

KEEP THE CHILD CARE PROMISE.

23 January, 2026

Dear Federal, Provincial and Territorial Forum of Ministers Most Responsible for Early Learning and Child Care,

The federal, provincial and territorial investments in licensed child care since the inception of the Canada-Wide Early Learning and Child Care system in 2021 have generated significant economic activity, giving rise to major returns including an important increase in women's labour force participation.

Parents have described the program as "life-changing": the supply of licensed programs has grown, and lower parent fees have made life more affordable for many, amidst ongoing inflation. Most provinces and territories have made initial investments in compensation for the female-dominated child care workforce to encourage recruitment and retention.

However, much remains to be done to ensure the ambitious program meets the social and economic objectives.

To continue and build on the admirable and measurable progress achieved to date, it is crucial that at your upcoming ministerial meetings your governments each commit to expanding and strengthening the \$10aDay child care system so that in time all young children have the opportunity to benefit from high quality, inclusive programs.



info@childcarenow.ca



123 Slater Street, 6th floor
Ottawa, ON K1P 5H2



We ask that you agree to strengthen the program using the best available evidence by:

- Increasing public funding to meet the real cost of operating high-quality programs and to expand the availability of licensed child care under the \$10aDay child care system;
- Building a primarily non-profit and public system of child care so that public investments advance high quality, equitable services, not profit-making;
- Achieving a maximum parent fee of \$10aDay with further fee reductions for low income families;
- Investing in the early learning and child care workforce to attract and retain qualified educators;
- Developing and implementing concrete, proactive child care expansion plans with emphasis on making access more equitable;
- Publicly and promptly sharing the text of your child care agreements, associated action plans and results.

Importantly, we call on you to fully fund and support implementation of the Indigenous Early Learning and Child Care Frameworks.

We applaud you for your early leadership with respect to early learning and child care and we call on you to remain committed to fully implementing the \$10aDay child care program.

As other countries have learned, developing a universal child care system is a complex project that requires governments and community to collaborate guided by evidence. For Canada, doing this right will make it a transformative, generational project that will enhance individual and collective economic security across Canada, providing essential social infrastructure for all other nation-building projects.

Sincerely,

Morna Ballantyne, Executive Director
Child Care Now

Erin Cullen, Founder
ABCs and ECEs Newfoundland and Labrador

Dr. Teale N. Phelps Bondaroff, Chair and co-founder
AccessBC Campaign

Fred Chabot, Executive Director
Action Canada for Sexual Health and Rights

Julie Spencer, Executive Director
Alberni Valley Childcare Society

Cori Longo, Secretary Treasurer
Alberta Federation of Labour

Kim Hiscott, CEO
Andrew Fleck Children's Services

Skye Taylor, Executive Director
Association of Early Childhood Educators of Newfoundland and Labrador

Amber Straker, Executive Director
Association of Early Childhood Educators Ontario

Liz Lougheed Green, CEO
Association of Neighbourhood Houses of BC

Dr. Emis Akbari, Executive Director
Atkinson Centre for Society and Child Development

Sussanne Skidmore, President
BC Federation of Labour

Iglika Ivanova, Co-Executive Director
BC Policy Solutions

Chantelle Spicer, Interim Provincial Director
BC Poverty Reduction Coalition

Angie Gelowitz, Director
Bright Beginnings Early Childhood Centre

Susan Colley, Chair, Board of Directors
Building Blocks for Child Care

Angela Marie MacDougall, Executive Director
Battered Women's Support Services

Leila Sarangi, Chair, National Director
Campaign 2000: End Child and Family Poverty

Meseret Haileyesus, CEO
Canadian Center for Women Empowerment (CCFWE)

Peggy Nash, Executive Director
Canadian Centre for Policy Alternatives

Taya Whitehead, Chair
Canadian Child Care Federation

Nuzhat Jafri, Executive Director
Canadian Council of Muslim Women

Jamie Beagan, Executive Director
Canadian Federation of University Women

Siobhán Vipond, Executive Vice-President
Canadian Labour Congress

Jackie Neapole, Executive Director
Canadian Research Institute for the Advancement of Women

Coleen Jones, 2nd National Vice President
Canadian Union of Postal Workers

Mark Hancock – National President and Candace Rennick – National
Secretary-Treasurer
Canadian Union of Public Employees (CUPE)

Nancy Wilson, Founder and Chief Executive Officer
Canadian Women's Chamber of Commerce

Mitzie Hunter, President and CEO
Canadian Women's Foundation

Viveca Ellis, Executive Director
Centre for Family Equity

Martha Friendly, Executive Director
Childcare Resource and Research Unit

Sara Austin, Founder and CEO
Children First Canada

Sharon Gregson, Spokesperson
Coalition of Child Care Advocates of BC

Christa O'Connor, CEO
Creative Beginnings Early Learning & Care

Bonnie Brayton, CEO
DAWN (Disabled Women's Network) Canada

Jenn Nangreaves, Executive Director
Early Childhood Development Association (ECDA) of PEI

Joanne Morris, Chairperson
Early Childhood Educators Human Resources Council

Emily Mlieczko, Executive Director
Early Childhood Educators of BC

Anne Pinkerton, Board President
Early Childhood Educators of Yukon Territory - ECEYT

Candice Shaw, Executive Director
Ending Sexual Violence Association of Canada

Sara Arsenault, Responsable des dossiers politiques
Fédération des femmes du Québec

Brigitte L'Heureux, Directrice générale
Fédération des parents de la francophonie manitobaine

Adrienne Montani, Executive Director
First Call Child and Youth Advocacy Society

Megan Schmidt, Director
First Years Learning Center

Paul Kershaw, Founder and Professor
Generation Squeeze

Brenda Ferguson, Board President
Home Child Care Association of Ontario

Kimberly Dreddy, Executive Director
Jimmy Pratt Foundation

Anastasia French, Managing Director
Living Wage BC

Jodie Kehl, Executive Director
Manitoba Child Care Association

Anna Rothney, Executive Director
Manitoba Federation of Labour

Suzanne Zaccour, Director of Legal Affairs
National Association of Women and the Law

Raphaëlle Valay-Nadeau, President
New Brunswick Coalition for Pay Equity

Chris Watson, President
New Brunswick Federation of Labour

Jessica McCormick, President
Newfoundland and Labrador Federation of Labour

Sara-Jayne Dempster, President
Northern Territories Federation of Labour

Yvette Cooper, Co-Chair
Northwest Territories Early Childhood Association

Melissa Marsman, President
Nova Scotia Federation of Labour

Carolyn Ferns, Policy Coordinator
Ontario Coalition for Better Child Care

Fay Faraday and Jan Borowy, Co-Chairs
Ontario Equal Pay Coalition

Laura Walton, President
Ontario Federation of Labour

Pamela Uppal-Sandhu, Interim Co-Executive Director
Ontario Nonprofit Network

Lauren Ravon, Executive Director
Oxfam Canada

Mariam Bouchoutouch, Executive Director
Pacific Immigrant Resources Society

Brynette Sinclair-Waters, Co-founder
Parents for Child Care

Cristina Duskey, President
PEI Federation of Labour

Melanie Bacon, Director
Play & Discover Early Learning Centre

Alora Biram and Jammie Trinidad, Assistant Directors
Prairie Lily Early Learning Centre

Andrée-Anne Leblanc, Executive Director
Regroupement féministe du Nouveau-Brunswick

Ashley Elgert Barclay, Executive Director
Saskatchewan Early Childhood Association

Lori Johb, President
Saskatchewan Federation of Labour

Wesley Wong, Chair
School Age Child Care Association of British Columbia

Susan Prentice, Professor
Sociology, University of Manitoba

Shalini Konanur, Executive Director
South Asian Legal Clinic of Ontario

Bailey Fleck, Chairperson
South East Saskatchewan Directors Association

Sharon Hope Irwin, Executive Director
SpeciaLink | Center for Inclusive Childcare

Emilie Coyle, Co-Executive Director
The Canadian Association of Elizabeth Fry Societies (CAEFS)

Barb Reid, Co-Chair
The Council for Early Learning and Care

Peter Frampton, Executive Director
The Learning Enrichment Foundation

Christopher Smith, Associate Executive Director
The Muttart Foundation

Julie Savard-Shaw, Executive Director
The Prosperity Project

John Weatherup, President
Toronto Education Workers/Local 4400

Patsy McKinney, Executive Director
Under One Sky Friendship Center

Lana Payne, President
Unifor

Anita Khanna, Vice President, Government Relations and Public Policy
United Way Centraide Canada

Humera Jabir, Staff Lawyer
West Coast LEAF (Legal Education and Action Fund)

Ruth Goba, Executive Director
Women's Legal Education and Action Fund (LEAF)

Stefania Seccia, Executive Director, Advocacy & Public Affairs
Women's National Housing & Homelessness Network

Kaitlin Geiger-Bardswich, Director of Communications and Advocacy
Women's Shelters Canada

Nneka MacGregor, Executive Director
WomenatthecentrE

Peter Dinsdale, President and CEO
YMCA Canada

Everett Ledoux, President
Yukon Federation of Labour

Erin Seeley, CEO
YWCA BC

Amanda Arella, National Director, Public Policy & Advocacy
YWCA Canada

Melissa Coomber-Bendtsen, CEO
YWCA Regina

Maria Gentle, Executive Director
YWCA St. John's