



**Manitoba Child Care
Association**

**Recommendations to the
Government of Manitoba**

From

The Manitoba Child Care Association

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**Presented to the
Hon. Gord Mackintosh,
Minister of Family Services & Housing**

September 2008



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1. That MCCA's research based Market Competitive Salary Guideline Scale for Group Child Care Centers (indexed to reflect provincial average weekly earnings for 2008) be funded by the Government of Manitoba as the minimum wage base for full and part time child care centers, and that:

- funding to support wage adjustments must be provided to eligible programs by the end of 2008 based on the market competitive minimum wage base, and paid retroactively to April 1, 2008. This would be a shot of optimism for the current workforce who urgently needs to see meaningful evidence of a brighter future in the child care profession.
- that the minimum wage base be indexed annually to reflect Manitoba's growth in the average weekly earnings to ensure child care wages remain competitive.

2. That a review of family child care incomes be conducted and adjusted, to ensure provider income is competitive and high enough to be an incentive for unlicensed caregivers to become licensed and existing providers to remain licensed.

3. That the pension plan be available in year two of the Five-Year Agenda for Early Learning and Child Care, (2009) and that it include recognition for past years of service so those who have demonstrated loyalty are recognized for their contributions and have the opportunity to retire outside of poverty.

4. That licensing of new spaces ramp up according to the availability of Early Childhood Educators. MCCA recommends there must be enough Early Childhood Educators to meet the needs of the licensed child care system by 2011.