

**ENDING
THE
INJUSTICE!**

**UNITING
FOR
EQUITY!**



HOME CHILDCARE
PROVIDERS

WE ARE...

- Home childcare providers caring for an average of more than 90 000 children between the ages of 0 and 5. We make up the largest network of subsidized childcare providers, along with the CPE network.
- Professionals dedicated to child development, meeting the rigorous requirements set out by the ministère de la Famille.
- HCPs offering childcare services in a warm family atmosphere, providing educational activities, nutritious meals, healthy lifestyle development, and more.

WE'RE AN INTEGRAL PART
OF THE CHILDCARE
PROVIDERS' NETWORK.

WE ARE
ESSENTIAL!



WHAT THE GOVERNMENT IS OFFERING US

- Increases in subsidies amounting to \$0.14 per child per day for each of the first two years of an agreement; that comes out to an annual increase of \$197 per year for six children, which is not even close to matching the rate of inflation!
- As of 2017, they would add December 26th to our 25 days of paid time off.

THE DEMANDS THEY'RE REFUSING TO GRANT US

- Advantages equivalent to those they've already granted to CPE echelon 1 educators, who are currently entitled to 13 more paid leave days than us.
- What they granted to more than 500 000 government employees, CPE workers, paramedics, and others in 2014 and 2015: a 3% pay raise.

WHAT THEY'VE GIVEN OTHERS

- Increased remuneration ranging from 2 to 10% for medical professionals in 2015 (\$1.2 billion over 8 years).
- Proposed salary hikes of between 14 and 41% for members of Quebec's National Assembly!

The government will be impoverishing HCPs by reducing their revenues. Many will be forced to cover rising operating costs themselves. Others will choose to close and join the private sector, which will weaken the network of publicly-funded childcare providers.

**WE REFUSE TO
BE TREATED DIFFERENTLY.**

WHAT WE'RE ASKING FOR

- That the government respect the law on the representation of HCPs,* specifically when it comes to ensuring full pay parity with our comparator, CPE educators, meaning:
 - A 5% yearly increase in subsidies, the equivalent of 13 paid leave days, to bring us up to the total 38 days CPE employees are entitled to.
- The same pay raises granted public sector employees: 2% on April 1, 2014, and 1% on March 31, 2015, with raises in pay linked to growth in the nominal GDP also granted for this same period.

* An Act respecting the representation of certain home childcare providers and the negotiation process for their group agreements, and amending various legislative provisions

**OUR DEMANDS ARE LEGITIMATE
AND REASONABLE.**

WE WANT RESPECT.

WE DEMAND EQUITY!

