

The Honourable Paul Calandra  
Minister of Education, Ontario  
15<sup>th</sup> Floor  
438 University Ave.  
Toronto, ON  
M7A 2A5

May 21, 2026

**Re: Petition and Advocacy Position on Wage Equity for EarlyON RECE's and Family Support Practitioners in Ontario**

Dear Minister Calandra,

On behalf of the **Family Support Institute of Ontario (FSIO)** and the **Association for Early Childhood Educators of Ontario (AECEO)**, we are writing to formally advocate for urgent and necessary action to address the wage inequities faced by Registered Early Childhood Educators (RECEs)/Legacy family support practitioners, and other program assistants working in EarlyON Child and Family Centres across the province. These inequities undermine the stability, professionalism, long-term sustainability, and quality of services of Ontario's early learning and family supports sector.

The Government of Ontario has provided the Wage Enhancement Grant (WEG) and Home Child Care Enhancement Grant (HCCEG) to staff employed in licensed childcare centres and home childcare agencies, as defined under the Child Care and Early Years Act, 2014 (CCEYA), making an impact on their wages and retention in the sector. This grant does not extend to EarlyON Child and Family Centres, despite evidence that EarlyON staff wages fall below the wage enhancement minimum applied in licensed childcare settings. EarlyON RECEs and legacy practitioners are required by the province to hold the same professional qualifications, adhere to the Code of Ethics and Standards of Practice of the College of Early Childhood Educators, and deliver the same early learning and pedagogical framework that is foundational to Ontario's early years system. They are critical to Ontario's early learning system.

Under the Canada-Wide Early Learning and Child Care Agreement (CWELCC), the Governments of Canada and Ontario have committed to strengthening the early years and childcare workforce through targeted investments in compensation. This led to the implementation of a wage floor designed to stabilize wages for RECEs working in licensed care settings. Again, this does not extend to RECEs working in EarlyON Child and Family Centres.

We will be respectfully submitting a petition to the legislative assembly to take urgent action and extend equitable wage enhancements to EarlyON RECEs/Legacy practitioners, and other eligible program assistants, ensuring compensation stability and wage parity and fair professional recognition that is consistent with their essential contributions to Ontario's early learning and care system.

Early learning and care is foundational to our core economic infrastructure. There is no economy without the care economy and family support is a vital piece of this system.

Sincerely,



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