

2004 Working Conditions Survey

Executive Summary

A total of 41 organizations completed and submitted the CDRCP 2004 Working Conditions Survey.

Their responses to the survey questions are shown below.

1. Centre/Organization's Profile

A. Profile of Organizations Participating in Survey

- Not for Profit Organizations – 59% of Surveys Returned
- For Profit Organizations – 41% of Surveys Returned

1. 80% of the 41 organizations have an average licensed capacity of 0 -100 children
2. 10% of the 41 organizations have an average licensed capacity of 100 - 300 children
3. 10% of the 41 organizations have an average licensed capacity of 600 or more

B. On December 1, 2003

The 41 Organizations who submitted surveys reported that:

1. 68% of infant programs were at full capacity
2. 74% of toddler programs were at full capacity
3. 84% of preschool programs were at full capacity
4. 47.5% of school age programs were at full capacity

C. Total Number of Employees

- The 41 organizations that returned the survey employed a total of 1350 employees

D. Employee Hours of Work

The 41 Organizations who submitted surveys reported that:

1. 29% of employees work 40 hours per week
2. 27% of employees work between 35 and 39 hours per week
3. 16% of employees work 25-34 hours per week
4. 27% of employees work less then 24 hours per week

E. Total Number of Agencies Represented by a Union

- One of the 41 organizations who responded is represented by a Union

2. Wages

A. Wage Increases

The 33 organizations who responded to this question indicated that:

1. The average percentage increase from January 1, 2003 to December 31, 2003 was 3%
2. The average percentage increase for the coming year, January 1, 2004 to December 31, 2004 was anticipated to be 3%

3. Pay Equity

Of the 41 organizations who responded to this question:

- 54% have a pay equity plan
- 68% have not reached pay equity

4. Working Conditions

A. Meal/Lunch Breaks

Of the 38 organizations who responded to this question:

Unpaid Breaks:

1. 63% provide a 60 minute unpaid meal/lunch break
2. 5% provide a 45 minute unpaid meal/lunch break
3. No organizations provide a 30 minute unpaid meal/lunch break

Paid Breaks:

1. 13% provide a 60 minute paid meal/lunch break
2. 8% provide a 45 minute paid meal/lunch break
3. 11% of organizations provide a 30 minute paid meal/lunch break

B. Rest Breaks

Of the 41 organizations who responded to this question:

1. 37% provide 1 break
2. 24% provide 2 breaks
3. 34 % provide no breaks
4. 5% answered *other*

C. Length of Rest Breaks

Of the 38 organizations who responded to this question:

1. 52% provide a 15 minute break
2. 7 % provide a 10 minute break
3. 41% answered *variable*

D. Overtime

Of the 40 organizations who responded to this question

- 63% of employees compensated by either overtime pay or time off in lieu for overtime worked

E. Bereavement Leave

Of the 41 organizations who responded to this question:

- 34 organizations provide Bereavement Leave to their employees

Of the 34 organizations that provide Bereavement Leave:

1. 2 provide 5 days
1. None provide 4 days
2. 19 provide 3 days
3. 1 provides 2 days
4. 3 provide 1 day
5. 26% provide days off, however time given is based on the relationship of the deceased to the employee

F. Public Holidays

Of the 34 organizations who responded to this question:

1. 58% provide 9 paid holidays
2. 32% provide between 10 -12 paid days
3. 9% provide more than 14 paid days

G. Religious Holidays

Of the 40 organizations who responded to this question:

- 65% have no specific policy or practice about observing Non-Christian holidays

H. Paid Sick Leave

Of the 40 organizations who responded to this question:

- 73% provide pay for incidental sick days
1. 34% provide 10 days per year
 2. 3% provide 8 days per year
 3. 23% provide 6 days per year
 4. 20% provide 5 days per year
 5. 20% answered *other*

5. Group Benefits

A. Extended Health Plan

Of the 38 organizations who responded to this question:

1. 51% provide an extended health plan for their employees
2. Of those employers, 66% provide a plan which covers 80% of the cost of the drugs and services
3. 50% of the employers pay the full cost of the plan

B. Vision Care

Of the 25 organizations who responded to this question:

- 48% provide vision care

C. Dental Plan

Of the 34 organizations who responded to this question:

- 62% provide a dental plan

D. Weekly Indemnity (Short Term Disability)

Of the 36 organizations who responded to this question:

- 33% provide Weekly Indemnity

E. Group Life Insurance

Of the 36 organizations who responded to this question:

- 61% provide group life insurance

F. Accidental Death & Dismemberment Insurance

Of the 37 organizations who responded to this question:

- 57% of provide accidental death and dismemberment Insurance

G. Pension Plan

Of the 40 organizations who responded to this question:

1. 20% provide a pension plan with all employers contributing to the plan

H. Workplace Safety & Insurance (WSIB) Coverage

Of the 41 organizations who responded to this question:

1. 24% are covered by WSIB
2. 10% are covered by another similar fund

6. Training

Of the 41 organizations who responded to this question:

1. 83% of employees are offered training
2. 99% of the training offered includes topics on work skills improvement, self-improvement, workplace policies and practices, as well as, health and safety
3. 59% of the training is conducted after working hours
4. 40% pay employees for training hours
5. 63% pay for the cost of training attended by employees

7. Criminal Reference Check

1. None of the 41 responding organizations pay for employee criminal reference checks