



Regional Municipality of Waterloo

Community Services Committee

Minutes

Tuesday, March 22, 2016

12:30 p.m.

Regional Council Chamber

150 Frederick Street, Kitchener

Present were: Chair G. Lorentz, L. Armstrong, E. Clarke, D. Craig, S. Foxtan, T. Galloway, D. Jaworsky, H. Jowett, K. Kiefer, J. Mitchell, J. Nowak, K. Redman*, K. Seiling, S. Shantz, S. Strickland, and B. Vrbanovic.

Motion to Reconvene into Open Session

Moved by K. Kiefer

Seconded by S. Foxtan

That Committee reconvene into Open Session.

Carried

Declarations of Pecuniary Interest under “The Municipal Conflict of Interest Act”

E. Clarke declared a pecuniary interest with respect to items 5.3 CSD-CHS-16-07, New Service Agreements for Early Learning and Child Care Service Providers, 6.2 CSD-CHS-16-04, Early Learning and Child Care Cost Analysis, and 6.3 CSD-EIS-16-03, Social Development Programs Annual Grants 2016 due to her employment with the YWCA.

K. Seiling declared a pecuniary interest with respect to item 6.3 CSD-EIS-16-03, Social Development Programs Annual Grants 2016 due to his wife’s volunteer work with the Woolwich Counselling Centre.

Delegations

- a) Jill Smyth, CUPE National Representative and L926 Negotiating Committee, re: Living Wage

Jill Smyth appeared before the Committee to request that the Region support custodial employees at Wilfrid Laurier University. A copy of the [presentation](#) is appended to the original minutes. She noted that stable and good paying jobs are important for a healthy community. The employees are concerned about having their positions contracted out.

The Committee expressed concerns that this issue is outside of the Region's jurisdiction and thanked J. Smyth for the presentation.

Consent Agenda Items**Request to Remove Items From Consent Agenda**

Item 5.3 CSD-CHS-16-07, New Service Agreements for Early Learning and Child Care Service Providers was removed from the consent agenda

Motion to Approve Items or Receive for Information

Moved by S. Foxton

Seconded by H. Jowett

That the following item be approved:

- That the Commissioner of Community Services be authorized to sign, on behalf of The Regional Municipality of Waterloo, an agreement with the Federal Government of Canada or Ministry or agency thereof, to provide funding for the Local Immigration Partnership in the amount of \$294,061 for the period April 1, 2016 to March 31, 2017, with such agreement to be in a form satisfactory to the Commissioner of Community Services and the Regional Solicitor;

And that the Commissioner of Community Services be authorized to sign, on behalf of the Regional Municipality of Waterloo, agreements with agencies or consultants, as determined by the Commissioner of Community Services from time to time, to support the implementation of the Waterloo Region Immigration Partnership Community Action Plan for the period April 1, 2016 to March 31, 2017, subject to receipt of Federal Government funding as outlined in report CSD-IP-16-02, dated March 22, 2016.

And that the following items be received for information:

- PHE-IDS-16-02, Infectious Disease and Tuberculosis Control Program Report (2012-2014)
- PDL-CUL-16-04, Region of Waterloo Museums 2015 Highlights and 2016 Planned Initiatives

Carried

CSD-CHS-16-07, New Service Agreements for Early Learning and Child Care Service Providers

Moved by S. Foxton

Conflict:
E. Clarke

Seconded by H. Jowett

That CSD-CHS-16-07, New Service Agreements for Early Learning and Child Care Service Providers be received for information.

Carried

Regular Agenda Resumes

Reports – Community Services

CSD-CHS-16-06, Proposed Regulatory Changes to the Child Care and Early Years Act

Moved by K. Seiling

Seconded by B. Vrbanovic

That the Regional Municipality of Waterloo provide input to the Province regarding proposed regulatory changes to the Child Care and Early Years Act as noted in Appendix A as outlined in report CSD-CHS-16-06, dated March 22, 2016.

Carried

CSD-CHS-16-04, Early Learning and Child Care Cost Analysis

Conflict:
E. Clarke

Nancy Dickieson, Director, Children's Services, provided a presentation outlining the costs of Early Learning and Child Care (ELCC) within Waterloo Region. A copy of the [presentation](#) is appended to the original minutes. She explained that the report was written to respond to questions that were raised during the service review and the recent budget process. N. Dickieson advised the Committee that staffing costs represent the largest part of the operating budget for ELCC providers. She also explained that as the system manager, the Region is working on identifying the barriers that prevent families from accessing licenced ELCC.

2094018

*K. Redman entered the meeting at 12:51 p.m.

The Committee discussed the rates currently charged by the Region and how they compare to the quality of care that is provided. N. Dickieson noted that increasing costs could lower enrollment, resulting in less revenue. Douglas Bartholomew-Saunders, Commissioner, Community Services, stated that one of the indicators of quality child care is the stability of staff. He noted that staff could provide further information on the indicators of quality child care.

The Committee agreed that a further discussion on the rates charged for ELCC by the Region would be appropriate. D. Bartholomew-Saunders noted that further information can be provided on the indicators of quality childcare, including salaries and the rate of staff turn over. He also stated that staff will provide an additional report on pricing options for the Committee to consider prior to the discussion of the 2017 budget.

Received for information.

CSD-EIS-16-03, Social Development Programs Annual Grants 2016

In response to a question from the Committee, D. Bartholomew-Saunders explained that this envelope of funding is under review to determine whether a grant process is the most effective method for allocating the funding. A report will be presented to the Committee in May 2016 providing a recommendation for how to change the process for the future. The Committee agreed to address the grants for the Woolwich Counselling Centre and the Kitchener-Waterloo Young Women's Christian Association due to the conflicts.

Moved by J. Mitchell

Seconded by S. Strickland

That the Regional Municipality of Waterloo approve grants of \$13,829 for the Woolwich Counselling Centre and \$33,763 for the Kitchener-Waterloo Young Women's Christian Association (YWCA) as outlined in report CSD-EIS-16-03, dated March 22, 2016.

Carried

Moved by J. Mitchell

Seconded by S. Strickland

That the Regional Municipality of Waterloo approve the remainder of the Social Development Programs Annual Grants as outlined in report CSD-EIS-16-03, dated March 22, 2016.

Carried

2094018

Reports – Planning, Development and Legislative Services**PDL-CUL-16-03, Public Art for the Cambridge Centre Transit Terminal**

Rob Horne, Commissioner, Planning, Development and Legislative Services, thanked Councillors Jowett and Mitchell for serving on the jury for the project. He also thanked the City of Cambridge Arts and Culture Advisory Committee for their participation in the process. Kate Hagerman, Cultural Heritage Specialist, provided an overview of the artwork that was selected and gave an example of one of the pins that will be used in the piece.

In response to a question from the Committee, K. Hagerman stated that the artwork will be functional throughout the year.

Moved by K. Redman

Seconded by J. Mitchell

That the Regional Municipality of Waterloo approve the selection of Pin Art by Mr. Ken Hall as the public artwork for the Cambridge Centre Transit Terminal, as described in Report No. PDL-CUL-16-03, dated March 22, 2016.

Carried

Information/Correspondence

- a) Council Enquiries and Requests for Information Tracking List was received for information.

Next Meeting – April 12 2016**Adjourn**

Moved by K. Kiefer

Seconded by L. Armstrong

That the meeting adjourn at 1:22 p.m.

Carried

Committee Chair, G. Lorentz

Committee Clerk, T. Brubacher

SUPPORT GOOD JOBS AT LAURIER
DEPUTATION BEFORE COUNCILLORS OF
THE REGIONAL MUNICIPALITY OF WATERLOO
MARCH 22, 2016

Good day Council Members and Guests –

My name is Jill Smyth and I am a National Representative with the Canadian Union of Public Employees and I wish to speak to council members about plans at Wilfrid Laurier University to implement contracting out of current job duties.

Before you dismiss me as a union rep overplaying what you may believe is a bargaining matter between union and employer, let me assure you that this issue should concern Council and everyone who cares about building fairness and equality where we live.

Because the loss of these jobs represents yet another strike against the good, stable jobs that help our communities prosper, and another step on the road to precarious, unstable and low-paid work that keeps too many of our community in poverty.

The *Ontario Economic Update 2016* has reported that the Kitchener-Waterloo job growth has been led by education, health, accommodation and food services as well as construction but employment dipped 1.1 percent in the regional cities in 2015.

Wilfrid Laurier University is a major employer for the Region of Waterloo which includes faculty, support staff, food services, grounds, custodial, trades and management. Laurier has elected to contract out services within their employee groups. The new Global building will be cleaned using an estimated 9 contracted out custodians. Currently, Laurier is using contracted custodial services in their rental buildings and these custodians are provided by Bee Clean. Bee Clean

employees assigned to Laurier are mostly women, many are immigrants and they are paid \$13 per hour and receive no benefits or pension.

The Region of Waterloo prioritized three key issues to fight poverty which are transportation, affordable housing and low incomes. The Region's anti-poverty campaign states "the bottom line – we can't afford poverty." And yet, according to the *Canadian Centre for Policy Alternatives* study, Kitchener-Cambridge-Waterloo was the worst city to live in when it comes to the gender wage gap. These cities have one of the larger wage gaps of the 25 cities measured: women make 66% of what men make overall. Contracting out cleaning services at WLU will only add to this disparity.

Women's poverty rates are higher than average in the tri-cities and the gap in men's and women's levels of poverty is larger than average with 11 percent of men and 16.5 percent of women living below the Low Income Measure.

Sixteen dollars and five cents, that is the rate of pay identified as a living wage for the Region of Waterloo. The contracting out of services at Laurier does not contribute to improving lives in the Region nor does it provide an income to sustain families.

The custodial classification at Laurier consists of 67 hard-working employees who receive good wages, benefits and pension. The majority of these custodians are women and they need their jobs to sustain themselves and their families. When the Global building opens, the "Peters" building will be closed causing 3 full-time permanent custodians to be laid off with no chance to be recalled to work as Laurier has no plans to transfer these employees to the Global building.

The unionized custodians at WLU are the front line workers at the university. Students trust them and are comfortable approaching CUPE 926 employees when they have questions or need assistance. Our members are well trained, maintain high standards of safety and cleanliness and are familiar with the campus and all the services Laurier provides. Students recognize these custodians as they see them every day in their uniforms and know that they are engaged in the campus community and the work they do is not "just a job" but their careers and they are proud that their work contributes to the high standards of Laurier.

Meetings recently held with the student council at Laurier have indicated that the majority of students are pleased with the services provided by our custodians and agree that students will approach our staff for assistance when they are in need.

When employer's use contracted out employees it significantly reduces the quality of employees, specifically, hiring of experienced employees, lack of control regarding criminal checks, level of training in regard to health and safety requirements, and lack of accountability to the university campus community.

Wilfrid Laurier's plans will mean the loss of 12 full-time good paying jobs within this employee group and this number does not include the recent reductions of staff in 2015 from CUPE, faculty, staff and food services employee groups and this is just the start of their plans to cut Laurier staff.

The Canadian Association of University Business Officers has completed and made available two reports, that being, *Deferred Maintenance at Canadian Universities (an Update May 2014)* and the more recent (March 2015) *Canada's Universities: Cost Pressures, Business Models and Financial Sustainability*. Both these reports indicate that universities have re-directed maintenance funds from their operating budgets to meet other needs which has caused a "mission critical" situation that requires significant reinvestment for deferred maintenance. Ensuring the highest level of standards to maintain infrastructure is a necessity and should not be reduced further into "unkempt neglect" by using contractors.

The university's leaders must remember that they are guardians of a public institution and they run their university using primarily public funds. The role they have in our system of higher education and in our community is a public one. Precarious low paying jobs do not benefit our communities but diminish them. The *Ontario Economic Update* states that labour force growth in Kitchener-Waterloo slowed in 2015 but that 2016 is showing full-time employment up nearly 2 percent with part-time down. We all need to continue this trend not just with our new light rail system and improved housing options but with ensuring good jobs are available for the future.

Laurier's proposal to eliminate stable, decently paid jobs with precarious low paying ones will not benefit our communities; it will diminish them.

For that reason, I am asking the elected representatives on Waterloo Regional Council to hold Laurier accountable for the way its decisions will affect our Region. I urge Council via notice of motion to send a message to Dr. Max Blouw, President and the Board of Governors at Wilfrid Laurier University, demanding that they **not** contract out but instead maintain good paying jobs in the community. To uphold their responsibility to employees and to support not just the students and their successes by attending at WLU but to demonstrate leadership by providing opportunities to work with dignity.

Thank you for your time and attention.

Response to Dr. Max Blouw, President WLU from Professor Don Wells, McMaster University on the topic of Precarious Work

Dear President Blouw,

Thank you for your response. I appreciate your effort to protect the job security of existing custodians. However, your intention at this point is to outsource custodians' jobs by attrition. I also appreciate your desire to examine alternatives to this contracting out and would like to offer some considerations in this regard.

You note your concern to find ways to raise productivity. There is considerable research indicating that in many cases improved wages and working conditions are associated with 'efficiency gains' which help employers to offset higher wage costs with cost-savings in other areas. These efficiency gains include:

- Lower turnover
- Reduced training costs
- Lower absenteeism
- Lower sick leave
- Improved employee morale and commitment
- Less labour-management conflict
- Higher quality work

As well, employers who brand themselves as ethically responsible often gain reputational benefits. This ethical branding includes social responsibility to employees and to the community. Social responsibility to employees is not compatible with cutting commitments to them and treating them and their families as disposable. As one of Canada's great universities and as an anchor institution in Waterloo, Kitchener and Brantford, Laurier's employment policies also have important impacts on these communities, all of which are already weakened by precarious employment. Were Laurier to outsource the custodians' jobs, these communities would only be further weakened.

These days we are all aware that we live in an age of increasing job precarity and social inequality. The Poverty and Employment Precarity in Southern Ontario (PEPSO) project is a SSHRC-funded project by researchers, including myself, from several universities including Laurier. PEPSO researchers have found that 44% of working adults are in precarious jobs. They conclude that job precarity can negatively affect our ability to build stable, fulfilling lives, as well as our ability to develop a competitive workforce. This world of precarious work is adversely affecting more and more of us, especially our youth, and not least our students.

Finally, Laurier has an important commitment to social justice. Laurier's official vision is to instill "the courage to engage and challenge the world in all its complexity." It calls on us to "become engaged and aware citizens." Its guiding principles are "responsible governance" and "community citizenship." My family and I strongly support these Laurier values, and one of my children is a student at Laurier. I have friends and colleagues at Laurier who are proud to work at a university that espouses these values. I am sure similar pride in these values is widespread among Laurier's staff, students, faculty and alumni. Many of them must find it difficult, as I do, to understand how these values can be reconciled with contracting out the custodians' jobs.

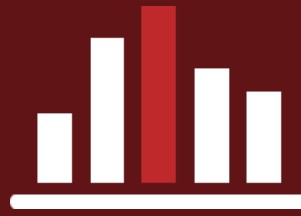
I hope these considerations are helpful. As someone who has been a labour studies scholar and a community advocate for many years, I urge you to seek a better alternative to contracting out the custodians' jobs.

Sincerely,

Don Wells,
Professor
School of Labour Studies
and Department of Political Science
McMaster University



Access



↑
3%
INCREASE

ELCC Cost Analysis



Affordability

Encouraging
Use of
Regulated
ELCC

Availability



Region of Waterloo
Community Services
Committee
March 22, 2016

20% of
Income

Availability

Infant Rates

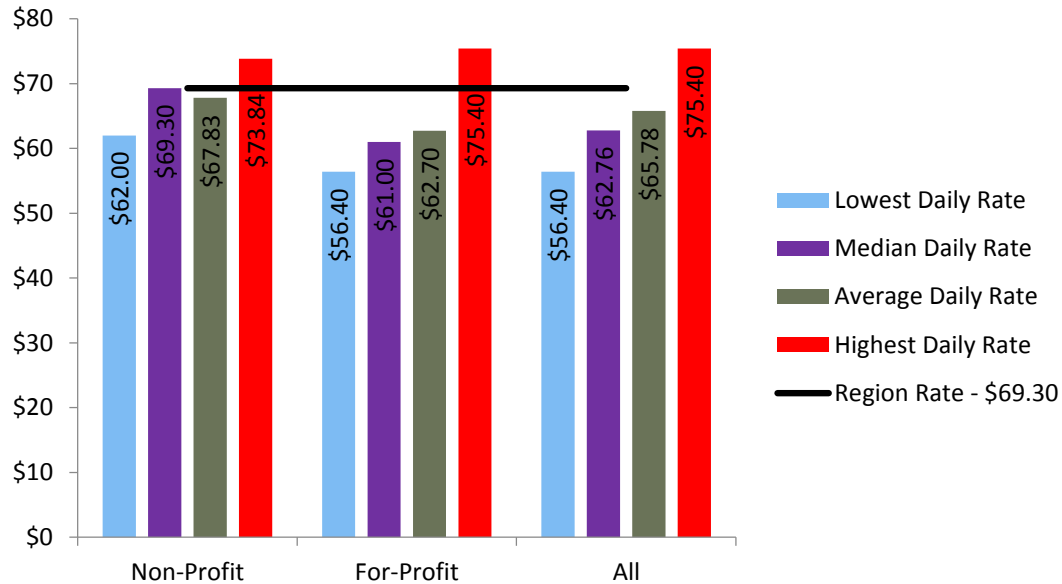


Affordability



**\$14,100 -
\$18,750 per
year**

2016 Full-Day (>6 hrs) Infant Child Care Rates by Head Office Type



Access

Availability

Toddler Rates

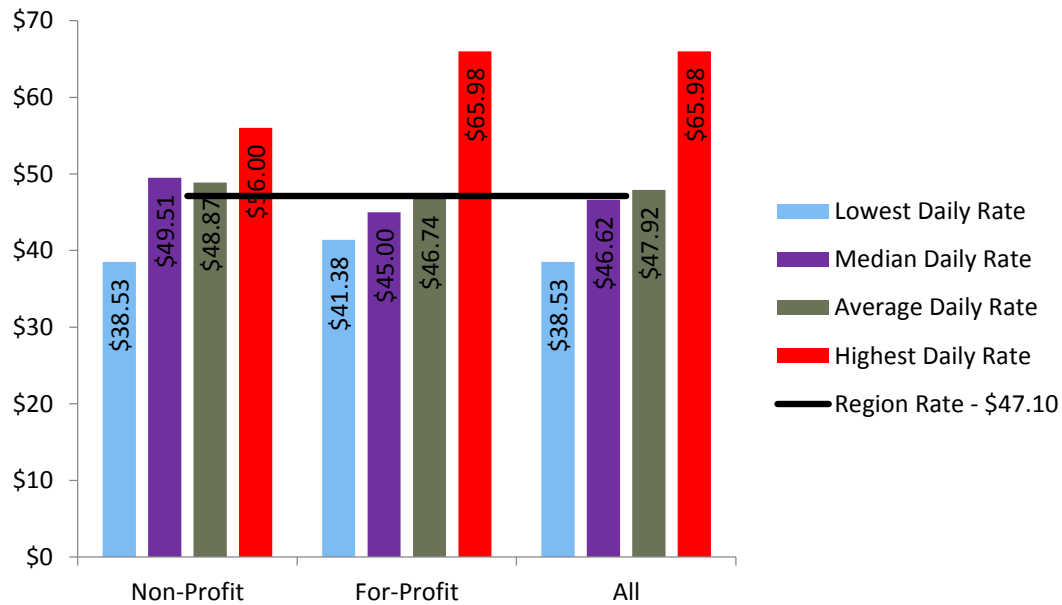


Affordability



**\$9,633 -
\$16,495 per
year**

2016 Full-Day (>6 hrs) Toddler Child Care Rates by Head Office Type



Access

Availability

Preschool Rates

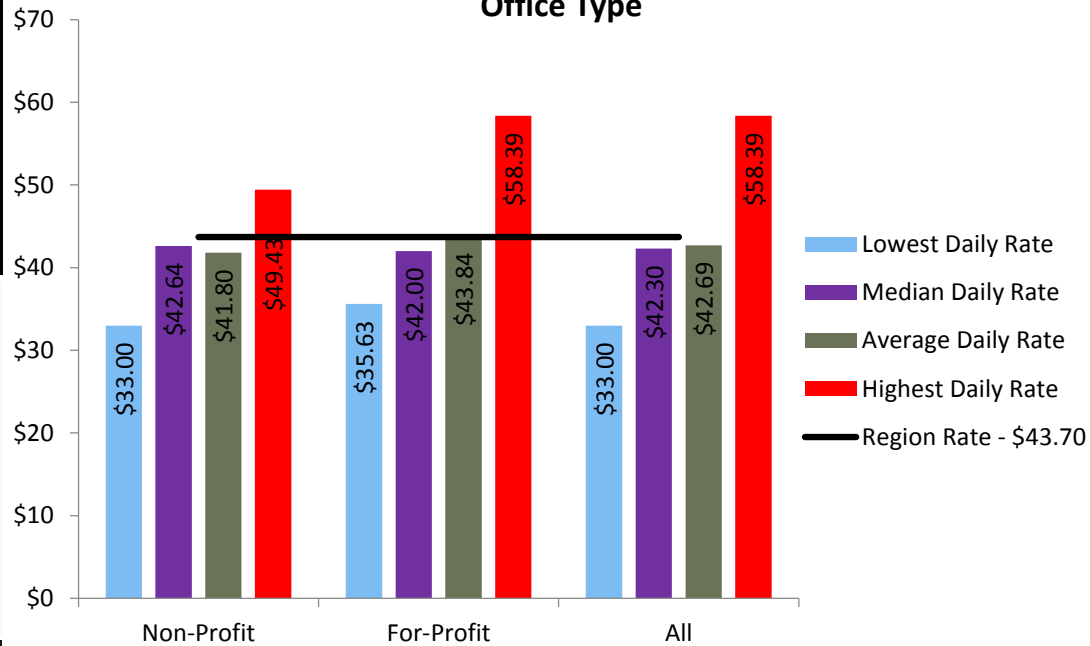


Affordability



**\$8,250 -
\$14,598
per year**

2016 Full-Day (>6 hrs) Preschool Child Care Rates by Head Office Type



Access



Consult

Strategize

Plan

Support

Parent engagement strategy
ELCC Consultations
Assets & barriers
Needs assessment

Strategic approach
Utilization issues
Environmental scan
System map

ELCC Service Plan 2016-2020
Strategies
Priority areas
Solutions
Growth strategy
Link to development

Priority funding
Base Operating Funding
Cost Reduction
Information Evaluation & monitoring

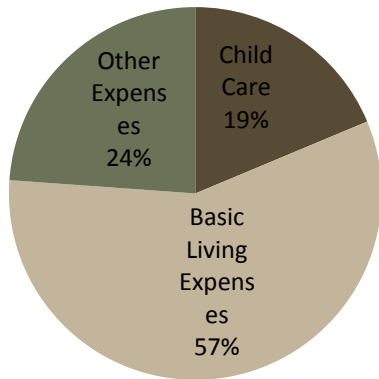
Systems Level Approach

Questions?



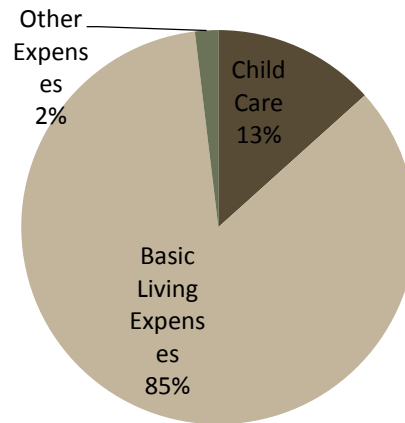
Scenario 1

Household Expenses
(\$88,519 after-tax income) -
Rental



Scenario 2

Household Expenses (\$60,000
after-tax income) - Rental



Point 3

Household Expenses (\$100,000
after-tax income) - Rental

