

Since 1910



Local 1000 AFSCME, AFL-CIO

143 Washington Ave., Albany, NY 12210

518-436-8622 • 1-800-342-4146

[www.cseany.org](http://www.cseany.org)

**New York's LEADING Union**



*Si necesita esta carta en español, llame al 877-483-2732.*

Dear [REDACTED]

Since 2002, we've built a strong union that supports child care providers to deliver early learning and care. VOICE/CSEA bolsters the bottom-line of more than 6,300 family and group family child care providers and their businesses. We've taken action and accomplished many of the goals set by the members at regional, statewide, and chapter meetings. In addition to delivering more than 19,000 five hundred dollar (\$500) quality program grants to providers who applied, VOICE/CSEA:

- Established the first statewide family child care resource center to support providers and assist with registration, licensing, and inspections; DSS payments; fraud investigations; CACFP; and professional development.
- Provides free legal assistance with CPS, fair hearings, OCFS license/registration enforcement procedures, and zoning issues.
- Passed legislation to make adult-child ratios more flexible for providers and families. With the new ratios, family child care businesses had the potential to earn \$7,000 to \$15,000 more annually in parent fees.
- Protected and restored parent eligibility in counties across the state and secured \$55 million in new dollars in last year's state budget for child care subsidies for working families.

According to New York law, CSEA is required to represent and provide services to all registered family and licensed group family child care providers, whether or not they are members. You currently pay a "fair share fee" to help cover the cost that CSEA incurs to negotiate a contract and deliver services to everyone in the bargaining unit, but you are not technically a member of the union.

Following a lawsuit filed in Illinois with support from the same organizations that oppose VOICE/CSEA's work to improve conditions for providers, the U.S. Supreme Court issued a decision that calls into question the assessment of fair share fees to cover the cost of representation. To comply with that ruling, CSEA has requested that the State stop deducting fair share fees from non-members. NYS is reviewing and modifying its system to accomplish this. When the system stops fair share fee deductions from non-members, CSEA will issue refund checks to non-members for fair share fees deducted after July 1, 2014.



Working with CSEA, thousands of providers built this union and accomplished so much, in part, because we had sufficient money to pay for the cost of running a statewide organization. Union dues pay for the CSEA Child Care Resource Center, conference calls, mailings, lobbying, legal assistance, member trainings and meetings. Dues are 2% of subsidy reimbursements, up to a cap. Dues are a fully tax deductible business expense. At a combined federal and state tax rate of 35%, if you pay \$300 in dues, the real cost to you is only \$195.

When you join and pay dues, you enjoy all the rights and privileges of union membership: voting on agreements; access to member-only business liability, homeowner and disability insurance; discounts and programs; voting and running for union office; and participating in chapter, regional and statewide meetings, actions and trainings.

**We urge you to sign the enclosed card and join VOICE/CSEA.** With VOICE and CSEA, you and other providers have information and support you can rely on. VOICE/CSEA gives family child care providers power they never had before to grow their businesses and safeguard family child care. Whether negotiating our second contract with the State; grants to buy learning materials and equipment, mulch or a computer; free training; help with inspection disputes, DSS payments or investigations; or passing legislation to support family child care businesses and secure money in the budget to help working families pay for child care, VOICE/CSEA's power to make a positive difference is plain to see.



With the expansion of pre-k and declining federal dollars for child care subsidies, times are harder than ever for family child care providers. **We are negotiating with the State OCFS right now for a new contract to continue grants, expand professional development resources and more. Providers need a strong organization now more than ever. And that costs money.** Please join to contribute to the power we bring to the work we do every day to safeguard family child care, support providers and the children and families in our care. Our union can only continue to deliver representation, support and services with a strong base of dues-paying members.

We have enclosed a membership card and return envelope for your convenience. If you have questions and would like more information, contact the VOICE/CSEA Member Resource Center at (877) 483-2732.

In solidarity,



Danny Donohue,  
CSEA Statewide President



Roxanne Savage,  
VOICE/CSEA President

Sally Heater,  
VOICE/CSEA Secretary-Treasurer