



December 2009

## In This Issue

Notice of Local Union Elections  
2010 Market Survey  
Page 2

Benefits of Membership: The AFSCME Advantage  
Page 3

Lobbying in Washington for Increased Meal Reimbursement  
Page 4

Your New Union Contract and the Providers Bill of Rights  
Page 5

Contacting Ohio Council 8  
Page 6

*John A. Lyall, President*  
*Harold Mitchell, First Vice President*  
AFSCME Ohio Council 8  
6800 North High Street  
Worthington, Ohio 43085



## Governor Strickland Set to Sign Child Care Provider's Contract

**O**hio Governor Ted Strickland is set to sign a first-time contract covering nearly 7,500 Ohio in-home child care providers who ratified their first Council 8 contract earlier this year.

The contract with the administration guarantees union recognition, establishes a grievance procedure, and gives in-home child care providers new rights and a voice on the job.

AFSCME Ohio Council 8 President John A. Lyall said the first-ever pact, approved by a virtually unanimous vote of union members, enables providers to address reimbursement rates, consistent pay practices, and training and operating rules with state and county officials.

"There aren't many jobs that are more important than taking care of Ohio's children," Lyall said. "Now, with this contract, in-home child care providers are going to receive the respect they've earned."

Governor Strickland, a strong advocate of early childhood development, is committed to sign the contract.

The new agreement includes the "AFSCME Child Care Provider's Bill of Rights," said Council 8 General Counsel R. Sean Grayson, who led the union's negotiating committee.

The Bill of Rights includes the right of providers to review and copy their files, to receive impartial evaluations, to require Department of Job and Family Services employees entering their home to produce identification and inform the provider if the visit is in response to a complaint or a routine inspection, and "to be treated with respect during visits, inspections and investigations," Grayson said. (See page 5)

The success in Ohio is part of a national movement among child care providers to gain dignity and a voice through AFSCME. With their own union, providers now have the power to discuss reimbursement rates, consistent pay practices, training and operating rules with state and county officials who administer these programs.

In addition to Ohio, AFSCME represents about 150,000 family child care providers in California, Iowa, Kansas, Michigan, Minnesota, New Jersey, New York, Oregon, Pennsylvania and Wisconsin.



Ohio Gov. Ted Strickland and AFSCME child care providers at Council 8's 2007 convention.



## IMPORTANT NOTICE:

### Nomination and Election of Local Union Officers:

Ohio Council 8 has created eight local unions so that Child Care Providers can gather regionally, democratically elect their leaders, represent and communicate with members and conduct business.

**Elections for local union officers for each of the eight CCP Local Unions will be held on February 6, 2010. Nominations at 10 AM, voting between 10:30 AM and Noon at the following locations:**

- CCP Local 4021 Akron Region (Ashland, Coshocton, Holmes, Medina, Portage, Stark, Summit, Tuscarawas and Wayne Counties), **Voting location: 1145 Massillon Road, Akron, Ohio.**
- CCP Local 4022 Athens Region (Athens, Gallia, Guernsey, Jackson, Lawrence, Meigs, Monroe, Morgan, Noble, Perry, Pike, Scioto, Vinton and Washington Counties)  
**Voting Location: 36 South Plains Road, The Plains, Ohio**
- CCP Local 4023 Cincinnati Region (Adams, Brown, Butler, Clermont, Clinton, Hamilton, Highland and Warren Counties) **Voting location: 1213 Tennessee Ave, Cincinnati, Ohio.**
- CCP Local 4024 Cleveland Region (Cuyahoga, Geauga, Lake and Lorain Counties)  
**Voting Location: 1603 East 27th Street, Cleveland, Ohio.**
- CCP Local 4025 Columbus Region (Crawford, Delaware, Fairfield, Franklin, Hocking, Knox, Licking, Madison, Marion, Morrow, Muskingum, Pickaway, Richland, Ross, Union and Fayette Counties)  
**Voting Location: 6800 North High Street, Worthington, Ohio.**
- CCP Local 4026 Dayton Region (Auglaize, Champaign, Clark, Darke, Greene, Logan, Mercer, Miami, Montgomery, Preble and Shelby Counties)  
**Voting Location: 15 Gates Street, Dayton, Ohio.**
- CCP Local 4027 Toledo Region (Allen, Defiance, Erie, Fulton, Hancock, Hardin, Henry, Huron, Lucas, Ottawa, Paulding, Putnam, Sandusky, Seneca, Van Wert, Williams, Wood and Wyandot Counties)  
**Voting Location: 420 South Reynolds Road, Toledo, Ohio.**
- CCP Local 4028 Youngstown Region (Ashtabula, Belmont, Carroll, Columbiana, Harrison, Jefferson, Mahoning, and Trumbull Counties)  
**Voting Location: 150 South Four Mile Run Road, Youngstown, Ohio.**

Local Union offices to be elected are: President, Vice President, Secretary-Treasurer, Recording Secretary, Executive Board Members and Trustees. Only members of the union (i.e., those who have signed an AFSCME union authorization card) may run for office or vote in the election. If you have questions about the duties of any office or the election process, please contact the lead staff person in your region. (See page 6)

## OSU 2010 Market Rate Survey

**A** FSCME representatives and Type B providers attended a meeting with the State of Ohio Dept. of Job and Family Services and The Ohio State University Statistical Consulting Service on November 18, 2009 over the creation and distribution of the 2010 Market Rate Survey.

The 2010 survey will effect subsidy rates beginning in 2011. The 2010 surveys are scheduled to be mailed out to providers beginning March 20, 2010. AFSCME will be communicating with providers over the coming months about the survey process.

# You get these money-saving benefits and more because you belong to AFSCME!

Being an AFSCME member doesn't only get you an advantage at the bargaining table — it also gets you bargains with AFSCME Advantage. As AFSCME members you are eligible to save on a large number of products and services by participating in the AFL-CIO's Union Privilege program — known to AFSCME members as AFSCME Advantage.

For more information on the full range of discounts and services available to union members, visit the AFSCME web site at: [www.afscme.org/members](http://www.afscme.org/members)



**UNION DRIVER & TRAVELER**

Programs include Goodyear Discount Tires and Car Services, Auto Insurance savings, A Guide to Union-Made Vehicles from UAW, Vacation Tours and Car Rental Discounts.



**THE AFSCME ADVANTAGE MASTERCARD**

AFSCME Advantage Credit Card and the AFSCME Debit Card — an alternative to a traditional credit card with members-only benefits and an easy application process.



**UNION SHOPPER**

Get discounts on computers, clothes, CDs, DVDs, books, flowers, pet services, AT&T Wireless discounts, tickets ... lots more shopping options and even more savings.

## If You're Not a Member — Join Today!

As one of Ohio's 8,000 in-home child care providers, you are covered by the contract negotiated by the union and approved by a vote of the union's members.

As a union member you will have the opportunity to fully participate in the life of the union including electing officers, holding a union office, voting on contracts negotiated by the union which affect working conditions, rules, and reimbursements.

If you are not a member yet, we encourage you to cut out the attached postage paid membership card, fill it out and drop it the mail today!

### Membership and Dues Checkoff Card

**YES!** I accept membership in Child Care Providers Together/AFSCME, AFL-CIO. When child care providers win the right to engage in collective bargaining negotiations with any public or private entity, I authorize Child Care Providers Together/AFSCME, AFL-CIO to be my exclusive representative to collectively bargain or discuss my working conditions. I understand that this authorization card can be used by AFSCME to obtain recognition from said entity. By signing this card, I request and accept membership in CCPT/AFSCME.

#### Dues Deduction Authorization

By signing this card, I hereby authorize the State of Ohio, the \_\_\_\_\_ County Board of County Commissioners, Auditor's Office and/or Department of Jobs and Family Services to deduct from reimbursement/payments issued to me pursuant to my "Purchase of Child Care Services Contract" membership dues in the amount set by CCPT/AFSCME which shall be remitted to AFSCME. This checkoff Authorization may only be revoked by me in writing and will terminate thirty (30) days after receipt of the revocation. I understand that this checkoff commitment is separate from my membership agreement. Dues contributions or gifts to AFSCME are not deductible for federal income tax purposes.

Dues paid to AFSCME however, may qualify as business expenses and may be deductible in limited circumstances subject to various restrictions imposed by the Internal Revenue Service.

Signature \_\_\_\_\_ Date \_\_\_\_\_

Name \_\_\_\_\_

Address \_\_\_\_\_ Apt. \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone number (s) \_\_\_\_\_

e-mail address \_\_\_\_\_

# AFSCME Tells Congress Food Program Vital to Quality Care

**A** FSCME is on the front lines fighting for the re-authorization and expansion of the Child and Adult Care Food Program that provides the resources providers need and the children in their care depend on.

More than any other advocacy organization “our union has been in Congress playing a key role in making sure this vital nutrition program continues to serve Ohio’s children and adults,” said Robert Davis Council 8 Political and Legislative Director.

According to Davis, AFSCME is focusing on benefits to adults, families, children and providers — including nutritional information and support for providers, and families to set healthy childhood eating patterns and help for families struggling to make ends meet by providing

kids with healthy meals. The union is pushing for higher reimbursements enabling providers to include suppers or a third meal.

Approval of the measure will put money back in the pockets of providers, many of whom provide extra meals at their own expense for children in their care.

Davis said this kind of hands-on lobbying is supported by the voluntary contributions of union members to AFSCME’s PEOPLE program.

Through PEOPLE — Public Employees Organized To Promote Legislative Equality, union members can support good public policy and stand up for strong public services.

For information on joining PEOPLE, call Council 8 at 1-800-282-3014.

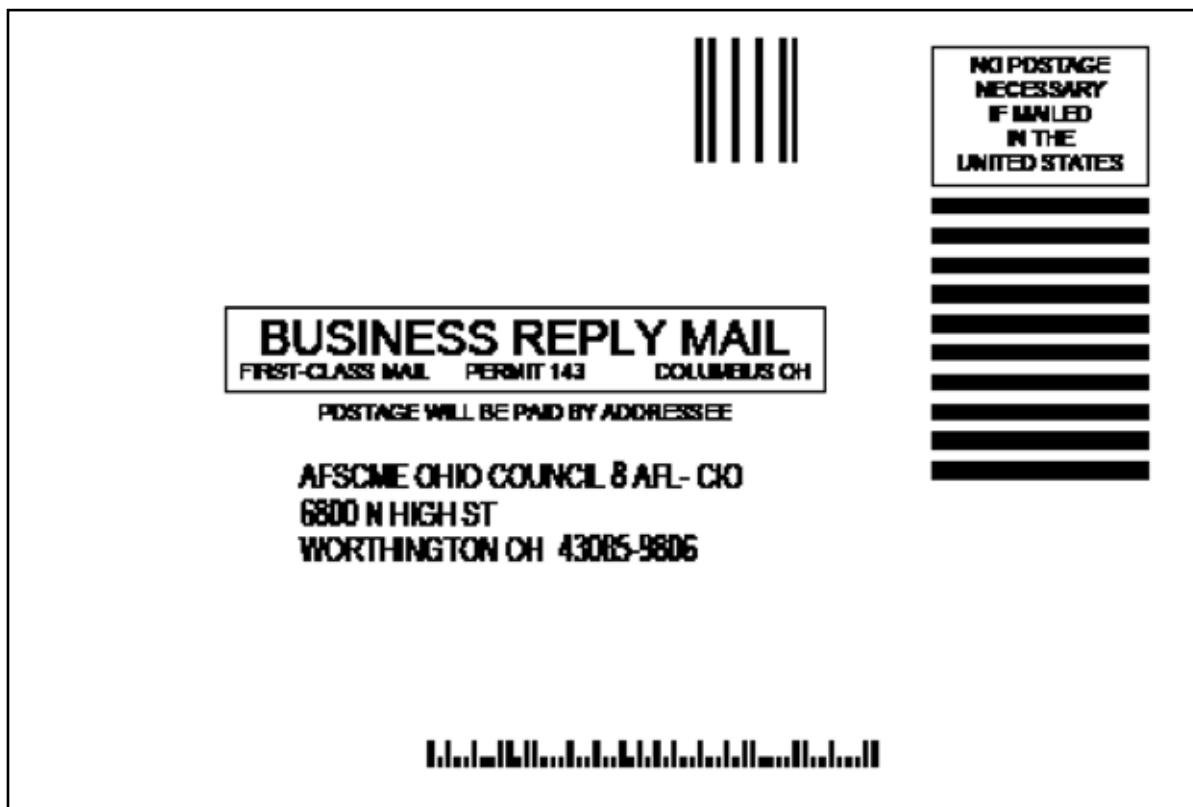
## ***Union Dues and the Fair Share Fee***

**W**ith the implementation of the statewide child care subsidy payment system in May, 2010, union dues and fair share fee deductions will begin for all Type A and Type B bargaining unit providers.

Under Ohio law and the terms of the collective bargaining agreement, non-members of the union are required to pay a fair share fee to the union. Dues and fair share fees are currently twenty five dollars (\$25.00) per month.

If a provider does not make enough in a payment period for dues or fees to be deducted, the deduction will be delayed until the next payment period.

Given the additional benefits union members are entitled to receive, including the AFSCME Advantage Program, we encourage providers to join their fellow union members by signing the membership card included in your newsletter.



## Union Contract Guarantees Rights

In 2006, Council 8 used its political power to help elect Ted Strickland Governor of Ohio.

As Governor, he recognized our issues and concerns, and issued an executive order granting collective bargaining rights to Ohio's nearly 7,200 Independent Child Care Home Providers (ICCHP).

Under that executive order, we organized thousands of child care providers across Ohio.

In 2007, we reached another milestone when you voted to make Ohio Council 8 your union.

Since that time your elected statewide committee has negotiated a ground-breaking contract with the Strickland administration.

The new contract guarantees ICCHPs union recognition, establishes a grievance and appeal procedure, and gives in-home child care providers a voice on the job and a seat at the table when the state considers issues affecting child care.

However, the contract's most significant improvements in working conditions are included in the provider's Bill of Rights.

## The Child Care Provider's Bill of Rights

### All family child care providers have:

- The right to be treated with respect and objectivity during visits, inspections and investigations.
- The right to request that all agency employees present identification during visits.
- The right to know whether a home visit is about a complaint or a routine inspection.
- The right to objective, uniform statewide standards (checklist) to be used during both routine and complaint inspections.
- The right to receive a copy of any inspection report and the right to add comments to that report.
- The right to access, review and make copies of any information in their files maintained at the State or local level.
- The right to ensure that any complaints maintained in their files are accompanied by the investigative findings and the outcome of any appeal procedure.
- The right to a union representative or private counsel at appeal procedures.
- The right to timely notice of all changes in eligibility for children in their care.
- The right to operate without discrimination on the basis of race, sex, creed, color, religion, age, national origin, ancestry, political affiliation, disability, sexual orientation, height, weight, parental or marital status, pregnancy or childbirth, union membership or participation in union activities in accordance with state and federal law.
- The right to be represented on an ongoing labor-management committee, and committees created to review proposed new rules or changes to payment procedures or reimbursement rates.
- The right to file a grievance over any breach of the collective bargaining agreement between the State of Ohio and AFSCME or allegations that a county rule or regulation is in conflict with the terms of the agreement and submit meritorious grievances to binding arbitration.

## State Proposes Electronic Time and Attendance Card System

The State of Ohio is moving forward with its plan to equip each provider with an electronic swipe card reader and each eligible family with swipe cards to track time and attendance by the fall of 2010.

Under the proposal an eligible family member will be required to swipe a child in and out each time the child enters daycare to confirm that the child is eligible for care and to authorized payment.

Once the system is implemented, the State will then begin issuing payments directly to providers on a weekly basis.

AFSCME is holding discussions with the State over provider concerns with the proposed swipe card system, including concerns about card reader reliability; children whose parents do not pick up or drop off, and parents who will inevitably forget to bring the swipe care with them when they drop off their child.

AFSCME will keep providers informed about our discussion with the State

## Health and Liability Insurance

Ohio Council 8 is in negotiations with several insurance companies in an effort to offer low cost group medical insurance and business liability insurance plans to providers to purchase who may not have or can not afford individual coverage.

The State of Ohio has agreed to work with AFSCME to allow insurance premiums to be deducted from subsidy payments.

AFSCME will be sending providers detailed information about these plans once an enrollment period is established.



**Ohio Council 8 Child Care Providers Together**  
6800 North High Street  
Worthington, Ohio 43085-2512

Presorted First Class  
US Postage  
PAID  
Columbus, OH  
Permit Number  
XXXXXX

# AFSCME Ohio Council 8 Regions

*AFSCME Ohio Council 8 represents all of the state's in-home child care providers. Council 8 is a statewide organization with offices in each of the eight regions. Listed below is the contact information for the regional office and the name of the staff representative assigned to assist your local union. Council 8 staff are available to answer your questions and address your concerns. Council 8's offices are open from 9 AM to 5 PM weekdays.*

## **Akron Region**

Serving Ashland, Coshocton, Holmes, Medina, Portage, Stark, Summit, Tuscarawas, and Wayne counties.  
Stevan Pickard Staff Representative  
Robert Thompson, Regional Director  
1145 Massillon Road Akron, OH 44306  
Phone: 800.361.6657 or 330.784.6390

## **Athens Region**

Serving Athens, Gallia, Guernsey, Jackson, Lawrence, Meigs, Monroe, Morgan, Noble, Perry, Pike, Scioto, Vinton and Washington counties.  
Tammy Carsey Staff Representative  
William Sams, Regional Director  
36 South Plains Road The Plains, OH 45780  
Phone: 800.361.6710 or 740.797.9708

## **Cincinnati Region**

Serving Adams, Brown, Butler, Clermont, Clinton, Hamilton, Highland and Warren counties  
Renita Jones-Street Staff Representative  
Peter McLinden, Regional Director  
1213 Tennessee Avenue Cincinnati, OH 45229  
Phone: 800.361.6715 or 513.641.2900

## **Cleveland Region**

Serving Cuyahoga, Geauga, Lake, and Lorain counties.  
Mark Davis, Staff Representative  
Michael Bauer, Regional Director  
1603 East 27th Street, Cleveland, OH 44114  
Phone: 800.361.6740 or 216.241.4554

## **Columbus Region**

Serving Crawford, Delaware, Fairfield, Franklin, Hocking, Knox, Licking, Madison, Marion, Morrow, Muskingum, Pickaway, Richland, Ross, Union and Fayette counties.  
Stephen Roberts, Staff Representative  
Robert Skok, Regional Director  
6800 North High Street, Worthington, OH 43085  
Phone: 800.282.3014 or 614.841.0595

## **Dayton Region**

Serving Auglaize, Champaign, Clark, Darke, Greene, Logan, Mercer, Miami, Montgomery, Preble and Shelby counties.  
Scott Thomasson Staff Representative  
Marcia Knox, Regional Director  
15 Gates Street Dayton, OH 45402  
Phone: 800.361.6746 or 937.461.9983

## **Toledo Region**

Serving Allen, Defiance, Erie, Fulton, Hancock, Hardin, Henry, Huron, Lucas, Ottawa, Paulding, Putnam, Sandusky, Seneca, Van Wert, Williams, Wood and Wyandot counties.  
Randy McElfresh, Staff Representative - Lucas Co.  
Cheryl Tyler-Folsom, Staff Representative  
Sally Powless, Regional Director  
420 South Reynolds Road, Toledo, OH 43615  
Phone: 800.361.6748 or 419.539.6000

## **Youngstown Region**

Serving Ashtabula, Belmont, Carroll, Columbiana, Harrison, Jefferson, Mahoning and Trumbull counties.  
Jaladah Aslam, Staff Representative  
John Filak, Regional Director  
150 South Four Mile Run Road  
Youngstown, OH 44515  
Phone: 800.361.6775 or 330.792.4500

**Visit AFSCME on the Web**  
Ohio Council 8  
[www.afscmecouncil8.org](http://www.afscmecouncil8.org)  
AFSCME International  
[www.afscme.org](http://www.afscme.org)