

MPP Meeting Toolkit

A guide to contacting elective representatives & advocating for EarlyON & Family Support Wage Equity

The Family Supports Institute of Ontario (FSIO), in partnership with the Association of Early Childhood Educators of Ontario (AECEO), are launching a province-wide campaign—including a formal petition—calling on the Government of Ontario to establish a comprehensive wage grid and ensure equitable recognition and supports for RECEs, Legacy Practitioners, and staff working in EarlyON Child and Family Centres and family support programs.



Family Supports Institute Ontario
Advancing the practice of family support



Contents

You Make all the Difference!	1
Why and How do we influence Government?	2
How to find your MPP	3
Email Template	4
Phone Script	5
RECEs and EarlyON and Family Support Practitioners	6
Parents, Families, and Caregivers	7
EarlyON Child and Family Support Programs	8
Meeting with your MPP (before, during, after)	9
Fact sheet & Talking Points	11
Become a Member	12

“...RECEs play a critical role in delivering early years programs and have specialized knowledge and expertise related to child development as well as play and inquiry-based learning that is essential to delivering high-quality early years programs and services, such as drop-in programs in EarlyON Centres...” – Ministry of Education, Ontario Child Care and Early Years Funding Guidelines, November 2024

You make all the difference!

Your experience is valuable and worth sharing. Do not assume your MPP knows everything about CWELCC or EarlyON Child and Family Centres or family support programs. Your story makes a difference!

CWELCC has brought many positive changes to the early learning and childcare system and has impacted the childcare workforce by providing better compensation for RECEs working in licensed childcare. However, a significant and vital part of the early learning and care system has been left out – EarlyON Child and Family Centres and other family support programs.

Echoing the recommendations made by the Ontario Municipal Social Services Association, we are calling on the Ontario government to provide equitable supports for the EarlyON and family support workforce that are aligned to the supports provided to childcare staff including a mandatory wage floor (minimum pay), an annual wage increase and the Wage Enhancement Grant (WEG). We also echo ***The Roadmap to Universal Child Care*** in calling for a wage grid beginning at \$35-\$45 for RECEs and \$28 for all others working in early learning and child care.



Why & How do we influence Government?

YOU are so important to elected representatives, including Members of Provincial Parliament (MPPs). They are voted in by community members like you, and must be responsive to your needs. It is their responsibility to listen to your concerns and take action.

The government of Ontario is responsible for Early Learning Programs. Wage enhancement initiatives have been implemented to RECEs working in licensed centre- and home based child care to ensure high quality programs, increase qualified staff retention, and ensure wage parity across the province. EarlyON Child and Family Centres are a government responsibility and an integral part of the Early Learning and Care system delivered across Ontario and governed by the Ministry of Education. Despite being held to the same qualifications and standards of practice, educators in these early learning programs are NOT included in wage enhancement initiatives.



How to find your MPP

To find your MPP, you can visit the Legislative Assembly of Ontario website: <https://www.ola.org/en/members>

Or scan



Click “Find an MPP” and you will see a search tool where you can enter your full address to find your MPP’s information.

Find an MPP

Search for an MPP by name or by street address and postal code. You can also filter the results to view MPPs by party.

MPP name

Enter the MPP's first and/or last name

Address and postal code

111 Wellesley St. W, M7A 1A2

Filter by party

Clear all

Search



Constituency office

Suite 400
37 Sandiford Dr.
Stouffville, ON L4A 3Z2
Tel.: 905-642-2588
Fax: 905-642-1618
Toll free: 1-866-531-9551

Ministry office

Ministry of Education
15th Floor
438 University Ave.
Toronto, ON M7A 2A5
Tel.: 416-325-2600
Fax: 416-325-6348

Hon. Paul Calandra is the current Ontario Minister of Education tasked with early learning and child care.

EMAIL: paul.calandra@pc.ola.org

Email Template

Hello,

My name is ____ and I live in your riding. I am a **[RECE/Legacy Practitioner/Program Assistant/Parent/Caregiver] [working in/who attends]** an EarlyON Child and Family Centre/Family Support Program.

Across Canada, thousands of families are benefiting from the rollout of the Canada Wide Early Learning and Child Care Agreement (CWELCC), with lowered fees for childcare and a workforce compensation strategy designed to recruit and retain Registered Early Childhood Educators (RECEs) through significant wage enhancements. In Ontario, these enhancements include a mandatory wage floor (minimum pay) and an annual wage increase for eligible staff. The province of Ontario also offers a Wage Enhancement Grant (WEG), which is now tied to the CWELCC system.

However, these wage enhancements are restricted to RECEs/program staff employed in licensed childcare ONLY and do not extend to RECEs/Legacy Practitioners and program assistants working in EarlyON Child and Family Centres and Family Support Programs. This is despite the requirement by the province that EarlyON RECE practitioners hold the same professional qualifications, deliver equally high-quality, early learning programs, and adhere to the same pedagogical framework as RECEs working in childcare.

As a **[RECE/Legacy Practitioner/Program Assistant]** working in an EarlyON/Family Support Program, I am concerned that my expertise and qualifications are not being recognized, and the work in this early learning and care setting is not valued by this policy.

As a **parent/caregiver who attends [OR supports]** EarlyON/Family Support Programs, I know firsthand the benefits of the high-quality Early Learning programs they deliver. I am greatly concerned that the practitioners who make these programs possible are not receiving fair and equal compensation for the work they do, reflective of the education and training they have.

We are asking the Ontario Government to extend the workforce compensation strategy to all RECEs/Legacy Practitioners and Program Assistants working in all early learning and care programs including EarlyON and Family Support Programs.

I would like a response and the chance to voice my concerns to you directly.

Sincerely,



Phone Script

Hello,

My name is ____ and I live in your riding. I am a **[RECE/Legacy Practitioner/Program Assistant/Parent/Caregiver] [working in/who attends]** an EarlyON Child and Family Centre/Family Support Program.

Across Canada, thousands of families are benefiting from the rollout of the Canada Wide Early Learning and Child Care Agreement (CWELCC), with lowered fees for childcare and a workforce compensation strategy designed to recruit and retain Registered Early Childhood Educators (RECEs) through significant wage enhancements. In Ontario, these enhancements include a mandatory wage floor (minimum pay) and an annual wage increase for eligible staff. The province of Ontario also offers a Wage Enhancement Grant (WEG), which is now tied to the CWELCC system.

However, these wage enhancements are restricted to RECES/program staff employed in licensed childcare ONLY and do not extend to RECES/Legacy Practitioners and program assistants working in EarlyON Child and Family Centres or Family Support Programs. This is despite the requirement by the province that EarlyON RECE practitioners hold the same professional qualifications, deliver equally high-quality, early learning programs, and adhere to the same pedagogical framework as RECES working in childcare.

As a **[RECE/Legacy Practitioner/Program Assistant]** working in an EarlyON/Family Resource Program, I am concerned that my expertise and qualifications are not being recognised, and the work in this early learning and care setting is not valued by this policy.

As a **parent/caregiver who attends [OR supports]** EarlyON/Family Support Programs, I know firsthand the benefits of the high-quality Early Learning programs they deliver. I am greatly concerned that the practitioners who make these programs possible are not receiving fair and equal compensation for the work they do, reflective of the education and training they have.

We are asking the Ontario Government to extend the workforce compensation strategy to all RECES/Legacy Practitioners and Program Assistants working in all early learning and care programs including EarlyON and Family Support Programs.

I would like a response and the chance to voice my concerns to you directly.

Thank you.



**If you are leaving a voicemail,
remember to include your phone #!**

Why should RECEs and EarlyON and Family Support Program practitioners contact MPPs?

More than ever before, the early learning system has experienced increased visibility and funding, yet the workforce retention crisis has blunted the effectiveness of programs and is only getting worse.

RECEs and EarlyON and Family Support Program practitioners have been historically and systemically left out of system building to the detriment of everyone. Now is the time for the workforce to be meaningfully consulted and their recommendations for appropriate compensation, including benefits and pensions, be implemented so that they have the fulfilling careers they deserve.



Why should parents, families, and caregivers contact MPPs?



Parents and families have important lived experience and expertise that MPPs do not have. It is invaluable for you to share your perspective on issues that impact your life.

EarlyON Child and Family Centres, and Family Resource Programs are truly life changing for those who participate in their programs.

EarlyON/Family Support Programs are often the first point of entry to the childcare and education system for families. However, early years professionals urgently require a workforce strategy with improved compensation elements to curb the retention crisis and ensure pay equity across the early learning system.

As advocates, parents are well positioned to communicate the needs of the sector to ensure expansion and high quality education and care.

Why should EarlyON Child and Family Centres, and Family Support Programs Centres contact MPPs?

EarlyON and Family Support Programs have rich experiences and insight to how programs should be delivered. In each family-centered setting, there are experts on family and child development, pedagogy, budgets, regulations, and so much more.

Centring the expertise of early years professionals is critical to creating the best policies for our sector.

EarlyON and Family Support Programs are also hubs of their communities, bringing together many diverse families and community members. Your interactions with children, suppliers, and neighbourhood institutions places you in a uniquely qualified position to advise on program delivery. There is no better consultation partner for government than the front line staff and the operators who provide the services.



Meeting with your MPP

Booking an in-person or virtual meeting with your elected representative is an opportunity to share key messages and advocate for people in your community. Below are some points to guide your discussion.

Before the Meeting

- Review materials to remind yourself of the main messages you want to share.
- If you are able, include notes about the specific situation in your community.
- Know the allotted time for your meeting.
- Decide who will say what in your team and how you will stay within the allotted time. Decide who will take some short notes.
- Have copies of the material (articles, fact sheet) to be left with the MPP.
- Plan to be at the meeting location 10 or 15 minutes early for in-person meetings or 5 minutes early for virtual meetings.

During the Meeting

- Right at the start, introduce yourself and confirm how long you have for the meeting.
- Take the lead. You asked for the meeting, so you can lead the conversation.
- Listen well but do not let the MPP talk so much that you do not get a chance to share.
- Treat all questions calmly and seriously. You can learn a lot from the questions MPPs ask.

During the Meeting (continued)

- If you are asked a question you do not know the answer to, do not make up a response on the spot. Tell the politician you will get back to them with an answer.
- For the note taker: notes do not have to be exhaustive, but write down if the MPP commits to something or refuses to commit to something.
- Ask if the MPP will take a photo.
- Do not prolong the meeting beyond the allotted time unless the politician indicates that they want the discussion to continue.

After the Meeting

- Debrief and celebrate with your team right after the meeting!
- Send any photos to fsio.ontario@gmail.com and to info@aeceo.ca and let us know if we can share the photos on social media.
- Share with us any questions raised by the politician that you could not answer and any extra information that was requested.
- Flag any commitments that were made to you by the politician.
- *Don't let the contact end after one meeting.* Send the MPP a thank you email, offer to introduce them to others involved, or to have follow-up meetings, attend a community roundtable, etc.
- Report back to the FSIO and AECEO to let us know how it went!

The provincial government must ensure an equitable and high quality early learning system in Ontario.

Fact Sheet & Talking Points

Equity and Professional Recognition

Problem: Failing to include EarlyON and Family Support Program educators in wage-enhancement frameworks devalues their qualifications, suppresses wages, and perpetuates inequities among RECEs who share identical credentials.

Solution: RECEs performing comparable duties across sectors deserve comparable compensation.

Workforce Stability and Retention

Problem: Without wage equity/parity, EarlyON programs face significant recruitment and retention challenges as RECEs migrate towards other better paying positions and/ or leave the sector altogether.

Solution: Wage equity/parity would stabilize EarlyON and Family Support Programs, reduce staff turnover, and protect service continuity and quality for families.

Quality System Coherence

Problem: Ontario's early years vision depends on a unified, stable, and professional workforce. Wage inequities fragment the system, hinder collaboration, and weaken sector-wide quality.

Solution: Compensation parity supports a more coherent and equitable early years system.

Become a Member

Consider becoming a member of the FSIO & AECEO. Your support helps us continue doing this important work.



fsio.ca/membership_fsio



aeceo.ca/membership



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Association of Early Childhood Educators Ontario

