Kiana E, K0E  
June W, L7L  
Diana W, L6X  
Angela B , K2J  
Carley S, K0L  
Judy R, L6M  
Anne P, M8V  
Virginia K , M6H  
David F W, M4Y  
Beth R, L6L  
Christina B, K1T  
Huילang L, M9C  
Corrie E ,  
Anna B, K0L  
Jill A H, P2N  
Shandy R T, N1E  
Vera G, M1V  
Natalie M, M6H  
M D, M3C  
Xingao L, M6K  
Rosemary M, K9V  
Morgan M, M6C  
Farzana R, L5L

# RISING UP

## A WORKFORCE AT BREAKING POINT

Sonia J, M1E  
Rhonda R, P1A  
Becky A, K8R  
Iolanda F, M9V  
Sarah A, K6H  
Shellie B, K1Y  
Kate P, P6A  
Eileen R,  
Corona L, M1T  
Lorrie B, N8A  
Carol,  
Tina V, N8A  
Jacqueline L J , K1C  
Trina M, L1E  
Etleva V, M4R  
Kaitlyn T, KOE  
Susana D, NOP  
Casey D, K1R  
Alicia S, M9V  
Hayli N, M6J  
Richard P, M6J  
Angèle F, P7G  
Kelsey M, K6H  
Fran D, L9N  
Kathleen T, M1M  
Sandra Y V, L9T  
Emily D, M5A  
Jennifer S, P7K  
Kara P, N6H  
ilse K, M6E  
Anusiya J, M1S  
Sanja T, M6P  
Deena L, M5S  
Anni J, K2L  
S T , M3J  
Janice D, P4N  
Johanna M, K7V  
Melissa J, K9J  
Rebecca R, L9Z  
Alyssa R, L4N  
Deborah D, K7C  
Zeynep S, L6V  
Michelle K, N0C  
Stephanie C, J9H  
Nish D, M2J  
Nancy C, L9L  
Faith M, K9H  
Jessica B, K0L  
Adrienne R, M3H

Karen A, M4C  
Shandi T, T2Z  
Colleen S, K1T  
Karen G J, N3H  
Eva L, M5S  
Eleanor T, K2A  
Sandy N, M2N  
Therese B A, M6R  
Danielle C, M4P  
Ashley G, K0K  
Deanna B, K7S  
Grace B, M2R  
Rebecca K, L3V  
Denise C, K0A  
Claire S, M4G  
Bert F, N1C  
Asia S., K0K  
Rod W, L6V  
Huma S, L5N  
Trinity H, L1P  
Jennifer L, K9H  
Amanda R, NOB  
Rianne M, K1S  
Andrea T, L3M  
Mary C, M6P  
Dorothy M, L1Z  
Blanca P, K1H  
Ashley N, L3V  
Karen N, N7M  
Kayla R, L9V  
Marita B, N9J  
Theresa B, K0L  
Peggy J, K7K  
Alex C, K2B  
Debbie B, L3B  
Diana M, N5Z  
Emily D, K4R  
Caitlyn G, NOK  
Terrence C, K0J  
Robert M, L3C  
Lois M, M1B  
No name,  
Jan M, L4P  
Susan C, K0J  
Kirsty M, L1E  
Nadine T, L5N  
Jackie D, K1Y  
Jonathan M, L1N  
Sheema O, M1G

Su L, M1L  
Julianne H, B3K  
Rohini V, L7A  
Betty S, K0M  
Cara O,  
Lucia C, K9V  
Leona S, K6J  
Syrena B, M6H  
Josée C, K0A  
Racquel Charles J, M6B  
Sandeep , T6X  
Kristine R, L9V  
Maryanne Z, N5A  
Tammy F, K1B  
Davileen R, L7G  
Emma S, N1K  
Jessica W, K9K  
Tania M, L1R  
Brenda W, N0G  
Lynn H, L4P  
Kristin H, L0R  
Stephanie , LOA  
Joshua E C, M4E  
Michele V, S0H  
Tammy K, L0E  
Lori P, N2R  
Heather M, M5G  
Sami P, M4E  
Mary B, M6H  
Melanie, L0L  
Sabrina Z, L4B  
Hina A, L1V  
Susan R, L1C  
Agnes L, L4E  
Hamila P, L4B  
Fasiha K, L4Z  
Lidia W, K1R  
No name, N1K  
Tammy G, N1K  
Alexis W, K9J  
Jie B, M1T  
Rhonda P, K9J  
Amanda T, K0L  
Prachi P, L1V  
Anne H, K9H  
Karen D, K9L  
Quinn S, K9J  
Sarah D, K0L  
Christina F, K9H

# RISING UP

## A WORKFORCE AT BREAKING POINT

Emily K, K2C  
Sumana D, M9N  
Nancy W, N6B  
Anamaria R, K1B  
Christine M, M4C  
Ann C, L0A  
Maryam, L4B  
Sylvie W, K6H  
Minal R, M9V  
Maria V, L4L  
Dipti B, M1P  
Sheauna B, N7L  
Rheannon M, L1E  
Alyx H, N6J  
Sarah R, N3P  
Elizabeth J, L6P  
L A, L5B  
Linh T, K9J  
Melchora M, M1K  
Inas K, K9H  
Tanya L, K0J  
Kylee D, K9H  
Riley A, L0A  
Caroline G, L0L  
Brittany T, L1V  
Stella P, K1T  
Kayleigh R, K2C  
Sara H, M6H  
Nana Y, M6H  
Krystelle R, L3C  
Ling F, T5T  
Sara-Lee W, K0C  
Adam D, M6H  
Rani S, M6H  
Nixole K, M6R  
Sapna D, L5B  
Ryan L, M6H  
Maxine F, T4P  
P T, L4B  
Anistetis D, L9A  
Gillian R, M2H  
No name,  
Laura T, P1B  
Sumi L, M6H  
Tessa B, L1E  
Omatie M, M9B  
Ana V R, V3C  
Lisa L , N8A  
Sebastian D, N7L

Karen, K0M  
Jacqueline J, N1A  
Maureen R, M5P  
Vanessa M, N2C  
Sheila O, K9H  
Lindsay J, K0M  
McKenzie W, N0M  
Michelle N, N2P  
Lina P, N6A  
No name,  
Nancy Q, L5R  
Regina C, M1T  
Shannon J, N0P  
Laura H, L1R  
Brandie C V, K4A  
Cherylyn P, K9V  
Jill K, L5L  
Jenny M , L6Y  
Gillian B, L9T  
Jenny M , L6Y  
Taylor A H, N2H  
Susan L, M9A  
June B, L6B  
Rosa M, N2E  
Randi G S, V0N  
Anita L, K6H  
Marina , M6  
Shannon H, K9A  
Lisa L, S7H  
Robert F , L4C  
John C, N2L  
Amanda Z, N1C  
Bao Bao D, L5B  
Lynn J, L1N  
Nicole C, N0B  
Janet L, N0B  
Victoria P, L1E  
Olivia N, P0X  
A E, K1K  
Karen C, K0E  
Nicole K, M3C  
Keshia , M3N  
Sara S, K8A  
Vanessa D, L6X  
Sheryl J B, L7A  
Fay F, M6G  
Francine J, P0M  
Heather F, N1R  
Bailey R,

Lindsay B, K9H  
Ashley , K0K  
Kristyn-Ann J, K9V  
Cheyanne Q, K9V  
Heather P,  
Danuta W, K0H  
Neda S, L4C  
Lynda M, P7E  
Josh C, L1C  
Gina S, L4C  
Wendy B, M1P  
Jessica B, L1J  
Kathryn D, K1R  
No name,  
Alison M, K7K  
Kelsie P, L3Y  
Jeanette K,  
Terri B , K0L  
Maureen C M, N2H  
Kara Dell, K9V  
Mei-Hsin L, L6A  
Angie A,  
Brigitte F, B2G  
No name, K6H  
Bernadette P, L1Z  
Alice , L8V  
Sarah M, N9B  
Sarah E, N8R  
Susan G,  
Amie R, N8S  
Barbara V, L9G  
Xiu C, L3R  
Michelle V, K1K  
Courtney M , K0L  
Rina D G, L4K  
Samuel D, K9H  
Cheryl T C, N0P  
Kathleen B, K7R  
Marcie A, K0H  
Mary U, M6W  
Emilie C, N0P  
Anna M, K1C  
S H, K1R  
Laura B, K0A  
Deanne C, N0P  
Audrey L B, N7L  
Kimberly W, N3L  
Tasneem, Y, L9T  
Sasha V-L, K2C

# RISING UP

## A WORKFORCE AT BREAKING POINT

Jennifer K, K0K  
Lisa M C, K0A  
Jamie S , NOR  
Brittany C , K7H  
Mackenzie K, N9V  
Cindy T, N7M  
Margaret A, L6K  
Sabah A, K6H  
Nikita L , P3P  
Angie O, L1P  
Shareen T, M5B  
Robert R, N8S  
Diane L, M8Z  
Manuelyn, K1L  
Lana C,  
Monica P, K0L  
Liza A, M9V  
Robin Z, K4K  
Jackie C, K0K  
Chloe H , N2L  
Lynn P, K6H  
Bana T, L4B  
Laura L, POM  
Milena G, K2G  
Anne Marie R, N8T  
Celine M, L4N  
Rida F, M1E  
Minseo N, M6A  
Kristan T, N3H  
Sabrina J, L3Z  
Tama M, N2P  
Mariella D, T8V  
Mandy, L6K  
Brittany A, K6H  
Jill W, L0A  
Mary D, N3C  
Tammy G, P6B  
Jilian D, P3L  
Maggie C, L6C  
Chelsea G, N8A  
Lama B, K2H  
Heather K, L6S  
Tori F, L3V  
Darlene F, N8A  
Susan C, K0G  
Leslie B, M2N  
Janet L, K6J  
Paulina H, L7C  
Cathy D, L9V

Corwin K , L1K  
Wenqi D,  
Ekam M, L7A  
Barbara L, M6H  
Carol J, N6A  
Rachel B, K7C  
Anne B, K0J  
Noreen F, L4T  
Rafaela M, L2R  
Emma K, M6K  
Joey E, L7R  
Lucille S, K4A  
Jessica A, K9J  
Suveera A, L5M  
Megan M , K0L  
Ryan M, K0L  
Insia K, L4C  
Karen B, K0L  
Anna, L1T  
Greg B, K0L  
Heidi J O, K1Z  
Pamela K, K1K  
Carley R., K7R  
Rob M, K0L  
Patty J, T5K  
Rachel S, N4S  
Ruthnie L, K1J  
Leandra M, M6A  
Wendy B, M6E  
Aisha A, L6Y  
Diane H, K1R  
Anikha S, L7A  
Jessica A, K8P  
Deborah K, N9H  
Benjamin G, M6G  
Miriam E, M4E  
Urszula M, K1G  
Rebecca H, K7K  
Kumud N, M9A  
Linda L, V8N  
Marie Michèle T,  
Rhonda M, N0G  
Suzanne M, N0L  
Sylvia S, K1Y  
Mensa J, K1J  
Marika M, K1V  
Göran W, V6G  
Diana F, L8G  
Mary H , K0K

Trish T,  
Kate F, K7S  
Vicki B, M5S  
Adriane P, M6M  
Suzana M, L4Y  
Chad C, V5N  
Steve K, M5V  
Hope W, K9H  
Jenia F, M6H  
Lisa, L1G  
Donna A B, N2T  
Terrence C, K0J  
Stef I,  
Jessica F, P0N  
Andrea G, K2G  
Helen P S, L3T  
Miriam E, M4E  
Aswathy S, T8V  
Norm M, M6J  
Brittany A, K1R  
Jane Elizabeth H, N8H  
Zubaria B, M6C  
Megan M, K1J  
Kira B, J9B  
Janet M, V8R  
Jacqueline B, K2P  
Silvana M, K0M  
Fadak K, N8W  
Joan D, T8V  
Bélyse N, K1K  
Kristyn D, K0L  
Malak S I, K1S  
Stefanie S, N1T  
Laurel R, M6G  
Michael B D, L0K  
Christine P, M6E  
Kristie H, V4N  
Kirstie R, L1G  
Kayla W, L8L  
Christine Z, M2R  
Claudia S, M4C  
Haidi M T, L6H  
Amber Y, M4C  
Angela C, P7A  
Anita C, M4C  
Emily R, M6G  
Wijitha S, M1B  
Deb B, N4K  
Donna K, K1E

# RISING UP

## A WORKFORCE AT BREAKING POINT

Olivia R, L1H  
Hui Z, M2N  
Shannon T, L1T  
Claudia O, K9V  
Rose-Laure V, K1N  
Masika I, K1N  
Jusselle W, S0H  
Jessica F, K2V  
Lynn R, K0L  
Elizabeth K, K9J  
Melissa S, K9L  
Bianca W, K9H  
Bendt J, L3Y

Ann I, M6R  
Shakerea M, K0M  
Laura L, P1A  
Jocelyn C, L5B  
Cindy C, K0L  
Qijun C, K4A  
Stephanie B,  
Cindy,  
Jini G, K9H  
Emily R, K9H  
Tanya B, K9J  
Morgan G, K9V  
Treina G, L3M  
Taylor R, P3P  
Melanie W, K9V  
Brunella A, L5M  
Corrie D, N7G  
Carmel G, M1E  
Cait, N8A  
Tammy C B, LOA  
Tracy M, L0E  
Meghan G, K0L  
Patricia Anne J, N0A  
Carrie J, L3Z  
Mila T,  
Insook S,  
Miranda, L1G  
Carolyn H, K6H  
Julie Anne L, L1E  
Maria A,  
Sheila C, M4T  
Minoo G, L3T  
Oana N, L3Y  
Lisa H, K0H  
Saadia I,

Donna B, M9A  
Allison W, K0A  
Daniela J, L6K  
Bonnie D, L1E  
Pam R, M1C  
Salma K, M1C  
Nasrin A, M2P  
Cathy C, N1H  
Margaret B, L5M  
Kowsil R, L5N  
Elizabeth B, L4N  
Jing J, L4J  
Haji Muhammad Saeed A,  
549

Asem A, M5B  
Julie,  
Shannon M, L8K  
Michelle A, M9A  
Neetu M, K2G  
Francine R,  
Donna L M, K1G  
Dominique S, M5B  
Faten N, L2G  
Pam H, V8Z  
Rhonda C, L1M  
Dominic P, V8G  
Judith B, L8S  
Alyssa R, M9C  
Shelly M, L9W  
Monica W, N0N  
Tehreem Fatima K, L5B  
Alisha E, K9H  
Shokoufeh T, M4R  
Gail G, P7B  
Amanda Q, K1R  
Penny C, K2A  
Janna K, K0A  
Magali R, M4J  
Holly D, K0K  
Toi, K1V  
Betty L, L6A  
Megan L, L0A  
Devinn B, K1Z  
Julianna B, L8G  
Jennifer G, L7G  
Hina T, M9M  
Donna Y, M4L  
Norm I, L6M  
Maria B, M5T

Kevin M, L9M  
Jeremy R, N7M  
Courtney L, L0A  
Christa H, K1H  
Emilee S,  
Madison, N0N  
Paula M, P7E  
Melanie C, L7N  
Sharmane G, M2R  
Aleesha M, L6R  
Tina B, NOP  
Josephine P, P7C  
Leila A, L8J

Pippa S, N2A  
Irene O, M6M  
Shannon G, K0C  
Shawnae L, P7A  
Jodi Z, N0M  
Sarah M, L8H  
Jacquelyn L, N4Z  
Harley L, L9A  
Robin K, N3W  
Kristy S, L9B  
Autumn C M S, N0H  
Wanda G, K7A  
Pam D, N3S  
Sushant A, M3J  
Krysta P, K9J  
Kathy C,  
Jane M, K9J  
Lisa M, N0R  
Kristin, N9V  
Cherylyn P, K9V  
Linda L, M1S  
Isabel M, L5L  
Tessa T, L1C  
Stu F, M6H  
Annette M, K2H  
Paige, N1H  
Alysa B, L3P  
Mina B,  
Ana C, N2K  
Ashley H, N0R  
Amy S, M5V  
Elizaveta Y, M6H  
Georgina R, N2A  
Jessica T, M4J  
Kim B, K9V

# RISING UP

## A WORKFORCE AT BREAKING POINT

William H, K9J  
Hannah W, N0A  
Huma A, L4B  
Nathalie B, POM  
Justine H, N0P  
Muna Q, K1V  
Jessica R , K2E  
Sahra, K1G  
Regan Y, K1N  
Stella Anne N, K1Z  
Mollie G, J9J  
Jessica S, L6H  
Carolyn S, K9H  
Marisa M, N9V  
Jenna S, N0P  
Zhen, M1N  
Briana M, N8H  
Adam D, N1E  
Jennifer J, K2G  
Melanie W, P7K  
Deanna D, N8N  
Angeline M, M2N  
Anila, L1V  
Mariam K, L1W  
Nasrin C, K1K  
Kelly G, K0L  
Catherine B, M6H  
Robert I, N8N  
Leeann V , N0R  
Nimet K, M3C  
Anna C, L8E  
Amanda B, P7E  
Jessica O, K0L  
Michelle M, L0K  
Kevin G, L0M  
Cynthia C, N0G  
Dennis C M,  
Kelly W, L1V  
Amanda C, N1H  
Sadaf H, L4S  
Jennifer O, L3V  
Carrie H, L8V  
Darlene R, N0G  
Esther T, N7T  
Michele G, L3X

Emily M, N2L  
Carolyn C, M5A  
Giselle A, M1P  
Heather B, N1G  
Gail S, K2M  
Jayshri P, M1E  
Sadia M, M2J  
Tanya F, N8R  
Rewa E, L4G  
Fouzia S, L3Z  
Peggy H, M4K  
Lena C, L6S  
Kayan G, M9M  
Rosa S, M5P  
Masooma N, L8S  
Donna B, N2T  
Melissa A P, L8G  
Farah P, L8E  
Rebecca V, N3A  
Casey H, L0S  
Andrea B, L9M  
Catherine K, K0M  
Christina B, K2C  
Vicky G, L7L  
Shelley , N0L  
Lacey N, N5W  
Jennifer N, N6B  
Jane V, N6B  
Melanie K, K1C  
Erica C, K1W  
Stephanie R, N5Z  
Lara M, K1B  
Michelle B, K4A  
Debbie N, M1B  
Jessica L., L7A  
Natasha B, N6E  
Kimberly B, L2A  
Karla V, M6L  
Holly D, N5A  
Nathalie B, K1J

Cynthia W, M4K  
Ashlee G, L0M  
Karen R, L0G  
Liz S, L4Y  
Heidi M, M4C  
Lindsay B, L4N  
Rachel S, L3M  
Tracy B, L1T  
Wendy G, N3A  
Darlene E,  
Stephanie B, L6H  
Susan W, K1H  
Elizabeth G, N5M  
Kassidy G, L0G  
Katie H,  
Susan Z, L9A  
Kiana Z-K, N1I  
Nicole W, K8N  
Renee A, K1V  
Kayla E, K1J  
Desiree C, L2S  
Karen G, K0L  
Amy M, N6J  
Keaghan, N2B  
Angela C,  
Caroline H, K7C  
Karen W, L0R  
Amanda T, P6A  
Lindsay O, L0S  
Candace, L2V  
Camila C, L7M  
Sheralyn F , L4N  
Jacqueline K. , N9V  
Jenny D, L4G  
Saria Tanjim, M1L  
Jessica N, P0S  
Melanie P, N5Y  
Ruby C, L6V