

**Hamilton County Child Care Forum  
February 17, 2010**

<b>AFSCME/ Union related: The following answers were provided by AFSCME:</b>	
<b>QUESTIONS</b>	<b>ANSWERS</b>
<p>What's the purpose of the union?</p>	<p>Beginning in 2006, independent child care providers across Ohio expressed concerns about the subsidized child care delivery system in our State. Specifically, providers felt that there was a lack of uniformity across the State with regard to such issues as timely payments, home inspections, eligibility information, and subsidy rates. Further, there was a strong desire that child care providers should be recognized and treated as the professionals they are. As a result of these concerns, child care providers sought to unionize so that they could engage in collective bargaining with the State of Ohio to address these and other issues. Providers also recognized that the power of collective action among all child care providers across the State would be needed to lobby the State legislature and the State of Ohio for fair rates and uniform and fair regulations. This was the primary purpose for creating one strong union of child care providers.</p> <p>During the time providers were organizing, Ohio Council 8 was instrumental in lobbying for subsidy increases for providers in 2008. The union recently negotiated the first collective bargaining agreement for child care providers with the State of Ohio. This landmark agreement contains a grievance procedure, a "Child Care Provider Bill of Rights" and allows for union representation at certification revocation hearings at no cost to providers.</p> <p>Currently, Ohio Council 8 is in discussions with the State of Ohio to build protections for providers into the swipe card time and attendance process. And soon the union will be back at the bargaining table with child care provider representatives negotiating a successor agreement.</p> <p>Nationally, AFSCME is lobbying Congress for more money for providers in Ohio and across the nation.</p> <p>All of these actions are in keeping with the "purpose of the union" which is to represent and advance the interests of Ohio's independent child care providers.</p>
<p>How many people in this room participated in the mail in vote for union?</p>	<p>The desire of child care providers to unionize lead to the signing of an Executive Order by Governor Strickland that authorized child care providers to organize and form a union. Governor's Strickland's action followed similar action by other states like Wisconsin, Michigan, Minnesota, California, Kansas, Iowa, New Jersey, New York and Oregon.</p> <p>The Executive Order established that the State of Ohio would recognize and bargain with any labor organization that won a majority of votes of all Type B and Type A providers (not employed by Child Care Centers) across the State of Ohio. The</p>

**Hamilton County Child Care Forum  
February 17, 2010**

	<p>Executive Order made it clear that the vote would be by secret ballot election and the election would be conducted and overseen by the American Arbitration Association – an independent agency.</p> <p>Thereafter, AFSCME organized child care providers and on April 4, 2008 won an overwhelming majority of votes of all child care providers across the State of Ohio.</p> <p>Since the ballots were cast by secret mail ballot election, it is not possible for AFSCME to provide the number of child care providers in Hamilton County who voted for or against the Union. What AFSCME can say is that hundreds of child care providers in Hamilton County have chosen to become members of AFSCME Council 8 and that child care providers from Hamilton County now serve as AFSCME local union officers representing the interests of Hamilton County providers in negotiations with the State of Ohio.</p>
<p>Why did Ted Strickland sign the executive order?</p>	<p>Governor Strickland signed the Executive Order in response to the demand by child care providers across the State to unionize and thereby raise the standards of their profession.</p>
<p>Why are you forcing us to be in a union?</p>	<p>There is no requirement that any child care provider be a member of the union. Membership in the union is entirely voluntary.</p>
<p>Do you have to rejoin the union if you are currently an AFSCME Ohio Council 8 member?</p>	<p>No</p>
<p>If I don't join the union are they still going to take a fee out of your check?</p>	<p>If a provider decides to become a member of the union, the provider will pay union dues. In accordance with Ohio law and the terms of the collective bargaining agreement between the State of Ohio and AFSCME Council 8, non-members of the union will be obligated to pay a "fair share fee". This fee is collected in recognition of the fact that whatever the union is able to bargain to improve rates or working conditions for providers who join the union, will also be passed on to providers who choose not to be a member of the union.</p>
<p>Is there a deadline to become a union member?</p>	<p>No</p>
<p>Why are centers not allowed in the union?</p>	<p>Those providers who work for daycare centers are actually employees of their centers– not independent child care providers. As such, in order for them to unionize, they would have to organize all of the workers at their day care centers. Thereafter, bargaining over their terms and conditions of employment would occur not with the State of Ohio but with their "employers" - the owners of their day care centers. Although there are 13,000 child</p>

**Hamilton County Child Care Forum  
February 17, 2010**

	care providers in Ohio, only approximately 7,000 are eligible to be represented by the union.
When will union dues be taken out of payments, how often?	<p>Despite the fact that the AFSCME Council 8 was certified as the union representative for providers in April, 2008 and that AFSCME has been working on behalf of providers both with regard to bargaining and lobbying at the state and national level since that time, AFSCME has not collected any dues from providers to date.</p> <p>Union dues and fees in the amount of \$25.00 per month (for any month a provider is providing subsidized care) will begin to be deducted with the implementation of the statewide payment system in April or May, 2010.</p>
What is the money (\$25) going toward?	<p>The regular dues rate for AFSCME membership is \$38.00 a month. This rate has been significantly reduced for child care providers. The rate for providers is \$25.00 a month. The dues money is divided between your local AFSCME union, AFSCME Ohio Council 8 and AFSCME International.</p> <p>Local unions use dues to run union business meetings, to attend training, to mail information to the members they represent and to print collective bargaining agreements among other activities. AFSCME Ohio Council 8 employs professional legal staff, staff representatives, lobbyists, and public relations staff, all of whom are paid from union dues, and who have and will continue to provide help and assistance to child care providers and their local unions. AFSCME International employs professional researchers, educators, auditors, public policy analysts and lobbyists, all of whom are paid from dues, and who lobby on a national level for more federal dollars for public services, like child care, and for increased rates for the tens of thousands of providers AFSCME represents across the country. AFSCME also provides free training to providers on a host of issues from tax preparation to business planning.</p>
Will we receive a booklet about what the union will offer?	<p>Recently, AFSCME Ohio Council 8 sent a copy of our child care provider newsletter to all child care providers across the State. The newsletter contained a lot of information about AFSCME Advantage member only benefits. Among the large number of benefits offered are low interest credit cards, low mortgage rates, lower costs on hundreds of consumer goods and travel discounts. For more information about AFSCME Advantage Benefits, you can go to <a href="http://www.afscme.org">www.afscme.org</a>.</p>
What type of benefits does the union provide?	See question above.
What about health insurance?	See question below.
Will we be able to buy into state medical plans?	Unfortunately, the state medical insurance plans cover only state employees. As independent contractors, child care providers are not eligible for hospitalization coverage under the State's plan.

**Hamilton County Child Care Forum  
February 17, 2010**

	AFSCME Ohio Council 8 is in negotiations with several insurance companies to offer a low cost medical insurance plan for providers to purchase who have no coverage. Since the union can now pool all providers together, the union believes it can negotiate a plan that is much less expensive than private insurance individual or family plans currently on the market.
Will we receive a contract book from the union? If so, when?	An electronic copy of the union contract is on the Council 8 website under the Child Care Provider link. Go to <a href="http://www.afscme8.org">www.afscme8.org</a> or call 1-800-361-6715.