

SF 778 AND HF 950: Representation of Family Child Care Providers

Ramsey County Licensed Family Child Care Association (RCFCCA)
opposes **SF 778** and companion bill **HF 950**.

The bills as written would exclude over half of the providers from voting, many of whom are willing and registered to accept CCAP payments from the State.

1. **The proposed “bargaining unit” would include licensed and unlicensed family child care providers.**

- a. Unlicensed providers do not have the same State regulations. Therefore, licensed and unlicensed providers should be separated from a vote to unionize, and have separate unions (bargaining units) such as licensed and unlicensed teacher’s bargaining units.
- b. With the exception of the Child Care Assistance Program, the issues listed in the bills are licensed child care issues.
- c. Allowing unlicensed providers to vote for an organization that will affect regulations for licensed providers is not an equitable representation.
- d. A secret ballot election of all licensed family child care providers would give every provider the opportunity to vote.
- e. The certification process, as presented, denies a secret ballot election if the union is able to collect over 50% of the cards in favor of a Union. Some of the cards were obtained 7 years ago. If cards are used in the certification, the bill language should include that any card over six months old could not be used in this process.
- f. RE: SF778 ...“The child care provisions would affect roughly 9,000 providers in Minnesota who offer state-subsidized care. About half of those are licensed, and about half are not. Opponents of the bill argued the two groups should not be combined.” (Pioneer Press 3-4-2013)

2. **“Exclusive Representation means a labor organization... maintaining the right to represent family child care providers in their relations with the state.” The bill currently states, “...child care providers in the state desire to be represented exclusively by that labor organization, and no other labor organization is currently certified as the exclusive representative.”**

- a. RCFCCA believes a union is not qualified to determine quality standards for children and the professional development needs of providers.
- b. Providers should have the right to have a seat at the table with professional organizations with years of experience and excellent programs in place, such as MLFCCA, county Associations, MCPD certified trainers and individual licensed child care providers for negotiating issues impacting licensed providers.
- c. DHS Licensors are also unionized by AFSME. Can a union represent both sides at the arbitration table?

RCFCCA PUBLIC POLICY STATEMENT

3. **A fair union election (representation) would allow all licensed family child care providers to vote, regardless of whether or not they accept or have accepted CCAP payments.**
- a. While the union states that membership in the union is voluntary, if a family child care providers' union is elected, representation would not be voluntary and providers could be subject to deductions from CCAP reimbursements for Union dues and fair share fees.
 - b. All licensed family child care providers should have the opportunity to vote.
 - c. RCFCCA will only support the outcome of a true majority vote of ALL LICENSED FAMILY CHILD CARE PROVIDERS IN MINNESOTA.
 - d. A true majority vote will be considered the affirmative votes majority (50%+1) of the licensed family child care provider population in Minnesota VS. the majority of affirmative ballots returned.
 - e. All certification cards or ballots cast must be within the most previous six (6) months to be valid.

RCFCCA EXECUTIVE BOARD STATEMENT

RCFCCA position on the Senate Bill SF778 and House Bill HF950: Representation of Family Child Care Providers as stated on page 1 is submitted by the RCFCCA Executive Board of Directors in support of ALL AND ONLY licensed family child care providers in Ramsey County.

The stated position is consistent with our Mission Statement providing support and resources for licensed family child care providers while maintaining a neutral position stated in our Union Position Statement, neither approving nor rejecting unionization. The Executive Board believes the bills presented and the process being considered should be revised to include all licensed family child care providers in Ramsey County as well as licensed family child care providers statewide if the Unionization election is pursued. Both bills should delete inclusion of unlicensed child care providers in a vote.

Accepted by the RCFCCA Executive Board of Directors, March 10, 2013

Mission Statement

The mission of RCFCCA is to provide support services and resources, training and professional development for child care providers and act as advocates for children and families served by licensed family child care while respecting the cultural diversity of all.

RCFCCA Union Position

Ramsey County Family Child Care Association (RCFCCA) neither supports nor opposes any Union, their statements, beliefs, or practices. We, as an organization, are here in support of family child care providers and feel that the decision to join a Union, or not, is a personal and individual decision to be made by each family child care provider.

Adopted by the RCFCCA Board on April 28, 2008