



Together!

AFSCME Child Care Providers Together - Michigan

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Welcome!

The past year has been very busy for AFSCME CCPTM. We have been engaged in battles with the State and the Michigan Home Based Child Care Council (MHBCCC) to collect dues, fund our contract, and issue fair redrafts/amendments of regulations and legislation as it relates to Child Care Workers. At the same time, we have worked diligently in the National Democratic Party Presidential Campaign; the Democratic District Conventions; training our members; enforcing our contract; and exploring affordable health care, just to name a few of the activities that have consumed us.

(right) **Herbert Sanders, CCPTM Director**



Dues Payment

All providers covered by the contract are to have dues/fair share fees deducted directly from State payments to pay for the cost of representation. We are happy to report that we have made significant progress in our efforts to proceed with dues collection. As a result of painstaking

negotiations, the State has committed to begin dues collection in January 2009. We are pleased to announce, though dues collection should have begun in January 2008, the Union will not attempt to collect dues retroactively. Consequently the members of CCPTM have received a year of free services.

Training

The Joint Education and Training Committee has been established to monitor and make recommendations about the training offered to child care providers, requirements of licensing, and the implementation of the *Child Development Specialist Career Path Program*. Pursuant to our commitment to training, AFSCME CCPTM has submitted a federal appropriation request for a *Community Pre-K Program for Family-Friend-and-Neighbor Providers (Virtual Pre-K)*. There is a great need to improve the quality of child care in Michigan and to promote school readiness for the at-risk children.

Additionally, AFSCME CCPTM has embarked upon what we refer to as *Training the Trainers*. We are teaming up with the American Red Cross to train our members to administer CPR, Bloodborne Pathogens, and First Aid training to other members.

The CPR course teaches recognizing and caring for breathing, choking, and cardiac emergencies for children and infants. In the bloodborne pathogens class, individuals will learn how bloodborne pathogens are spread, how to prevent exposures and what to do if exposed to infectious materials. The course complies with OSHA's Bloodborne Pathogens Standards. The First Aid course teaches individuals the knowledge and skills necessary to recognize and provide basic first aid care for bleeding, injuries to muscles, bone joints and sudden illnesses. Certifications will be issued upon successful completion. Once we have established a pool of trainers, we will be able to offer the training to our members at a significantly reduced rate. The cost at outside entities for these three courses will generally exceed \$125.00.

Chartering of Local Unions

We have prepared and submitted the applications for chartering approximately twenty-three locals for AFSCME CCPTM. We are currently

in the process of scheduling the initial meetings for the locals, which will take place in the near future, all across the State of Michigan.

Lobby Day, Wednesday, April 16, 2008

CCPTM providers and supporters were contacted to participate in the Lobby Day activities in Lansing. Over 200 calls were placed through our phone banking efforts. Seventy affirmative responses were generated, which included children. Additionally, four Michigan AFSCME Council 25 local presidents attended.

The purpose of the trip was to lobby the legislators, particularly the State Senate, to put back into the State Budget the Governor's \$10 million dollar appropriation for child care. We targeted three State Senators in the week prior, via phone to encourage them to consider the supplemental appropriation that had been promised to child care providers. The three State Senators were chair of DHS appropriations Bill Hardiman (R), Mike Bishop (R), and Ron Jelenick (R). Calls were also made to State Rep George Cushingberry (D) chair of House Appropriations.

We arrived in Lansing at 11:00 AM and were hosted by the Michigan AFL-CIO in their

headquarters. Nick Ciaramitaro, Michigan AFSCME Council 25 Legislative Director detailed the current status of the appropriation and how to lobby. Remarks were made by CCPTM Director Herbert Sanders, Michigan AFL-CIO President Mark Gaffney, Michigan AFL-CIO Secretary/Treasurer Tina Abbott, and representatives from the Interfaith Workers for Justice. We broke off into teams, and received team information packages which contained the names and office location of the senators we were to lobby. While at the Capitol and Senate buildings the teams spread out. Some teams were able to talk with senators as they were leaving session. Others met with key staffers in their respective offices and addressed the concerns of CCPTM. The day following our lobby efforts, the legislature granted a prorated share of the requested \$10 million dollars for the remainder of the fiscal year (approximately \$5 million).

Political Activity

After registering over 2000 new members to the Democratic Party, the Child Care staff made over 4000 phone calls to Child Care Workers to encourage their participation in the Democratic district conventions. On the day of the district conventions, the council provided breakfast for all AFSCME attendees, and shuttle buses were used to transport members to their respective convention sites. As a result of our efforts, the AFSCME supported slates were elected in both the Thirteenth and Fourteenth Districts. We continued this effort, and registered hundreds of more activists as Michigan Democrats in time for the September 2008

State Democratic Convention. Additionally, AFSCME-CCPTM was asked to draft the Michigan Democratic Party Platform concerning Child Care Workers. For the first time ever, the Michigan Democratic Party Platform addressed and supported Child Care Workers. We also participated in the PEOPLE Conference, registered voters during the month of September, participated in the Labor Day Parade, labor walks, and phone banking over the course of the past several months. We are now actively participating on the MHBCCC search committee, in an effort to find a permanent Director for the MHBCCC.

Child Care Coordinating Council of Detroit-Wayne County, Inc. (4C's) Twenty-First Annual Month of the Young Child

On April 19, CCPTM was invited to be a part of *4-C's Twenty-First Annual Month of the Young Child Conference*. CCPTM decided to host a 30-minute workshop focused on educating providers on

how CCPTM won the right to organize; pertinent information within the first contract for CCPTM; and, proposed amendments to State regulations, and how they will directly impact Childcare Providers.

Partnership with Detroit Metropolitan Interfaith Committee on Worker Issues

The Metropolitan Detroit AFL-CIO served as a conduit for CCPTM to formulate a partnership with the Detroit Metropolitan Interfaith Committee on Worker Issues (ICWI). The ICWI is composed of “people of faith” from various denominations that believe in and support labor unions and the labor movement. After meeting with ICWI, it was clearly apparent that they are committed to addressing the plight of the Child Care Workers in Michigan. To that end, ICWI sponsored a prayer breakfast for Child Care Workers at the Plymouth United Church of Christ, in Detroit. The prayer breakfast was successful in uniting ministers and other spiritual leaders for the purpose of addressing the issues of concern to our Child Care Providers. As a result of the prayer breakfast, a speaker’s bureau has been formed, wherein the ICWI initiates contact with

various churches and arranges for our Child Care Providers to speak at one of their services regarding issues of concern. Additionally, ICWI has supported our effort to establish the Virtual Pre-K program by writing letters of support, and soliciting letters of support from various churches.

In September 2008, Jonathan Fung began an internship with the Interfaith Workers for Justice/ Metropolitan Detroit AFL-CIO. Mr. Fung has been admitted to the University of Michigan Law School, but he has chosen to defer his admission until completion of the internship. Mr. Fung’s project during his internship will be to bring public awareness to the plight of the Child Care Workers, and apply political pressure in an effort to achieve consistent and full funding of the Child Care Workers’ contract.

Department of Human Services Audit

On February 19, 2008, the Department of Human Services internal audit was released. The audit established that there was 90 percent noncompliance by DHS. Subsequently, DHS attempted to spin the audit to suggest that there is a 90 percent fraud rate among providers. Thereafter, a public hearing was held in which CCPTM Director Herbert Sanders testified on behalf of Child Care Providers.

Subsequently, DHS issued a report to the legislature which was inclusive of, but not limited to, recommending revamping the law and regulations as it relates to Child Care Providers in an effort to address alleged fraud. Since that time, proposed regulation and legislative changes have been issued. We have responded to the proposed changes, and

have been engaged in a tireless fight to assure that any new regulations or legislation is fair to Child Care Providers.

Since that time, the State Auditor General has issued a report critical of DHS efforts in conducting background checks of Child Care Providers. We responded to the audit with a press release. Additionally, the State House of Representatives passed legislation to address the issues raised in the audit. On September 11, 2008, several bus loads of CCPTM members went to Lansing to participate in the Senate Hearings on the House legislation. The political assault against Child Care Providers will continue to engage us in an ongoing battle to defend and justify this new Union.

Democratic Presidential Campaign

The International Union called upon AFSCME CCPTM over the last several months, and we responded by sending bus loads of individuals to

assist with the presidential campaign efforts in Ohio, Pennsylvania, and Indiana.

AFSCME International Convention

In August 2008, CCPTM sent several representatives to the International Convention. This was the first opportunity for this new division of AFSCME Council 25 to be exposed to the

International Convention. It was a tremendous opportunity for our members to share experiences with other Child Care divisions of AFSCME from across the country.

For information on upcoming events, see next page!

Health Care Summit

AFSCME-CCPTM has begun planning for a Health Care Summit to be held at the AFSCME Council 25 Detroit office in February 2009. Most of the 20,000 members of AFSCME-CCPTM do not have health care coverage. The purpose of the summit will be to make the CCPTM members aware

of affordable and free health care options for themselves and the children for whom they care; and to advocate for affordable health care for all individuals throughout Michigan, and across the country. More information on this Summit will be forthcoming in the near future.

CCPTM Pot-Luck Dinner

CCPTM will hold its annual Pot-Luck Dinner on Saturday, January 03, 2009, at 5:00 PM, at the AFSCME Council 25 Detroit Office, 600 West Lafayette Blvd., Detroit. To contribute a dish to the dinner, please contact Daisy Jackson at (313) 964-1711.

Please continue to check the CCPTM web site <http://www.providerstogether.org/index.php> or the CCPTM page on the AFSCME Council 25 website <http://www.miafscme.org/CCPTM.htm> for updates and other information.

Happy Holidays!

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We Make Michigan Happen!

