



Manitoba Child Care
Association

45th Annual General Meeting

(1st Annual Virtual AGM)

Thursday, June 18, 2020



Manitoba Child Care
Association

MCCA – a year in review





Manitoba Child Care
Association

Pre-COVID

&

Mid-COVID





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January





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February





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March



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What: MCCA has developed a general petition.

Why: To address the current challenges being faced in Early Learning & Child Care in Manitoba.

When: The petition will be open from February 22 – March 22, 2019; please ensure that all completed petition forms have been delivered within this time frame.

Who: The petition can be signed by anyone who cares about Early Learning & Child Care – ECEs, CCAs, FCCPs, Board of Directors, parents, community members, your family and friends, your local grocery clerk...anyone!

Where: Completed petitions must be mailed or dropped off in their original state* to MCCA @

2nd Floor, 2350 McPhillips Street, Winnipeg, MB R2V 4J6

(*We cannot accept photocopied, faxed or scanned copies.)

Other things to know about the petition:

- A minimum of 15 signatures is required for the completion of the petition;
- All names and addresses must be legible;
- A new page is required for every 15 signatures;
- Do not use the reverse side to add additional signatures;
- Check marks, ditto marks or similar wording are acceptable for address designations;
- All signatures must be original and not copied pasted or otherwise transferred;
- No one person may sign on behalf of another or on behalf of a group; and
- The right of petitioning the Manitoba Legislative Assembly does not extend to non-residents of Manitoba.

If postage is an issue, please contact MCCA for support. Any other questions about the petition? Email MCCA's Executive Director, Jodie Kehl, at jkehl@mccahouse.org

TO THE LEGISLATIVE ASSEMBLY OF MANITOBA:

The background to this petition is as follows:

1. Early Learning and Child Care programs in Manitoba require increased funding to stabilize and support a system that is in jeopardy.
2. Licensed not for profit Early Learning and Child Care programs have received no new operating funding in over three years, while the cost of living has continued to increase annually.
3. High quality licensed child care has a lasting positive impact on children's development, is a fundamental need for Manitoba families and contributes to a strong economy.
4. The financial viability of these programs is in jeopardy if they cannot meet the fiscal responsibility of achieving a balanced budget as all operating expenses continue to increase.
5. The workforce shortage of trained Early Childhood Educators has continued to increase. Quality child care is dependent on a workforce that is skilled and adequately remunerated.
6. Accessible, affordable and quality Early Learning and Child Care programs must be available to all children and families in Manitoba.

We petition the Legislative Assembly of Manitoba as follows:

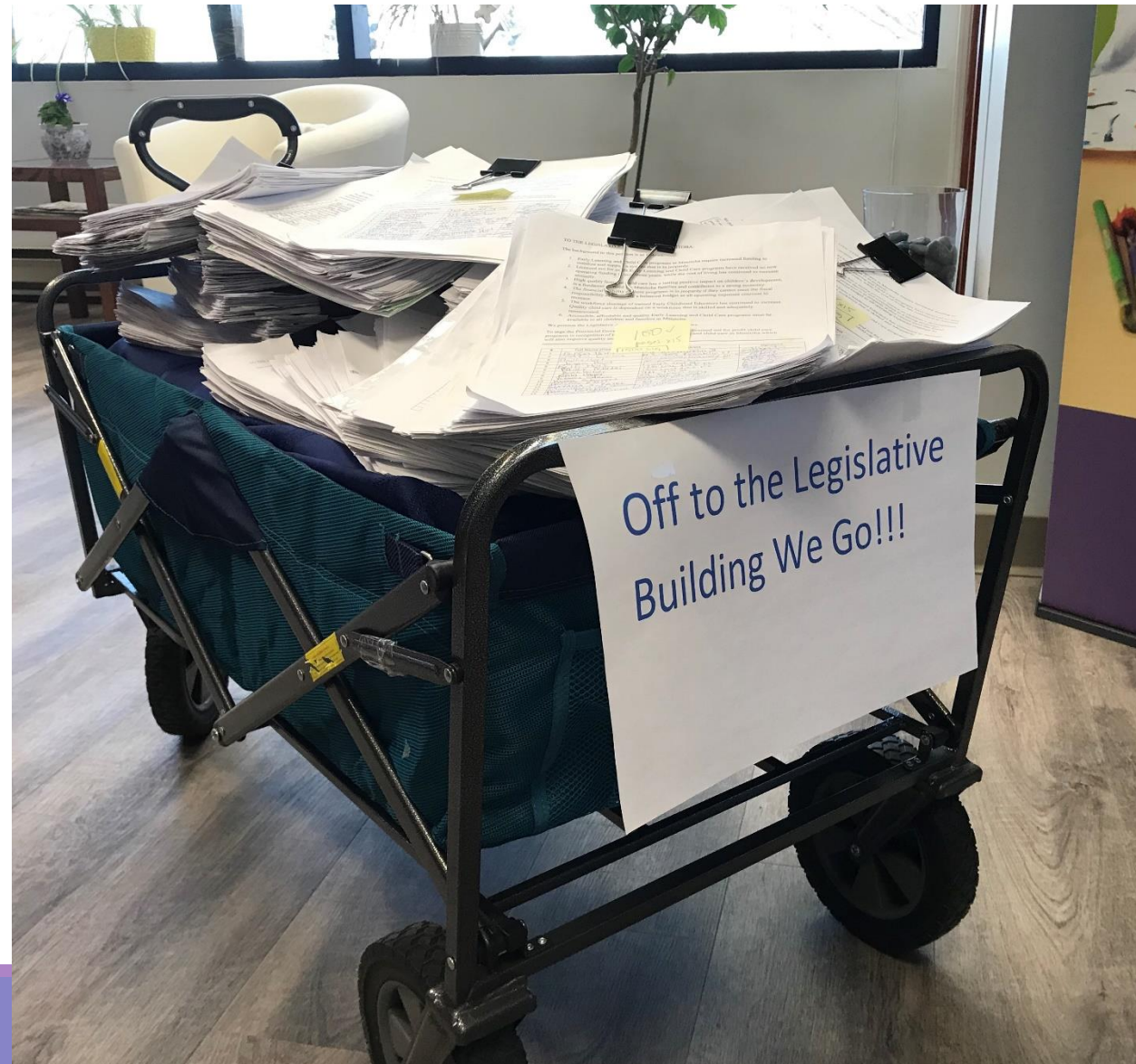
To urge the Provincial Government to increase funding for licensed not for profit child care programs in recognition of the importance of early learning and child care in Manitoba which will also improve quality and stability in the workforce.

#	Full Name (Please Print)	Address	Signature
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April





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April



28



28

28



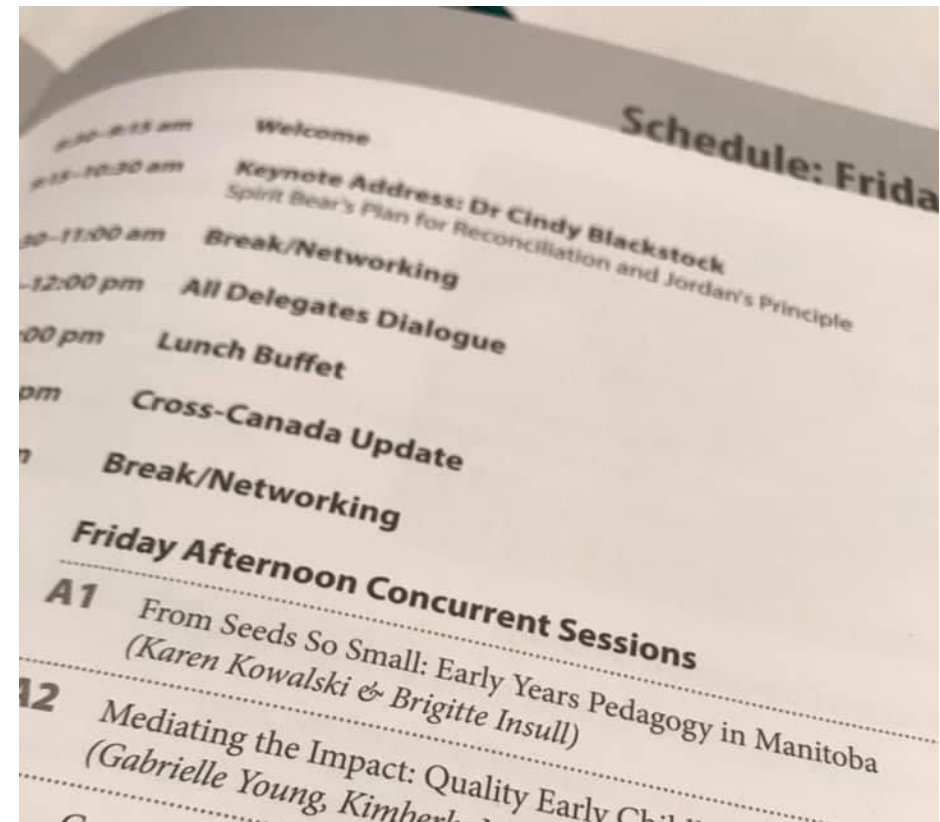
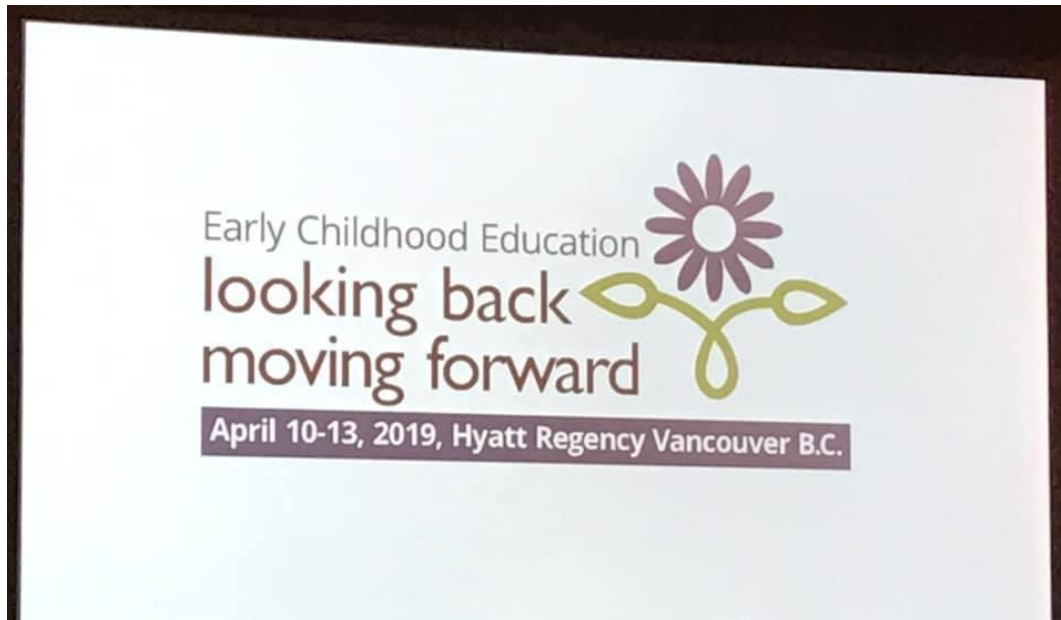
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April





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May





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June





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July



August



August





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September

MCCA'S 20th Annual Directors Conference

Creating a
Culture of
Caring

September 26 & 27, 2019

Lakeview Gimli Resort
Gimli, Manitoba





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October





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Market Competitive Salary Guideline Scale

For Early Learning and Child Care Centres, 2019 - 2020

What is a Market Competitive Salary Guideline Scale (MCSGS) and why does MCCA continue to index it?

The purpose of the MCSGS is to answer the question "how much should an ECE earn?" MCCA hired People First HR Services to analyze the education, skills, and abilities required of Executive Directors, Early Childhood Educators and Child Care Assistants. They used the job descriptions in MCCA's Human Resource Management Guide for Early Learning and Child Care Programs and recommended salary ranges competitive with other jobs that require similar training and responsibility. The MCSGS provides employers with a guideline for establishing fair compensation, and a logical structure that ensures equity between positions. MCCA continues to index it annually so that it remains current. It is used as part of our advocacy work in recommending adequate funding for a high quality early learning and child care system.

What's new for 2019 - 2020?

There has been an increase of 2.5% from the Market Competitive Salary Guideline Scale 2018-2019 to reflect the compensation forecast for the not for profit sector, based on research conducted by People First HR Services.

The first research based Market Competitive Salary Guideline Scale was published by MCCA in 2007. Ten years ago, the recommended salary range for an ECE that works directly with children was \$15.00 - \$18.75 per hour.

How much do ECEs currently earn?

In 2016, MCCA engaged Probe Research to conduct a survey of MCCA members. Respondents reported they have on average 14.5 years of experience in child care and their average hourly wage by position is: Director: \$30.69 Supervisor/Assistant Director/Team or Unit Leader: \$22.03 ECE: \$18.38 CCA: \$12.93

The current average for all positions is below or slightly above the recommended starting salary for all positions. For example, current average hourly earnings for an ECE is \$18.38, however the recommended research based starting salary is \$19.85 per hour.

What do the levels mean?

Level 1 is the salary scale minimum. It is appropriate for someone who meets the educational requirements but lacks the required experience and some of the necessary skills. Level 5 is the salary scale maximum and is the end of the scale. It is appropriate for someone who meets the educational requirements, and is fully proficient in the job. Increments are earned based on length of service, high quality performance, or both, depending on the policies of the centre as developed by the board.

Do child care centres have to pay market competitive wages to their employees?

The board of directors of each child care centre is responsible for determining compensation for their employees. MCCA recommends the boards of directors adopt the current or most affordable salary guideline scale as the minimum salary range for all employees, and to compensate all employees at a level appropriate to their educational credentials and years of experience.

How can the MCSGS be used?

The MCSGS helps ECEs and CCAs know what compensation to look for when seeking employment. The board of directors or centre administrator will find the MCSGS helpful when establishing a fair wage scale for employees, when budgeting, and also when trying to recruit new employees. MCCA provides the MCSGS to government to encourage improvements to child care compensation, enhanced funding, and as a solution to address the recruitment and retention challenge. School divisions, child minding organizations, ECE training institutions, unions and other provincial child care organizations also refer to the MCCA wage scale as it is the only research based salary scale for the child care workforce in Canada.

More information about the MCSGS, including other wage scale options, is available on our website www.mccahouse.org under Advocating for Quality.



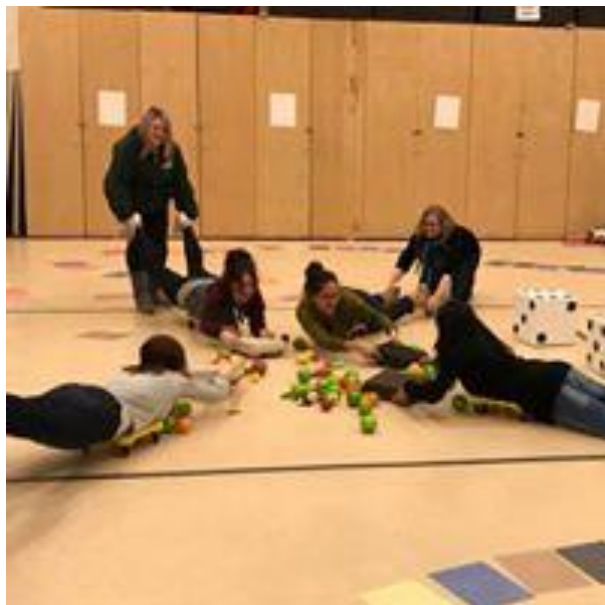
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December





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MCCA values

Professionalism

Committed to respect, ethical practice, integrity, current knowledge, expertise, consistent quality, high standards and best practices.

Inclusion

We seek understanding of the impact of cultural and generational differences on our current and future work and membership.

Connection

MCCA communicates and shares information among its members and with the community. We are a trusted source of mentorship, education and knowledge.

Influence

Reputable and credible as a leader to further the interests of our members and Manitoba families.

Inspiration

A point of connection and belonging for members. We are committed to the growth and development of our profession.

2019 Membership

Full and part time child care centres:	534	*(74%)
Family child care providers:	366	*(81%)
Full and part time ECEs:	1819	*(56%)
Full and part time CCAs:	1208	
Students:	73	
Associates:	110	

Total members 2019: 4110

(*Percentage Of total in MB, based on 2019 ELCC Annual Report)

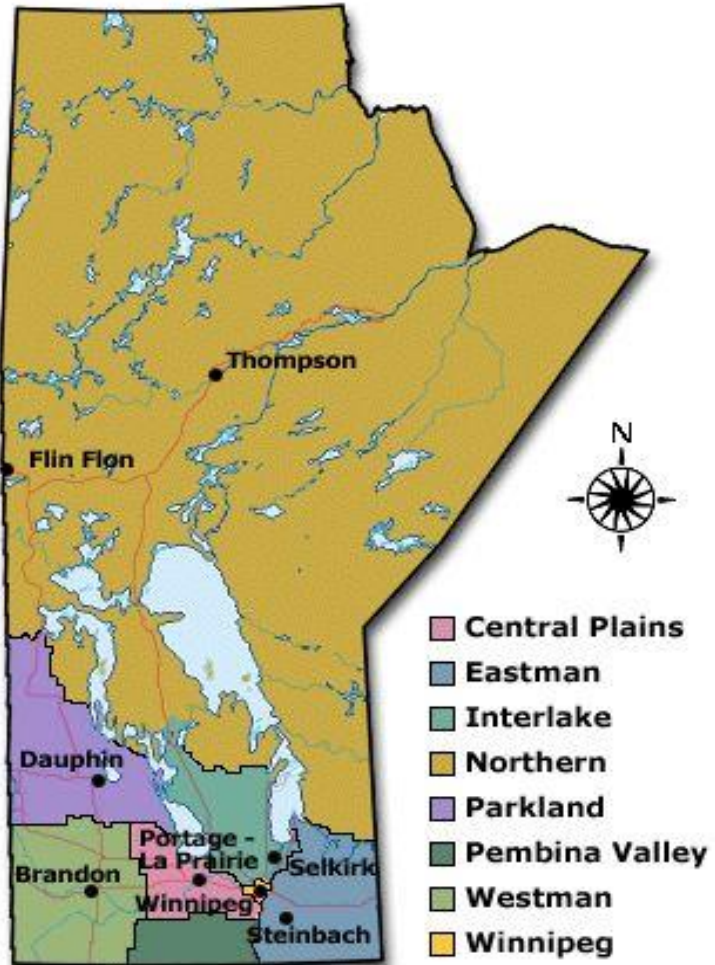


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Regional Branches

MCCA provides enhanced support for rural
members



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The Manitoba Child Care Association



@manitobachildcare

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MCCA Staff



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Miigwetch!

Thank You!



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Coming in 2020 -

Can you spell
PANDEMIC!?!?!?



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Any Questions?

