



# CHILD CARE



## CSEA/VOICE Local 100A – A Union of Child Care Providers

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

Summer 2022

### CSEA/VOICE Membership Approves Fourth Contract with OCFS and NYS

We are delighted to report that our fourth child care tentative agreement with the New York State Office of Children and Family Services (OCFS) and New York State passed unanimously in a vote by CSEA/VOICE Local 100A members held in July.

More than 350 members turned out for an informational Zoom meeting before the voting period began to discuss highlights and questions about the agreement with the CSEA/VOICE negotiating team. Members also learned our new electronic voting process using Election Buddy technology.

The approved four-year union contract runs retroactively from October 2021 through September 2025. Highlights include:

- Continued funds for professional development that will include limited training opportunities for assistants, and child care quality

- grants.
- Continued funds for ACA health insurance premium rebates, supplemental vision and dental insurance, telemedicine benefit to child care providers and their household members.
- OCFS has agreed to comply with the direct deposit payment option.
- Fair Dispute Resolution and Provider Rights.
- Guiding Principles (Provider Rights) to ensure we get the respect we deserve.

We've taken action and accomplished many of the goals set by our members at region, statewide and chapter meetings. This year, we also fought for and won:

- Increasing subsidy rates paid to providers to the 80th percentile.
- Requiring 12-month eligibility determinations for parents.
- Limiting family copayments to 10%.



Members of the negotiating team meet in person and virtually.

- Pay for 24 absences per year.
- \$343 million available for a second round of stabilization grants, of which at least 75% of which must be used for workforce initiatives (\$257,250,000).
- Expands child care subsidy eligibility for children in families with incomes up to 300% of the

state income standard, provided they are at or below 85% of the federal poverty level (\$83,250 for a family of four).

- Expands child care facilitated enrollment to Nassau and Suffolk counties, in addition to existing programs.

With a strong membership base, our union will continue to negotiate and deliver support and services to providers across New York.

“We are thrilled that our union continues to grow and strengthen,” said newly elected CSEA/VOICE Local 100A

President Heidi-Jo Brandt. “Through providers’ advocacy and action, we have been able to make significant changes for Family Child Care Providers across the state in this year’s budget, with this new contract and our advocacy work. It has been a banner year. We are proud of all we have accomplished, and we are excited for the future.”



Brandt

### Longtime CSEA/VOICE Local 100A President Pam Wells retires

Pam Wells recently retired as CSEA/VOICE Local 100A President after nearly 20 years of dedicated service to child care providers across New York state.



Wells

union membership building force, encouraging providers across the state to join and get active throughout her six years as CSEA/VOICE President.

Wells believed in her heart that “power creates change.” She believed that as our union grows, with our power and influence we can solve the issues we face as child care providers.

“Coming together was our beginning,” said Wells. “Our continuous effort, dedication, and hard work opened the door for us to do great things, and to do small things in a great way. Looking back over the years, if I had to pick just

one thing that I was most proud of, it would be taking the opportunity to build relationships with others knowing that by our efforts it would help improve the lives of others.”

“Pam Wells always says ‘power creates change.’ As a union leader, she worked tirelessly to build power that has led to positive changes for providers,” said CSEA President Mary E. Sullivan. “With her leadership, CSEA/VOICE members have made great strides in addressing issues that face providers. I thank Pam for her service and dedication to growing our union strong and wish her well.”

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

# 'I expanded my child care program with the new Desert Grant'

CSEA/VOICE Local 100A member Kadain Richardson recently expanded her child care program in Rochester from serving eight children to 16 children with our union's help.



**Richardson**

A new grant called 'The Invest in New York - Child Care Desert Grant' is part of an historic \$7 billion child care investment that CSEA/VOICE and the Empire State Child Care Coalition successfully advocated for last state budget cycle.

The grant aims to help child care providers in underserved areas build their programs, cover startup costs and hire, recruit, train or retain staff.

There are specific guidelines for this grant, which is why our union is providing one-on-one assistance for each provider throughout the process. This grant opportunity is open to new and existing child care programs (licensed/permitted/registered before Jan. 28, 2022.)

It is titled 'Desert Grant' because of New York's many 'child care deserts,' geographic areas where there are not enough child care slots to adequately serve the number of children needing care. For this funding opportunity, the geographic area used to measure population is a census tract. That tract is classified as a child care desert if there are three or more children under age 5 per available child care slot in local day care centers, family day care or group family day care programs.

"Although the definition of a child care desert seems pretty specific, pretty much the entire state of New York qualifies, so don't let that stop you from applying," said CSEA Director of Child Care Programs Bonnie Caldwell. "The goal is that by expanding our programs, we can add thousands of child care slots across New York State, improving access to quality child care for more of New York's working families while also increasing our income. It's a win-win."

Richardson, a family modality provider since 2008, reached out to CSEA/VOICE after seeing our informational email. Richardson has since doubled the number of kids she can care for and substantially increased her income by choosing to expand. She spoke of the additional relief she has been able to give to parents regarding the unmet need for infant care.

"My infant slots were always full. So, if

somebody called, I never had a spot for an infant. Now, I do," said Richardson.

"Our union held several informational Zoom meetings to help providers get started with the process. More sessions will be coming. We encourage providers to make sure they have a valid email address on file with us," said CSEA/VOICE Local 100A President Heidi-Jo Brandt.

"Making the change to Group Family was not very challenging for me," said Richardson. "I had to move a couch and clear some stuff out to get more space and accommodate more children. I added a room to my child care space and hired my mom as an assistant. I have no regrets. This is something I have always wanted to do. I recommend that people do it. I communicated with them [union representatives] through email about questions, what we needed to do, the deadlines. Step-by-step, I learned what to do and when to do it. It was easy to follow. I just had to follow up. I received my Group Family License on July 15."

**"This is now a good time to be a child care provider. I think we're finally starting to get paid for the job that we do."**

"Providers who are less comfortable on the computer and prefer to have their one-on-one assistance by phone can certainly do that. They just have to call our CSEA/VOICE Resource Center at 877-483-2732 to get the ball rolling," said Brandt.

"I've been doing this for 14 years and we were struggling for a long time," said Richardson. We've been putting in a lot of work and long hours, and we weren't really seen, we weren't really getting compensated. The calls from parents have increased over time and there's definitely an increased need for infant care but you can feel it changing now, as a provider.

A lot of things our union is doing for us we really appreciate; most of it is coming. This is now a good time to be a child care provider; we just got an increase. We've been wanting that for a long time. Direct deposit is something

that I'm looking forward to and the reimbursement rate/increase in the market rate is big. At this point, I think we're finally starting to get paid for the job that we do."

— Jill Asencio

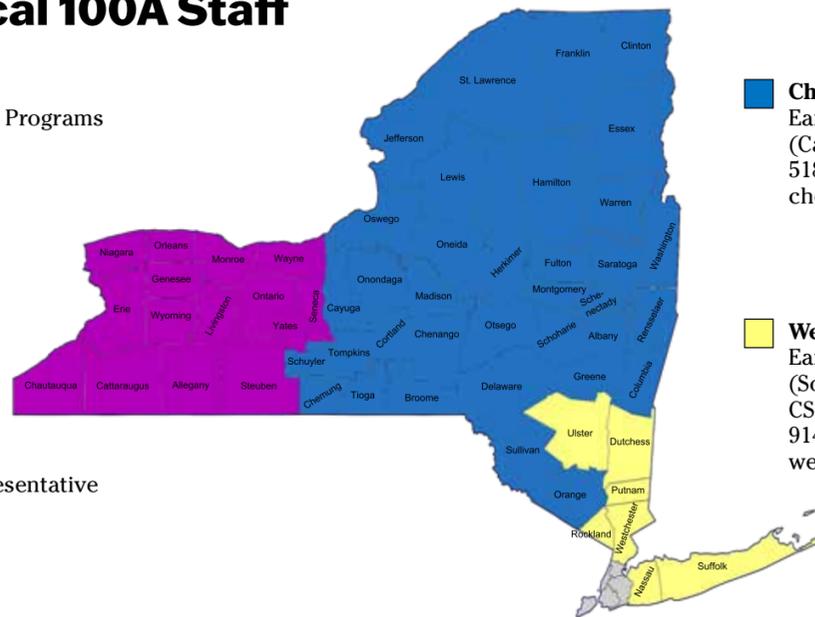


**Kadain Richardson reads to children in her care.**

## CSEA/VOICE Local 100A Staff

**Bonnie Caldwell**  
Director of Early Learning and Care Programs  
CSEA/VOICE  
518-257-1356 Office  
716-449-2745 Cell  
bonnie.caldwell@cseainc.org

**Nancy Cordero**  
Early Learning and Care Representative  
(Western Region)  
585-615-2170 Cell  
nancy.cordero@cseainc.org



**Cheryl Oare**  
Early Learning and Care Representative  
(Capital, North and Central Regions)  
518-859-5689 Cell  
cheryl.oare@cseainc.org

**Wendy Nashid-Jackson**  
Early Learning and Care Representative  
(Southern Region)  
CSEA/VOICE  
914-439-5130 Cell  
wendy.jackson@cseainc.org

**877-483-2732**  
**voiccecsea.org**

## Announcing CSEA/VOICE Local 100A officers and chapter representatives

Our union held internal elections this year. We have many new names and faces stepping up to lead our Chapters across New York State. If you are interested in serving in one of the

unfilled Chapter representative vacancies, please contact your regional Early Learning and Care Representative or call the CSEA/VOICE Child Care Resource Center at 877-483-2732.



**Albany, Schenectady, Rensselaer, Saratoga Chapter (01)**  
Claudia Wolfgang  
(518) 227-8322  
capholidaylights@aol.com



**Suffolk Chapter (02)**  
Local Treasurer Darcel Leone  
(631) 738-0192  
darcyleone29@gmail.com



**Nassau Chapter (03)**  
Janna Rodriguez  
(516) 790-9541  
innovatedaycarecorp@gmail.com



**Westchester, Putnam Chapter (04)**  
Cynthia Bolding  
(914) 649-9799  
CynthiaBolding@gmail.com



**Dutchess Chapter (07)**  
Nikki Johnson  
(845) 765-1919  
nj\_0616@yahoo.com



**Ulster Chapter (08)**  
Local President Heidi-Jo Brandt  
(845) 247-8750  
heidi.brandt1@gmail.com



**Warren, Washington Chapter (10)**  
Rene Leonard  
(515) 836-8807  
renerachelle@live.com



**Clinton, Essex, Franklin, Hamilton Chapter (12)**  
Margaret Balko  
(518) 420-7731  
maggieb0706@gmail.com



**Herkimer, Oneida, Madison Chapter (13)**  
Tina Westcott  
(315) 571-8322  
lilbrookdaycare@aol.com



**Tompkins, Cortland, Chemung, Schuyler Counties (17)**  
Theresa Allsopp  
(607) 733-8104  
theresa\_allsopp@yahoo.com



**Monroe Chapter (20)**  
Local Vice President Ronora S.B. James  
(585) 328-6459  
ronora@orasplace.net



**Wayne, Ontario, Yates, Livingston, Seneca Counties (22)**  
Lucinda Knapp  
(585) 362-5624  
lknapp1962@gmail.com



**Erie, Niagara Counties (23)**  
Tonya Harris  
(716) 828-6770  
teesounique@hotmail.com



**Chautauqua, Cattaraugus Counties (24)**  
Local Secretary Christina Adanti  
(716) 373-8678  
chrstadan@yahoo.com



**Allegany, Steuben Counties (25)**  
Patrice Haskell  
(716) 353-1893  
kidsshouldbekids@verizon.net

**Unfilled Chapters:** Rockland Chapter (05); Orange, Sullivan Chapter (06); Columbia, Greene Chapter (09); Fulton, Montgomery, Schoharie Chapter (11); St. Lawrence, Jefferson, Lewis Chapter (14); Otsego, Delaware, Chenango Chapter (15); Broome, Tioga Chapter (16); Oswego Chapter (18); Onondaga, Cayuga Chapter (19); Orleans, Genesee, Wyoming Chapter (21)

# Unprecedented investment in child care shows advocacy, union power in action

The enacted New York State Budget includes unprecedented positive investments in child care, thanks to action by CSEA members.

Nearly 3,000 CSEA child care providers sent letters to elected officials urging them to prioritize child care. In March, more than 600 providers also turned out for a virtual press conference and lobby day with our coalition partners at the Empire State Campaign for Child Care.

As a result, child care had some major state budget victories for providers, as well as the children and families they serve, proving what we already know — the more people take action, the more we show our united strength and power.

The enacted budget, which reflects many providers' asks, delivers a significant pay increase for providers serving children eligible for subsidy, increased access to subsidies and a significant decrease in co-payments for parents receiving subsidies.

Also for providers, the state expanded the subsidy eligibility time frame from six to 12 months, increased paid absences, and provided a second round of grants to stabilize and expand child care small businesses with the aim of creating thousands of jobs.

The budget also expands a subsidy bridging program, facilitated enrollment, to Nassau and Suffolk counties. Currently, the program is administered by the Workforce Development Institute in Albany, Rensselaer, Saratoga, Schenectady, Erie, Monroe, Oneida and Onondaga counties. This program helps people who are right over the income line for eligibility but who struggle financially just as much as those who qualify. Many CSEA members serve children whose family needs this program to stay afloat and keep working.

"As our union grows, so does our power," former CSEA/VOICE Local 100A President Pam Wells said shortly after the budget was enacted. "We know power creates change and with more influence we can solve the issues we face. The pandemic hit providers hard, and I am grateful for our union. United with others in the profession and being able to get in front of those who make the decisions about our work was our vision back in 2002. In 2022, this is not just a vision but a reality. Thank you to all of the providers who took part in these advocacy campaigns."

Learn more at [cseany.org/issues](https://cseany.org/issues).

**CSEA** CHILD CARE  
Published by CSEA  
143 Washington Ave  
Albany, NY • 12210  
Mary E. Sullivan, President  
(518) 257-1000  
VOICE/CSEA Call Center: (877) 483-2732  
CSEA • Local 1000 AFSCME • AFL-CIO

NON-PROFIT ORG.  
U.S. POSTAGE  
PAID  
BAYARD  
PRINTING

®  
1220M  
AFL-CIO



From left, CSEA/VOICE member and Group Family Child Care provider Armett Barnes, Assemblymember Sarah Clark (AD 136 – representing the City of Rochester, Irondequoit and Brighton), and former CSEA/VOICE member and activist Nancy Cordero pose with the resolution Clark passed on the State Assembly floor and presented a proclamation to CSEA recognizing May 6 as Provider Appreciation Day. Clark wrote, "Child care providers across the state have been on the front lines throughout this pandemic, nurturing our state's most valuable resource, our children. As a mom of three, I know how valuable this profession is to keeping our state running. That is why I fight to increase the state's investment into our child care ecosystem. Thank you to all of our providers statewide. You are greatly appreciated."