



Update on Collective Bargaining Agreement with Family Child Care Union

***EEC Board
3.10.20***



Background

- The Department of Early Education and Care (EEC) is recognized as the employer of Family Child Care Providers (FCC) Providers, for the purposes collective bargaining, as set forth in M.G.L. c. 15D, §§ 2 and 17. FCC providers are represented by SEIU Local 509/Service Employees International Union (SEIU).
- The mandatory subjects of bargaining include: developing and encouraging education and training opportunities for FCC providers, improvement of recruitment and retention of qualified providers, and reimbursement and payment procedures. Additionally, EEC and the FCC Providers shall bargain about the rate structure for voucher and contracted payments for FCC services on behalf of low-income and other at-risk children.
- Once the new Collective Bargaining Agreement is finalized, it will be retroactive to July 1, 2019 and extends through June 30, 2022.



Timeline

- EEC and SEIU Local 509 engaged in 7 negotiation sessions spanning the period of May 13, 2019 through February 5, 2020.
- During the February 5, 2020 session, EEC and SEIU came to terms in principal on the foundational items of the new CBA.
- Since that time, EEC and SEIU have continued to work through minor language revisions and are close to a final contract.



Tentative Agreement – Major Items

1. Rate Structure

1. Effective July 1, 2019, FCC Provider Rates will receive a base rate increase of 3.52% per day. Retroactive payment will be made to FCC Providers following execution of this agreement. If EEC center-based providers received an across the board rate increase of more than 3.52% for FY19, then the FCC Providers will see an equivalent rate increase.
2. In the two subsequent years, FCC Providers will receive an equivalent increase to any across the board increase for center-based providers, with a default base rate increase of 2% per day. If EEC center-based providers receive an across the board rate increase of more than 2%, then the FCC Providers will see an equivalent rate increase. If center-based rates do not increase, then a 2% default increase will apply to FCC providers.

2. Reimbursement Fund

1. Effective July 1, 2019 and every three (3) years thereafter, EEC will create a reimbursement trust fund for active FCC educators in the amount of \$3,000,000 to be managed by SEIU Local 509, with approval by EEC.

3. Training Fund

1. Effective July 1, 2019, EEC will increase the amount of the annual allotment to the SEIU Training Fund from \$100,000 to 125,000.



Other Agreement Highlights

1. Paid Time Off (PTO) Days

1. The parties agreed to one additional PTO day for FCC providers increasing the number from four (4) to five (5).

2. Labor Management Meetings

1. The parties agreed to increased labor management meetings and collaboration between EEC Management including the new Commissioner, SEIU Local 509 and FCC providers.

Next Steps

1. EEC and SEIU will finalize the CBA language.
2. The EEC Board will vote to accept the financial terms of the CBA.
3. The Union will ratify the contract.
4. CBA will be signed and EEC will implement retroactive rate increases and new contract items.

