

The Link

Oregon Family Child Care Network (OFCCN)

February 2005

Special Union Edition

MISSION

To promote an effective exchange of information between Family Child Care and other Childhood Care and Education System partners in order to enhance the quality of care for the children in Oregon.

Table of Contents

Next Provider Forum

Letter from Chairperson
Jeannie Suihkonen

Unions responses to the questions asked by providers at the January forum.

AFSCME/ Child Care Providers Together

SEIU Local 503

Letter from Faye Zepeda

Don't Forget the Check off box.

OFCCN is a communication link between family child care providers and agencies throughout the state of Oregon.

OFCCN gathers the provider's voice through the use of surveys, personal conversations, and provider participation at community meetings, conferences, and retreats.

OFCCN works with local communities, organizations, agencies, legislators, and other childhood care and education partners.

Please help **OFCCN** spread the voice of family child care providers. Our voices together will advance our profession and the quality of family child care in Oregon.

OFCCN invites you to share your concerns, thoughts, and ideas with us, so that we can help your voice be heard!

This newsletter is in response to the questions asked at the January forum on unionizing. A second forum for providers is scheduled for April 1, 2005 in Portland. Look for details inside.

OFCCN Leadership and Contacts

CHAIRPERSON:
JEANNIE SUIHKONEN
(503)378-1596
jeanies8@hotmail.com

**SECRETARY/
NEWSLETTER:**
SHANNON VANDEHEY

TREASURER:
LYN MELLON

VICE CHAIRPERSON:
CHERYL REECE

BOARD MEMBERS:
BECKY GROVES
KAREN PROW
SABRINA ANDERSON

**OREGON FAMILY CHILD
CARE NETWORK**
E-mail or check out our
site at:
www.oregonfamilychildcarenetwork.org

Attention!!

Family Child Care Providers of Oregon

You are cordially invited to an Open Forum to voice your thoughts around the issue of unionizing family child care.

This is for providers only to come and ask questions and be heard . At the last meeting, providers came up with some important questions to ask each Union. The questions and answers are printed in this special issue of the OFCCN Newsletter "The Link".

Next Provider Forum is:

Saturday April 2, 2005

Time: 9:00 A.M. - 3:00 P.M.

Location: Portland

Sponsored by Provider Resource Organization and Oregon Family Child Care Network

CALL: Laurie Jackson to reserve your lunch.

503-625-5010

CALL: Jeannie Suihkonen for Lodging Scholarship.

(Friday night April 1, 2005 only)

503-378-1596

OFCCN needs your Donations

OFCCN would greatly appreciate your **tax deductible donations**. We need your donations to fund this newsletter and other expenses that are related to our work representing Registered and Certified Family Child Care Providers.



We need your input

OFCCN welcomes articles for our newsletter. We encourage articles or information for articles that will be of interest to other providers.

We can use articles on leadership, starting and maintaining provider professional associations, and information on what is happening in your part of the state. If you're not sure about your idea, call and run your idea by one of us.

We also need dates of trainings, conferences and retreats that would be of interest to providers.

Dear Family Child Care Providers of Oregon,

Each time Oregon Family Child Care Network (OFCCN) holds a Family Child Care Provider (FCCP) Forum more and more providers come. This is great. We had 32 people attend our meeting on January 29, 2005. Those of you who were unable to make it please mark your calendars for April 2, 2005. We are happy to announce that we are joining together with Providers Resource Organization (PRO) to present the 3rd Family Child Care Provider Forum.

The postcard for the reminder about the meeting in January was late to some providers. To those providers I apologize, some of you may have been able to attend if it had been on time. I do want to encourage you to read our newsletter "The Link" for information regarding meetings. We were able to print information about the January meeting twice in the November issue. Those of you who could not make it, were missed. We hope to see you April, your thoughts and opinions do matter. Again the April meeting will be for providers only, to discuss the union issues. If you know that you will be unable to make it PLEASE call, write an e-mail or join our provider forum at www.oregonfamilychildcarenetwork.org to let us know what you are thinking. Thank you to the providers who have called me with their options. I was hoping to get some e-mails from some of you to put in this newsletter.

During the January meeting the providers came up with 29 questions to ask the unions. Which are printed in this newsletter for all to see. I know that there are many more questions to ask. I do feel that the union information is getting more fine tuned. If you are interested I encourage you to contact either union to fill in the blanks. Both of the unions will be present during the PRO Conference on March 5, 2005. If you will be attending the conference then you may be able to get your questions answered there.

I myself am going to learn more about AFSME Child Care Providers Together (CCPT) because it was created and is run by child care workers. I was thinking about how I would feel if any group came to the Salem Home Child Care Association (local Salem group) meeting and began to tell me about opportunities for change in my job. Would it make a difference if it was a group who originated from child care providers or a group that did not?

Please continue to step up and ask those very important questions. If you choose to ignore the situation then the choice may be made for you. We want providers to make informed decisions, weather it is yes or no.

OFCCN wants to help you pay for lodging on Friday, April 1, 2005 (no fooling, ha) so if you are traveling a long way and need to spend the night then call me, Jeannie 503-378-1596 to reserve your room. If you don't need to reserve a room, please call Laurie Jackson at 503-625-5010 to reserve lunch and get directions.

Although our working conditions are not always great, I love the work that I do. I hope all providers in Oregon will be able to present informed and educated child care businesses to each community. Thank you for all the hard work you do for Oregon's children.

Sincerely,
Jeannie Suihkonen
OFCCN Chairperson



Child Care Providers Together

123 NE 3rd Avenue Suite 505 CCPT, American Federation of State, County & Municipal Employees
Portland, OR 97232 Phone (503) 239-9858 or 1-800-792-0045 e-mail: ccptunion@afscmecn75.com

Response:

We would like to start off by thanking Jeannie Suihkonen, OFCCN and all of the providers who have participated in this important process. We have responded to your questions with short bulleted answers. We hope this format makes it fast and easy to read. We know how busy you are working with the children. If you would like more detail or have additional questions, please feel free to contact us (1-800-792-0045) at anytime.

1. What is the process for forming a child care union?

- AFSCME knows that people who work in child care, especially family child care providers, need a new and different kind of union designed to meet their needs.
- AFSCME began its work by reaching out to family providers to ask: If you were to join a union, what would you want it to look like? That's how AFSCME developed Child Care Providers Together.
- Through Child Care Providers Together - AFSCME organizers are partnered with child care providers to reach out to providers to see if they are interested in forming a union.
- Providers show interest by signing a membership card.
- As membership grows, a statewide leadership team representing family child care providers across Oregon is developed to establish an action plan and agenda for Child Care Providers Together.
- Working with staff organizers, family child care leaders and members work together to accomplish goals while building union membership.

2. What does it mean if a provider signs a union postcard?

- When a provider signs a union membership card, they accept membership in AFSCME / Child Care Providers Together.
- There may be other postcards that providers will be asked to sign – for example, sending messages to legislators or the governor.

3. What do you require from providers other than paying dues to join the union?

- At this time providers are not being asked to pay dues when they become a member.
- We provide opportunities for providers to be involved in leadership teams and to participate in union activities, like meeting with legislators and working with us to build membership across the state.
- Every member decides for themselves how much time and energy to invest in Child Care Providers Together.

4. How much will dues cost? How will they be determined? How will they be paid?

- Providers here and around the country have talked about dues in the range of \$15 to \$30 per month.
- The provider leaders with input from providers will decide when and how much they will pay for dues. We will not begin collecting dues until there is a tangible benefit for the providers.
- Union dues is a business expense...**tax deductible.**

5. When will you start charging each provider dues?

- Providers who choose to become members of AFSCME/ Child Care Providers Together (CCPT) will begin paying dues when the CCPT membership votes to begin collecting dues.

6. What if paying dues become a hardship for the provider?

- AFSCME / Child Care Providers Together understands that providers' incomes vary with the ups and downs of enrollment and expenses.
- The Provider leadership team knowing what this is like from experience – will take this into account when they develop the dues schedule and collection process.
- Provider leaders may decide to develop a hardship waiver.

7. How will joining a union affect providers as an independent business owner? Will providers lose the power to make their own business decisions?

- In the AFSCME/ Child Care Providers Together model, providers will not lose the power to make their own program and business decisions.
- AFSCME/ CCPT calls on its legal advisors and the best experts in the field (including Tom Copeland from Redleaf National Institute) to advise on how to best structure a union so that it supports family child care providers as independent business owners.

8. Will providers who serve DHS/ERDC clients still be required to pay dues if they don't currently have clients from the Department of Human Services (DHS), using Employment Related Day Care (ERDC)?

- Membership to AFSCME/CCPT is not limited to providers who serve DHS/ERDC clients.
- Membership in AFSCME/CCPT is voluntary.
- Exempt providers will be encouraged and assisted in becoming registered or certified.

9. Under what conditions could a provider lose their membership?

- Membership in AFSCME/CCPT is voluntary.
- Provider leaders will develop policies around membership.

10. Are you planning to negotiate a standard pay scale that will be required for all family child care providers to charge clients?

- No. Providers will set their own rates.

11. If a union is voted in for Oregon, do all providers have to join?

- No, membership is voluntary.

12. Do you plan to regulate providers in any way?

- No

13. How will the union communicate with the providers?

- AFSCME/ CCPT members will receive information via mail, email, newsletters, website, phone calls and meetings.
- We are currently distributing mailings, going door to door, holding house meetings, and trainings connected to union meetings.
- The CCPT provider leaders from Oregon and other states are reaching out to Oregon providers to share their positive experiences about being involved with AFSCME/CCPT.
- CA and PA providers volunteer to come up and talk with Oregon providers.
- We are forming a strong statewide leadership steering committee of family child care providers to ensure that we represent the diverse communities of child care providers we have in Oregon.

14. List your concrete accomplishments/benefits for family child care providers that you have been successful with in other states? (Not what you would like to do.)

- AFSCME developed a Peer Advocate Program to give family child care providers the skills to assist other members in dealing with the state so that we can all get fair treatment.
- AFSCME supported the Santa Cruz Family Child Care Association to defeat a plan before the County Board of Supervisors to require child care providers to go through the same zoning process as liquor stores and gas stations.
- AFSCME supported its members to get (certified) large family child care home addresses and maps to homes removed from the Community Care Licensing Web site.
- AFSCME supports its members to participate in local Universal Pre-Kindergarten (UPK) initiatives and provides up-to-date information about what is happening with UPK in CA and across the country.
- In Pennsylvania, AFSCME raised resources for family child care providers to earn CDA's.
- AFSCME held the first ever Hispanic Family Child Care Conference in Anaheim. Over 100 Spanish-speaking family child care providers from across the state attended.

15. What resources could be available to union members and how will they be provided?

- Peer Advocate training program- to support providers in dealing with reimbursement and licensing issues / problems.
- Lobbyist, Legal Team, tax information, training, assistance with local zoning issues.

16. Will you be able to help with provider training and education? How?

- Yes we are all ready offering free training that will count towards providers state training requirements.

17. How do you plan to promote family child care?

- We plan to make family child care more visible by supporting our members to meet with elected and public officials
- Secure positive press educating the public about the value of the work you do – how it supports communities and working families.
- Market family child care as a quality alternative to center-based care.
- Market our member's programs creatively.

18. How will each individual provider voice be heard by the union?

- We are forming a strong statewide leadership steering committee of family child care providers to ensure that we represent Oregon's diverse communities of child care providers.
- A leadership team is already working to recruit a representative Steering Committee to ensure that all providers are represented – geography, language, culture taken into account.
- Regular membership meetings.

19. How will you represent providers during legislation?

- We will work with CCPT members through our leadership team to make decisions on how to address legislative issues and to develop legislative initiatives of their own.
- We will set up times for members to meet their legislators in their home districts and will sponsor lobby days in Salem.
- Our lobbyist will be informed by our members on all child care initiatives.

20. How will legislative issues be determined?

- Providers will determine what they want to work on legislatively.
AFSCME has 8 offices, and toll free phone numbers available for you to call at anytime.

21. Under your representation; what will motivate providers to accept DHS/ERDC clients?

- This is a provider's personal decision.
- As we work to raise reimbursement rates, improve how the system operates, (and establish quality incentives) more providers may choose to accept DHS/ERDC clients.

22. Will I benefit from your union if I don't participate in DHS/ERDC programs?

- Yes, you will benefit regardless if you serve DHS/ERDC clients or not.
- While we are working with Registered and Certified providers first, AFSCME / CCPT will also work with exempt providers and assist those who want to become registered and certified.

23. How do you plan to resolve conflicts between providers, DHS, and Child Care Division? (CCD)

- AFSCME does not represent CCD or DHS workers so there will not be any conflict of interest.
- Through our Peer Advocate program, we will work to support our members with problems that arise with reimbursements and licensing and to work with the agencies to change the systems so they work better for everyone.
- AFSCME/ Child Care Providers Together will bring members and agency staff together to participate in respectful meetings to resolve issues and find solutions to fix problems.

24. How would you support providers with complaints filed against them?

- Peer advocate program
- We will support providers by making sure they are informed about how they can address complaints and if they choose, file appeals.
- We will review written materials, provide guidance, and support providers in responding appropriately and effectively.

25. Who does your union currently represent in Oregon?

- AFSCME has 21,000 members in Oregon including clerical, professionals and blue collar workers, working in public service.
- We currently represent 3 Head Start programs
- AFSCME/ Child Care Providers Together is the only union founded and run by child care providers.

26. What are your long term intentions if Oregon accepts/or declines a union?

- CCPT will support providers by giving them tools and resources to build a strong organization run by providers to increase support, funding and reform the child care system so that it works better for everyone.
- AFSCME/ CCPT will work on issues that providers identify such as access to affordable health insurance, marketing family child care, develop substitute pools, increase funding, support providers in their work with agencies, and develop opportunities for professional development.
- Make sure families have access to quality family child care.

27. Who decides which issues are most important?

- The providers.

28. If we join will the union make us strike?

- NO

29. Could you describe the future benefits of joining your union? i.e. Vacation, Health Insurance, Retirement, Unemployment, Sick time pay, Disability, Maternity leave, Legal assistance, Tax assistance.

- AFSCME/ Child Care Providers Together is currently researching and developing options.
- Providers will make the decision about which issues will be addressed.



1. What is the process for forming a child care union?

SEIU LOCAL 503 is seeking to organize all certified and registered family providers as well as license exempt providers who care for children receiving the DHS subsidy. The process for forming a union is different for those who participate in the DHS subsidy program is different from those who do not. Because the family child care providers are not currently covered under any kind of collective bargaining laws, we are currently seeking an executive order from the governor that would lay out the procedure. We are suggesting the following: Family child care providers in the subsidy program are asked to sign cards stating that they desire to be represented by SEIU LOCAL 503 Local 503 for purposed of negotiating a union contract that would address the subsidy rate and system, benefits and other working conditions that are controlled by either DHS or CCD. If a significant number of providers sign cards (such as 10%), all DHS participating providers would have an opportunity to vote over whether or not they wished to form a union. If a majority of those providers voting choose to form a union, they would then elect a bargaining committee, who would bargain with DHS and CCD over those conditions controlled or regulated by the state. Although we do not believe that a union could negotiate on behalf of providers who only take private pay clients, these providers clearly have a stake in any legislative or agency changes related to child care. We are working with these providers on pushing legislation that makes it more economically viable to be a licensed family provider and to take DHS subsidized clients. If we are unsuccessful in getting an executive order, we would likely work on a ballot measure similar to that which gave homecare workers the right to bargain with the state.

2. What does it mean if a provider signs a union postcard?

Over the course of the campaign, there have been a variety of cards that providers have filled out and/or signed. A **signed and dated** card that has the words "I therefore authorize Service Employees International Union, Local 503, OPEU to represent me..." means that the provider wishes to form a union with SEIU LOCAL 503. This card may be used for purposes of the 10% showing of interest mentioned in question #1. A card that does not require a date and signature means that the provider wishes to form a union with SEIU LOCAL 503, but it cannot be used for a showing of interest.

3. What do you require from providers other than paying dues to join the union?

Members are not required to be active. However, our union is a democratic organization and democracies need participation to work. Union members are elected by union members to be on bargaining committees, to be stewards, and to be officers in the union.

4. How much will dues cost? How will they be determined? How will they be paid?

SEIU LOCAL 503's dues, for members covered by a union contract, are 1.7% of gross pay plus \$2.75 per month. For providers who care for DHS clients, this would mean that they would pay dues equal to 1.7% of the DHS subsidy they receive. However, SEIU LOCAL 503 recognizes that the gross pay of a family child care provider is much different than the gross pay of other workers, due to providers' costs of running their own business. Prior to any dues being required we would want to work with providers to come up with a fair system of dues.

5. When will you start charging each provider dues?

If we are able to get an executive order from the governor giving providers the ability to negotiate with the state we would be able to move to an election and bargain a contract. In that case, DHS subsidized providers would not pay dues until there is a contract. Depending on how long it takes to change the law to enable child care providers to form a union, providers in some states have chosen to pay dues prior to getting a contract, but that choice is strictly voluntary.

6. What if paying dues become a hardship for the provider?

A provider who is an associate member can withdraw their membership at any time. Once a contract is in place, the law requires that a union represent everyone covered under a contract, whether or not they are a union member. For this reason, everyone covered by the contract pays membership dues or "fair share" dues for the cost of bargaining and administering the contract. **Since everyone will have a chance to vote on the contract, providers will only vote for a contract that makes significant gains and is worth much more than dues.**

7. How will joining a union affect a provider as an independent business owner? Will providers lose the power to make their own business decisions?

Having a union would not change the status of providers as independent business owners. Providers would retain the ability to set their rates, accept or decline taking a particular child, set up their house as they wish. The state already establishes and changes regulations and their implementation. Having a union would give providers more control in how these changes impact them.

8. Will providers who serve DHS/ERDC clients still be required to pay dues if they don't currently have clients from the Department of Human Services (DHS), using Employment Related Day Care (ERDC)?
If a provider is not taking care of a child who receives the DHS subsidy because his or her family qualifies for ERDC, TANF or JOBS, the provider could not be required to pay dues.
9. Under what conditions could a provider lose their membership?
A provider could lose their membership if they did not care for a DHS subsidized child and did not pay dues. In this case, the provider could choose to become an associate member, but he or she would not be covered under the union contract.
10. Are you planning to negotiate a standard pay scale that will be required for all family child care providers to charge clients?
No. Providers will remain in control of their business. Providers would negotiate the amount of the subsidy, but this would not affect what they charge, beyond the existing requirement that providers not charge more for children that receive the subsidy than they do for children who not receive the subsidy.
11. If a union is voted in for Oregon, do all providers have to join?
No. Providers will have the choice of whether or not to become members. However, once childcare workers have voted to accept a union contract, all providers who are covered by that contract would either become members or be required to pay the Fair Share dues discussed in question #6.
12. Do you plan to regulate providers in any way?
No. Providers will choose what they want their union to do, but in any case, only the government can regulate providers.
13. How will the union communicate with the providers?
Union members receive communication through one-on-one conversations, phone calls, meetings, mailings, accessing the website, and email. The communication comes from both providers who are union activists and union staff.
14. List your concrete accomplishments/benefits for family child care providers that you have been successful with in other states?
Rhode Island: In 2004, Union activist providers stopped \$5 million in cuts to the state's child care budget. Providers successfully lobbied the legislature for health insurance for those who care for subsidized kids.
Illinois: Unionized providers worked successfully at the Illinois legislature to raise subsidy in 1999 and 2000. Stopped budget cuts in 2004 and helped pass \$28 million for increase eligibility for child care and \$30 million in Pre-K in 2004. Won seats for family providers on the State's Child Care and Development Advisory Committee and defeated excessive licensing fees and zoning ordinances against family child care homes.
California: 500 people rallied at the State Capitol to stop 165 million in cuts and the Governor's rate reform
15. What resources could be available to union members and how will they be provided?
The staff and leadership of SEIU LOCAL 503 Local 503 includes attorneys, writers and media specialists, researchers, lobbyists, political strategists, contract negotiators, benefits experts, and organizers. These skills have already been brought to this campaign as we do legal research, work at the legislature, design communications, and bring providers together to come up with a plan of action.
16. Will you be able to help with provider training and education? How?
Once providers have formed a union, the union's elected leadership will make decisions about the direction that their union should take. One option, and one that has been implemented successfully by SEIU 503 homecare workers, could be for the union to help with training and education. In the case of homecare workers, we have partnered with the University of Oregon's Labor Education and Research Center to provide ongoing training on health and safety, designed specifically for homecare workers.
17. How do you plan to promote family child care?
Child care providers carry the state's economy on their backs, but their role is rarely recognized by politicians or the general public. This is one reason why child care in Oregon is so badly under funded. A powerful statewide union, with a continuous presence at the Capitol will mean that providers' interests will be constantly promoted with politicians. In addition, SEIU Local 503 will put resources into paid media to ensure that child care providers' issues are heard and recognized throughout the state.
18. How will each individual provider voice be heard by the union?
SEIU LOCAL 503 is a democratic union. Members elect their own bargaining committee and every member has a chance to vote on whether to accept the contract. Every member in the bargaining unit can vote to elect the officers who represent them. Any increase in dues must be voted on by the whole membership. Every member votes to elect the statewide officers of SEIU Local 503. Every two years, SEIU Local 503 holds a convention, at which delegates (also elected directly by members) make changes to SEIU Local 503's Constitution and By-Laws. Finally, decisions regarding political endorsement are made by member elected committees.
19. How will you represent providers during legislation?
During the legislative session, SEIU Local 503 has a staff of 6 lobbyists who track legislation, testify at legislative hearings, lobby legislators, and most importantly, help members get access to their legislators so that members can also lobby and testify at hearings. We organize in-district meetings with legislators, and make sure that members know about meetings that legislators have organized in their districts. SEIU Local 503 works to elect candidates who support funding services like child care.

20. How will legislative issues be determined?

Once there is a child care providers' union in place, the leadership of that union, working in conjunction with the leadership of other groups of workers organized with SEIU Local 503, will determine legislative priorities. This will be done with input from all child care provider members through one-on-one conversations, meetings, and surveys.

21. Under your representation; what will motivate providers to accept DHS/ERDC clients?

Many licensed providers have told us that the current subsidy rates and system discourage them from taking DHS clients. At the same time, most providers say that these children are the ones most in need of stable, quality child care. Providers have said that improvements in rates, minimization of problems like late payments, lack of notification of changes in clients' status, and elimination of the providers' role in collecting co-pays would motivate them to accept DHS subsidized clients.

22. Will I benefit from your union if I don't participate in DHS/ERDC programs?

Yes. Providers who do not accept DHS subsidized clients will benefit from the work done by SEIU Local 503. This year we are tracking legislation that would allow registered and certified providers the same access to liability insurance as governmental agencies. We will be working with CCD to bring consistency to licensing inspections.

23. How do you plan to resolve conflicts between providers and DHS and CCD?

Because SEIU Local 503 represents employees in DHS and CCD, we are in a unique position to help resolve conflicts in a productive and non-confrontational manner. We have found in representing both homecare workers and DHS case managers for seniors and disabled people, that many problems can be resolved through getting people together to gain a better understanding of each others' work. We have successfully represented homecare workers when DHS has violated their contract.

24. How would you support providers with complaints filed against them?

Our union is not in the business of protecting bad workers; however, we believe that all workers deserve due process when complaints are made against them. We would ensure that there was a fair and impartial investigation, that the rules and standards are clear and consistently applied. A union contract could require DHS or CCD to substantiate a complaint before making that complaint part of the provider's file.

25. Who does your union currently represent in Oregon?

We represent approximately 40,000 publicly funded workers in Oregon in state and local governments, private non-profit organizations, and nursing homes and home health.

26. What are your long term intentions if Oregon accepts/or declines a union?

If the Governor does not sign an executive order giving providers the ability to negotiate with the state, we will work with providers, community members, and other allies to collect signatures for a ballot measure in 2006. Our mission is to improve the lives of working people in Oregon. We have worked for several years with the Oregon Human Services Coalition, which includes child care and education advocacy organizations. Our commitment to funding social services will continue.

27. Who decides which issues are most important?

Child care providers would decide which contract issues are most important. There would be bargaining surveys and meetings to prioritize these issues.

28. If we join will the union make us strike?

No. When workers strike, it is because they have decided they have more to lose by not striking. **Our Homecare members do not have the ability to strike. Instead, if they are unable to reach an agreement in contract bargaining, they can take their dispute to a neutral arbitrator who makes a legally binding decision.** It is likely that child care providers could achieve a similar process.

29. Could you describe the future benefits of joining your union?

Before the union contract exists, it is impossible to describe what it contains. However, it is important to remember that the members affected by that contract have to agree to what is in it. **Providers have said that higher subsidy rates, and improved subsidy system, affordable insurance programs, compensation and recognition for additional skills and training, and a pool of qualified substitutes are the most important improvements. A union of child care providers would set these as the major goals to achieve through contract negotiation and political action. Our Homecare members were successful in getting health insurance their first contract, for example.**



Child Care Providers Together

CCPT, American Federation of State, County & Municipal Employees
123 NE 3rd Avenue Suite 505 Portland, OR 97232 Phone (503) 239-9858 or 1-800-792-0045
e-mail: ccptunion@afscmecn75.com

Dear Family Child Care Providers,

As many of you know, I was a family child care provider for 15 years. I was Chair of Oregon Family Child Care Network for several years. I have also been in the Children's Defense Fund Emerging Leaders Fellowship program since 1999. After talking to friends and colleagues in Oregon and around the country and researching unionizing child care I have taken a job with the union American Federation of State County and Municipal Employees (AFSCME), Council 75 - Child Care Providers Together.

Many of the things that you will probably decide to work on are things that we worked on years ago, and didn't yet accomplish. The difference is now we will have the support of Child Care Providers Together. As much as we tried previously there was never enough funding or time since we were all volunteers who were putting in 12+ hour days taking care of the children. This is the chance to have an international union help providers to get organized and to make the changes that providers want.

I believe this is a great opportunity for family child care providers to have a strong voice. We will be able to join with others from the field to have an even stronger voice and with AFSCME to have a voice that can't be ignored by decision makers. Unionizing child care will be a giant step forward for Oregon and a small step forward in the national movement. Think about the impact we can have on federal legislation when there are several states with strong child care unions and access to the unions resources (legal team, lobbyist, etc.) It's time for everyone in the field to work together with an Organized Voice.

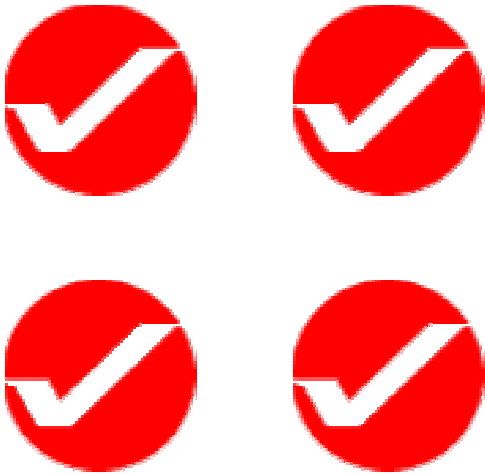
Contact me so we can discuss how you can be involved in this movement. Child Care Providers Together is available to come to your local area and do a presentation. This will also give you the opportunity to hear directly from other family child care providers from Oregon and from some who have unionized in other states.

I have walked in your shoes and respect the work that you are doing. This is our opportunity to educate others to have respect for family child care and to recognize the valuable work we do in the profession of childhood care and education. We look forward to working with each of you. With two unions in Oregon I know there is some confusion among providers. Please contact me, if you need clarification on anything that you hear. I am always available to talk with you. Look for the Child Care Provider Together logo on everything we send to you.

Faye Zepeda

Childhood Care and Education Specialist
Child Care Providers Together – AFSCME
Cell 503-949-5439, 1-800-521-5954

\$ 5.00 Check off Box to support OFCCN



When you renew your Registration with the Child Care Division, please remember OFCCN!

On the renewal form for Registered Family Child Care, there is a section that states: **Would you like \$5.00 of your fee to go to the Oregon Family Child Care Network? Please check yes!!** That is NOT an additional \$5.00, that is \$5.00 of the \$30.00 fee that you send with the application that will go towards helping us help YOU stay informed!

Union Contact Information

AFSCME / Child Care Providers Together

Sue Lee-Allen 1-800-792-0045

Office: 503-239-9441

Fax: 503-239-9441

Email: suelee@afscmecn75.com

Faye Zepeda 1-800-521-5954

Office: 503-521-2522

Fax: 503-370-7725

Cell: 503-949-5439

Email: faye@zepedalearning.org



www.oregonafscme.com

SEIU 503

1-800-527-9374

Danika Finley 503-881-7238

www.seiu503.com

Remember the April 2nd meeting to learn more about the unions.

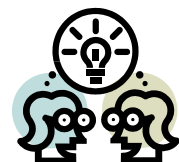
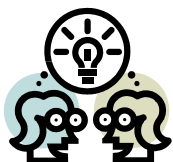
April 2, 2005

9:00 am—3:00 pm

In Portland

Call Laurie 503-625-5010
to reserve your lunch

Call Jeannie 503-378-1596
for Friday night lodging scholarship



Oregon Family Child Care Network
PO Box 12752
Salem, OR 97309-0752



**Let Your Voice
Be Heard !**

**Remember the
\$5.00 Check off Box**

Conference Dates to Remember



National Association for Family Child Care

Conference July 29 & 30, 2005

Pre-Conference July 27 & 28th

Location: Denver Colorado

Contact: Phone: 801-269-9338

Email: nafcc@nafcc.org

Web: www.nafcc.org

Central Oregon Chapter of OAEYC Annual Winter Conference

March 12, 2005 Bend, OR

Contact: Cherie Skillings 541-322-6820

Nurture Your Mind Pre-Conference Mexico

November 9 - 11, 2005

Nurture Your Mind Conference Mexico

November 12 - 19, 2005

Contact: Faye at Zepeda Learning and Leadership

faye@zepedalearning.org 503-362-3175

Cell 503-949-5439

NAEYC Annual Conference

December 7-10, 2005 Wednesday – Saturday

Washington, DC NAEYC

Contact: 800-424-2460 www.naeyc.org

Attending conference's is a great way to get your training hours for your renewal. It is also a good way to meet other providers to network with to share ideas.