



CHILD CARE



VOICE Local 100A • CCPT Local 100B – A Union of Child Care Providers

CSEA Local 1000 AFSCME, AFL-CIO • 143 Washington Avenue, Albany, New York 12210

Fall 2016

A message from your officers

Greetings!

We are very excited to get started on this next stage of our journey and look forward to working with you all during the next three years of our elected terms. Together with working families across the state, we face many challenges of nurturing our youngest children to success in school and life in hard times. As providers, we also face the big challenge of sustaining and growing the child care programs that are our livelihoods.

Since 2007, CSEA/VOICE Local 100A members have taken action and accomplished many of the goals we all set together. We negotiated two agreements with New York state and OCFS to deliver \$500 program grants, resources for professional development and health care, including vision/dental at no cost. We passed legislation to make adult-child ratios more flexible for providers and families. We established the first statewide

family child care resource center, supporting thousands of providers with registration, licensing and inspections; timely and accurate DSS payments and fraud investigations; CACFP; and zoning and municipal fees. And we have helped sustain state and federal funding for child care subsidies that so many families and children rely on.

As family child care providers, our biggest challenges in the next few years include new federal regulations that will impact our programs and negotiating our next agreement with New York State and OCFS. As recently elected statewide CSEA/VOICE Local 100A officers, we've stepped up to meet these challenges head on. We encourage you to step up, too. Participate however you can — come to a meeting, join a conference call, read and respond to our e-mails, “talk union” with providers you see in your neighborhood. A strong base of dues paying members willing to take action is the source of our past



President Pam Wells, front center, Vice President Roxanne Savage to her left, and Secretary-Treasurer Sally Heater, to her right, held a working meeting recently with chapter representatives from across the state after swearing in and taking the oath of union office.

and future success.

We look forward to hearing from you. Send us an email and let us know your thoughts at voice@cseainc.org. You can also contact us through our website at voicelsea.org.

With our best wishes for a healthy and successful year,

Pam Wells, President;
Roxanne Savage, Vice President;
Sally Heater, Secretary-Treasurer

New market rates in effect

In June, New York State Office of Children and Family Services (OCFS) issued an emergency regulation establishing new reimbursement rates for children receiving child care subsidies. In effect on June 1, in some categories, rates increased. In a few, they decreased. To make sure that you are being paid correctly, visit voicelsea.org/new-market-rates or call our Child Care Resource Center at 877-483-2732.

What do you need to know about the new rates?

New York state continues to use the 69th percentile formula. Despite our many conversations with legislators, there was NO ADDITIONAL money in this year's New York state budget for child care.

For the first time:

- The infant definition in subsidy regulations now syncs with health and safety regulations (per negotiating

team- agreement with NYS/OCFS). Before, you were limited to two children under two at any one time; you were only paid the higher rate up to 18 months.

- DSS agencies will now have to pay a 5 percent minimum enhanced rate for children experiencing homelessness cared for in regulated child care programs and all children attending child care during non-traditional

hours (morning, evening, and weekends). OCFS will provide more details on the non-traditional hour minimum rate to be implemented next year.

- NYS combined Group Family and Family into one rate category aligning with changes in federal regulations. NYS regulations are the same for registered family and licensed group

Continued on page 3.

¿Preguntas? Quiere esta edición en español? Llámenos gratis al (877) 483-CSEA (2732).

Are you registered to vote? Voting is vital for child care success



Dear providers,

It is more important than ever — as decision makers and leaders are making “tough choices” to manage local and state budgets — that the voices of all working families be heard. Voting is vital for child care success. Our success in securing funding and good policies depends on our elected leaders. They decide who heads up the agencies that oversee and how to prioritize child care issues and funding.

Lockett-Todd

As an appointed CSEA Political Action Committee member, I have a close view of how CSEA leadership examines each candidate running for national, state and

local offices and interviews them to determine if they support and prioritize working families.

Our list of CSEA endorsed candidates is released each election season and can help us as we decide for ourselves whom to vote for. CSEA has good working relationships with both sides of the aisle and both political parties have candidates who have proven that they will fight for working families and child care. Keep this in mind as you review the endorsement list.

Sincerely,

Dasie Lockett-Todd, Political Action Committee member
and Erie-Niagara CSEA/VOICE Chapter Representative

Important election registration deadlines:

Visit elections.ny.gov/VotingRegister.html

Mail registration

(N.Y. Election Law Section 5-210(3)) Applications must be postmarked no later than Oct. 14 and received by a board of elections no later than Oct. 19 to be eligible to vote in the General Election.

In-person registration

(N.Y. Election Law Sections 5-210, 5-211, 5-212) You may register at your local board of elections or any state agency participating in the National Voter Registration Act, on any business

day throughout the year but, to be eligible to vote in the General Election, your application must be received no later than Oct. 14.

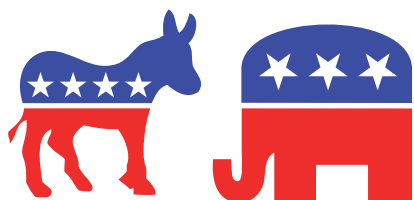
Change of address

(N.Y. Election Law Section 5-208(3)) Notices of change of address from registered voters received by Oct. 19 by a county board of elections must be processed and entered in the records in time for the General Election.

There is still time to register to vote.

The elephant in the room

Visit voicelsea.org/compare to see how each presidential candidate's child care plans stack up.



CPR and First Aid training

CSEA/VOICE is covering the cost for CPR/First Aid training in your area. There is no cost to registered, licensed and legally-exempt child care providers, their staff and substitutes.

This is paid for by the professional development funds negotiated in our second union contract. Find a training near you at voicelsea.org/events.



Maryann Arroyo, CSEA/VOICE, Local 100A Nassau Chapter member and a Group Family Provider, is seen here in action, teaching CPR/First Aid to fellow providers on Long Island. A certified instructor, she is very excited to be a part of the union's CPR Program. Dozens of classes are scheduled through the rest of this year, with more added regularly, across the state. CSEA has partnered with the American Red Cross, National Safety Council, REMO-EMS and other certified groups to deliver CPR/First Aid classes at no cost to Family, Group Family and Legally Exempt providers, their staff and substitutes across the state.

2016-2017 CSEA/VOICE tuition assistance & CDA programs

CSEA/VOICE is pleased to announce that a tuition assistance program, negotiated in our second union contract, is once again available to all child care providers living outside New York City taking credit-bearing coursework leading to a Child Development Associate Credential (CDA) or an Associate's or Bachelor's Degree in Early Care Education.

There are two ways to take advantage of this exciting new program. You can either have CSEA/VOICE pay the participating education institution directly via voucher or you can pay for it and be reimbursed up to \$275 per credit hour for courses up to

four credits. Only reimbursement may be used at accredited institutions not listed in the catalog. The tuition assistance program provides up to two such vouchers or reimbursements, or one of each.

Applications will be accepted through March 31, 2017.

All fees and expenses other than tuition are your responsibility. Learn more and to apply visit voicelsea.org/tuition.

The CSEA WORK Institute is administering this program in collaboration with the New York State and CSEA Partnership for Education and Training.

If you have any additional questions, please call the CSEA WORK Institute at 866-478-5548.



CSEA/VOICE working to fix payment issues across the state

CSEA/VOICE members are working in many counties to make the DSS subsidy system work better for families and providers. Payment problems have been reduced in counties across the state as a result of the ongoing work of CSEA/VOICE DSS teams. Some of the many successes our members achieved: improving county provider contracts; getting more timely and accurate payments; expansion of participation in Child Care Time and Attendance (CCTA); increased staffing to speed



CSEA/VOICE Westchester chapter leadership meets with DSS Commissioner Kevin McGuire, right, and members of the Westchester County Legislature to fix payment issues.

up parent eligibility determination and payments. More than a dozen counties have agreed to begin the process to implement direct deposit provider payments.

There is still a lot of work to do. In county after county, CCTA makes submitting time and attendance records easier and faster for

providers. Plus, when the eligibility status of parents changes, the system notifies providers right away.

There are no-cost ways that

counties can improve CCTA. In a few counties, providers enrolled in CCTA are still required to submit paper rosters/vouchers.

“Westchester County, despite having CCTA

capabilities still requires providers to submit paper rosters. It is duplicative and negates the efficiency that CCTA should provide. We have met with members of the Westchester

County Board of Legislators and DSS Commissioner, Kevin McGuire to bring this paper duplication with CCTA to end,” said Cynthia Bolding,

CSEA/VOICE Westchester Chapter Representative.

We’d like to hear from you. Are you enrolled in CCTA? How’s it working in your County? CSEA/VOICE staff will be conducting CCTA orientation

training during the coming year.

To learn more about our CCTA training opportunities, e-mail voice@cseainc.org.

“Westchester County, despite having CCTA capabilities still requires providers to submit paper rosters. It is duplicative and negates the efficiency that CCTA should provide.”



Children in Margaret Soulka’s child care program use a sensory table she purchased with the CSEA/VOICE Quality Child Care Grant.

“I just received my boxes from Kaplan today that I ordered with my CSEA grant. It was exciting to open them up and I am looking forward to sharing the craft materials, books and new toys with the children in my family home child care. I want to thank you for the grant. It helps me get the materials I need to continue to offer an organized, nurturing and creative environment in my home for children to thrive and grow. It also is very encouraging to me to continue doing this work I love.”

— Margaret Solka, Monroe County

Market Rates *continued from page 1.*

family — except for maximum enrollment. Group Family and Family parent fee data was analyzed in one pool instead of separately. Having a single rate makes it more affordable for Group Family Child Care providers operating as Family Child Care to do so.

How could it be better?

More state and federal funding for child care.

Decisions about rates are always driven by funding. This year — there was NO MONEY in the state budget for child care and we face HUGE costs to implement the new federal standards in the next three years.

The state is trying to balance rates and subsidy slots without making the kind of investment in child care that is needed to sustain slots for children and support providers to deliver quality care.

We work every year, with advocates across the nation and state to push for more funding for child care. While we did win a slight increase at the federal level, it is not nearly enough to meet the need. We need to ramp up our work with our members, parents, family, friends and advocates to get more money for child care in next year’s state budget — a lot more. Watch your email and our website for more information.



NO COST Dental and Vision Insurance is available for you NOW.



Go to voice.cseainsurance.com or call 1-800-697-2732

Don't miss out on this coverage opportunity!

See what CSEA/VOICE members have to say:



“I haven't had insurance for vision and dental before so I'm definitely excited and relieved that I have this now. I will be looking into adding my husband on the plan as well. It's definitely worth joining the union for this added perk. We do get a lot of benefits from the union with membership.”

— Jeanette Blackwell, Fulton County



“When you don't have insurance, you can't just drop \$500-\$600. My husband and I working together at the daycare have not had dental or vision coverage for four years. This came at the right time since I've been getting a lot of headaches. At my appointment on Wednesday, the doctor said that it was because my prescription needed to be strengthened. The choices for frames were very nice. I didn't feel like I had to

choose from the bottom of the line and I was in and out quickly. Since the experience went so well, I am definitely going to sign my husband up for it. I feel really good about this. It's a total advantage we didn't have before. Our union went above and beyond to get this for us.”

— Ann Benedict, Monroe County



“I was excited to see dental/vision coverage. I had been paying about \$150 a month, so now I am saving all that money! This savings allowed me to sign up for disability insurance through the union too! It is so important to make sure you are keeping up on your dental and eye health. Everybody should join CSEA/VOICE because the union is doing great things for providers. We should be taking advantage of all the good deals and everything that is going on.”

— Tricia Brinson, Erie County



“I personally am always skeptical when something is free, but when I realized how easy it was, saw how fast I received the coverage, the cards and the information, I was really impressed! I'm not a computer person, so I needed everything to be easy to do over the phone. This was clear and unbelievably easy as pie. It is one of the easiest things I've ever done for myself.”

— Mary Archimbault, Albany County

voice.cseainsurance.com



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