



Garderie Bernadette Child Care Centre
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Friday, November 5, 2021

To the members of the Bernadette Childcare Centre Board of Directors,

As a union whose members use and benefit from services provided by the Bernadette Childcare Centre, we are writing to express our concern with the current working conditions of the early childhood educators you employ and the Board's ongoing attempt at undermining their efforts to unionize.

We are cognizant of the need for the Bernadette Childcare Centre to update, and in some cases formalize, its existing policies and procedures to be in-line with recognized best workplace practices and the continued absence of adequate resources to support the mental and physical wellbeing of staff members.

We are equally troubled by the constraints put in place by the Board that serve to limit more collegial and effective staff participation in the organization's decision-making. As the professionals who are responsible for realizing the day-to-day mission of the Bernadette Childcare Centre, their experience is invaluable to the Centre's proper functioning. To this end, they need to be actively implicated in any and all decision-making affecting its operations

Early childhood educators are trained professionals who provide an essential service to our community. They have worked tirelessly under significant pressure amid the COVID-19 pandemic. Their working conditions are intimately tied to both their capacity to deliver the best possible childcare service and to the experiences of the children in their care. They require fair and equitable working conditions that ensure their safety and promotes their overall wellbeing. We urge you to voluntarily recognize the Bernadette Workers' Union and to bargain fair and equitable working conditions for its members.

Sincerely,

Susan Spronk
APUO president