

A lot of people can do together – what you cannot do alone.

~ **Beena Shah**
BCGEU member,
Early childhood educator



The union advantage

- ◆ Having a collective agreement with your employer means your rights as an employee, wages, working hours and conditions are clearly spelled out and followed.
- ◆ Without a union or a collective agreement, you are subject to the whims of your employer. You have little or no say in how pay raises or promotions are applied, or your workload, shift and vacation scheduling, and no one to represent you if you have a problem with management.
- ◆ When you belong to the BCGEU, you are no longer alone when it comes to dealing with workplace issues.
- ◆ With our union you have the collective strength of experienced staff representatives, bargaining and legal resources, and 56,000 fellow members behind you!
- ◆ Our union also offers you more educational opportunities, including training in employment standards, human rights, and health and safety.
- ◆ Talk to an organizer and learn more about how joining the BCGEU can improve your future at work!
- ◆ Call the BCGEU Organizing Department today at 604-291-9611 or toll-free 1-800-663-1674.



B.C. Government and Service Employees' Union
4911 Canada Way, Burnaby, B.C. V5G 3W3

Working together



Child care workers are recognized and appreciated by our union for the exceptional work that you do on behalf of children and families.

Our union also recognizes that you need support to do the best job you can.

You need fair wages, benefits, a pension, educational opportunities, and a stable, respectful work environment.

The B.C. Government and Service Employees' Union proudly represents early childhood educators and other workers in over 100 child care centres across British Columbia.

The values you teach to children in your care are the same values shared by our union.

Join us!



www.bcgeu.ca

Child care and unions: taking the next step!

The Coalition of Child Care Advocates of B.C. (CCCABC) actively promotes unionization as part of their strategy for achieving a publicly funded, non-profit, high quality, accessible, affordable child care system, because:

unionization promotes quality

Unionized child care settings are more likely to pay higher wages, provide better working conditions and benefits, and support professional development. Unionized settings employ staff with higher levels of training and experience and lower levels of staff turnover.

unionization gives workers a voice

Unions can help end the isolation child care workers experience by bringing them together to have a collective say in building a child care system that works.

unionization influences public policy

Unions have a long history of advocating for universal, publicly funded and democratically controlled social programs. Until governments agree to fund a child care system based on these principles, child care workers won't get the wages and respect they deserve and families won't have access to the affordable quality child care they need.

www.cccabc.bc.ca

Early childhood educators who are BCGEU members say:

get wise – organize!



It's a joyful job, and it's been unionized all the years I've been here. That's probably the reason why I stay—because it is union, and the salary is better.

~ Kathryn Schultz

dignity

When I became a shop steward I learned what my rights are. Now I can support my co-workers and become a mediator between them and the employer.

~ Beena Shah



respect

Respect for the work we do can only come through unionization, really. A union contract establishes the value of your work, the terms of your work, and ensures that you have power in your workplace.

~ Don Hann

equality

I'm being challenged by the union to expand what I do and to learn more. Not just about child care, but broader subjects. I've learned about negotiating, and standing up for my rights and the rights of my co-workers. I've learned about diplomacy and promoting what I do in an effective way, and how to work in coalition with other activists. I think it's great!

~ Stephanie Seaman



advocacy

fair wages

The Union Advantage