

CCWU

Tentative Agreement Summary

Term of Agreement

- October 1, 2007 - June 30, 2010

Wages

- Subsidy rates will be increased on the following dates:
 - October 1, 2007
 - July 1, 2008
 - July 1, 2009
- In addition, subsidy rates will be increased by the annual COLAs, if any. (First COLA is 3% effective January 1, 2008).
- See attached charts for rates.

Healthcare

- Prior to August 31, 2008, the State will survey all Providers to determine:
 - a. The healthcare coverage Providers and their children have;
 - b. The number of Providers without coverage for themselves and their children;
 - c. the current income of each Provider and eligibility for Family Care.
- The State will share all data from this survey with CCWU.
- The State and CCWU shall review this data. For those Providers who are found to be uninsured and who may be eligible for Family Care, the State agrees to cooperate with the CCWU to assist such Providers in the enrollment process.
- A joint State and CCWU Committee will meet periodically to discuss healthcare issues affecting Providers and their children.

Policies

- The State will provide CCWU and Providers with copies of all current child care provider policies and forms.
- The State will notify CCWU of any proposed change in a State policy that would impact Providers covered by this Agreement and agrees to meet with CCWU for the purpose of discussing the impact. Nothing in this section gives the State the right to contravene the terms of this Agreement.

Seniority & Referrals

- Effective October 1, 2008 parents seeking a referral for registered childcare services through a CCR&R will receive a list that includes each provider's self-reported length of time as a registered childcare provider. Provider names will still be listed alphabetically.

Union Recognition & Dues

- Approved and registered child care providers are represented by the Child Care Workers Union (CCWU), a joint union of the American Federation of State, County and Municipal Employees, AFL-CIO and the Communications Workers of America, AFL-CIO.
- AFSCME will provide representation to Providers in the following counties: Atlantic, Camden, Cape May, Cumberland, Gloucester, Hudson, Hunterdon, Mercer, Middlesex, Salem and Somerset.
- CWA will provide representation to Providers in the following counties: Bergen, Burlington, Essex, Morris, Monmouth, Ocean, Passaic, Sussex, Union, and Warren.
- All providers will be enrolled in CCWU and have membership dues deducted unless a provider opts out of membership by completing and returning an Opt Out Postcard.
- The State will begin deducting Union dues from subsidy payments on or before January 31, 2008 and will be begin transmitting Union dues to CCWU on or before March 31, 2008.

Dispute Resolution Procedure

- Providers or CCWU shall make every effort to resolve problems **informally prior to filing a notice of dispute.**
- CCWU may represent Providers at any step of this dispute resolution procedure and in any step of an existing dispute resolution procedure, to the extent permitted by law.
- This procedure does not apply to matters between a Provider and a parent.
- Step One – A Provider or CCWU on behalf of a Provider may file a notice of dispute in writing with a designee of the State, within thirty (30) days of the Provider or CCWU having knowledge of the dispute. The State designee will investigate the dispute and shall seek to resolve the dispute within thirty (30) days of the filing date.
- A dispute involving a claimed violation of a rule, regulation, policy or procedure for which a formal dispute resolution procedure does not currently exist may not be submitted to Step Two, the Dispute Resolution Committee.
- Step Two – Disputes involving either a violation of a provision of the Contract or payment issues with respect to any Provider may be submitted to a Dispute Resolution Committee (DRC) if unresolved after the 30 day period outlined in Step 1. The DRC will consist of a representative of CCWU, a representative of the State and a Neutral third party, mutually selected by CCWU and the State.
- The DRC will seek a voluntary resolution of the dispute. If the dispute is not voluntarily resolved, the Neutral on the DRC will issue a decision.