

Minnesota Child Care Unionization Timeline

2005

- SEIU and AFSCME begin statewide door knocking campaign for child care union support in Minnesota requesting providers to sign cards "for more information" with promises to gain health care, improved training, increase in child care assistance reimbursement rates and other hot button issues.
- SEIU and AFSCME through arbitration divide Minnesota into organizing territories; SEIU covers southern half of MN and AFSCME covers northern half of MN.
- AFSCME-CCPT gains recognition by county commissioners as exclusive representative of child care providers in St. Louis County.
- Local and state child care associations are contacted by providers reporting negative experiences with union organizers.
- Coalition of Union Free Providers (CUFP) formed; founding members Heather Falk, Addie Clyde, Jennifer Parrish, Jackie Harrington.
- CUFP provides training "Child Care Union 101" through state. Training is continually updated and presented to date.

2006

- Unions make themselves present in legislature.
- CUFP meets with Governor Pawlenty's staff. Receives letter from Governor Pawlenty that no executive order will be written while he is in office, and he will veto any legislation calling for child care unionization.
- AFSCME-CCPT gains recognition by county commissioners as exclusive representative of child care providers in Ramsey and Hennepin Counties; Ramsey County Commissioners approve annual funding of \$25,000, which continues to this day.

2007-2010

- CUFP continues research and data collection of unionization effort in Minnesota and other states.
- Unions have minimal presence in legislature and early childhood advocacy groups.
- Local and state child care associations continue to hear of negative experiences with union organizers.
- AFSCME certifies majority support. (December 2010)

2011

- January 3, 2011, Governor Dayton takes office.
- February 1, 2011, providers receive letter from state child care association noting that union organizers indicate Governor Dayton promises to issue Executive Order to unionize all 12,000 licensed family child care providers.
- CUFP leadership team expands to include providers from all areas of the state.
- CUFP organizes massive community, legislator, and media engagement and education letter writing campaign. (Feb 2011-onward)
- CUFP educates providers on how to get authorization cards returned, hindering the SEIU ability to reach majority for certification and jeopardizing the AFSCME-CCPT majority. (March 2011)
- CUFP launches www.childcareunioninfo.com and Childcare Providers who are Happy to Be Union Free facebook page. (March 2011)
- CUFP expands partnership with child care provider leaders nationwide.
- CUFP repeatedly request a meeting with Governor Dayton through official channels (March 2011-through finally meeting in November 2011)
- CUFP meets with Governor Dayton staff; presents written testimony collected statewide from providers who had negative experiences with union organizers and deceptive practices used to gain signatures on union authorization cards. Presents petition from providers opposing unionization. (August 2011)
- Governor Dayton staff notes that the volume of letters and phone calls received on the childcare unionization effort exceeds those on the controversial Vikings stadium.
- CUFP members granted meeting with Governor Dayton one business day prior to Executive Order being released. (November 2011)
- First lawsuit filed against Executive Order. Swanson V Dayton in state court challenges Governor's authority to issue Executive Order.
- Injunction blocks Executive Order preventing union election. (December 5, 2011)

2012

- Federal lawsuit, Parrish V Dayton, filed on behalf of members of CUPF challenging constitutionality of union scheme; alleging First Amendment rights. (January 19, 2012)
- Judge rules in favor of Swanson, Governor Dayton's Executive Order will not stand. (April 6, 2012)
- CUPF backs HF 1766/SF 1630 prohibiting the deduction of union dues from Child Care Assistance Reimbursement payments passes legislature with bipartisan support and is vetoed by Governor Dayton. (April 22, 2012)
- The SEIU drops bid to unionize child care provider after failing to gain majority support and now pursues union organization of personal home care attendants. AFCSME-CCPT seeks statewide representation of child care providers.

2013

- DFL gains control of Minnesota house and senate.
- DFL Senator Sandy Pappas and DFL House Representative Michael Nelson introduce child care unionization bill, SF 778/HF844, including licensed and unlicensed family child care providers. Personal Care attendants also included. (February 24, 2013)
- CUPF and other providers testify at hearings opposing unionization. Committee Chairs limit testimony. (March-May 2013)
- MN Senate passes unionization bill after 17 hour overnight marathon debate. 35-32 (May 15, 2013)
- MN House passes unionization bill after intense debate over course of 3 days. 68-66 (May 20, 2013)
- CUPF leader Jennifer Parrish announces intention to file Federal lawsuit, Parrish V Dayton, once law is enacted. (May 20, 2013)
- Governor Dayton signs unionization bill. (May 28, 2013)
- Saville V Dayton files in US District court, challenging scheme based on NLRA violation. (May 29, 2013)
- Parrish V Dayton files Federal lawsuit challenging scheme violates providers First Amendment rights. (June 5, 2013)
- Parrish V Dayton and Saville V Dayton heard in US District court by Judge Michael Davis. (July 2013)
- Both cases dismissed on ground of ripeness. (July 2013)
- Parrish V Dayton appeals to 8th Circuit court of Appeals. (August 2013)
- Parrish V Dayton receives injunction preventing union from petition for an election pending the outcome of Harris V Quinn sitting before the US Supreme Court. (September 2013)

2014

- Harris V Quinn oral arguments heard before US Supreme Court; members of CUPF leadership attend. (January 21, 2014)
- Parrish V Dayton oral arguments heard in US 8th Circuit Court of Appeals (May 15, 2014)
- Harris V Quinn, US Supreme Court opinion released. (June 30, 2014)

