



**MLFCCA**  
**1821 University Ave West**  
**Suite 324 South**  
**Saint Paul MN 55104**  
**mlfcca.org**

11/18/11

Re: Family Child Care Unionization

Dear Governor Dayton,

Thank you for your time spent with and consideration of the opposing positions on family child care unionization. Minnesota Licensed Family Child Care Association (MLFCCA) recognizes and appreciates your attention to the following language in the recent executive order:

- Nothing in this Order shall be construed to interfere with parental rights to select and deselect family child care providers, or the ability of family child care providers to establish the rates they charge to parents.
- Nothing in this Order shall be construed to require participation or the involuntary payment of dues by any family child care provider.
- Nothing in this Order shall be construed to interfere with the right or obligation of any state agency to communicate or meet with any citizen or organization concerning family child care legislation, regulation, or policy.

However MLFCCA urges you to retract and revise your order to allow a fair, democratic vote of all Minnesota licensed family child care providers. All licensed providers will be affected by this outcome and should be heard.

MLFCCA's position remains neutral. MLFCCA will support a full majority vote outcome (not a ballot returned) vote of the over 11,000 licensed family child care providers in Minnesota. A fair vote of a true majority will resolve this issue. The executive order as written is not a fair majority vote and it will not resolve this issue as your letter states.

The MLFCCA board has listened to its members both for and against unionization of family child care and have spent years debating and studying the issue. The reasoning for the determination of our current position is below:

- As language in your order requires unions to be involved in quality improvement initiatives, all providers will be affected by unionization and therefore should have a right to vote
- In a democratic system all Minnesota Licensed Family Child Care Workers have a right to vote
- MLFCCA has a responsibility to advocate for all family child care providers in Minnesota whether or not they have children on Child Care Assistance (CCAP).
- While MLFCCA regularly advocates to raise CCCAP rates, this is a subsidy for families, not providers, and does not govern fees charged by provider's nor does it govern their income

- All providers who are willing to take CCAP children are not being allowed to vote
  - Many have registered their willingness to accept children on CCAP with the Child Care Resource and Referral Agency surveys, but as no family has recently enrolled on CCAP, they have had no reason to register with CCAP. Over 4,000 children are currently on a CCAP waiting list. Therefore many providers who do not currently have children on CCAP will not be allowed to vote.
- Only a third of Minnesota's licensed family providers will have a chance to vote
- MLFCCA is fielding many angry calls and emails from providers who will not be allowed to vote

MLFCCA has forwarded multiple testimonies of deceptive organizing practices to union representatives as they occurred and later to you; including multiple reports of impersonating a food program monitor in order to gain access to a home. This has made it clear that providers have not received the factual information they need to help them in their decision. As requested, we will continue to send these reports.

This week we have had four calls from four separate individuals that believe they will not be able to collect any type of subsidy if they do not vote for and join the unions and that the USDA food program will be in jeopardy if they do not vote for and join a union

MLFCCA respectfully urges you to retract and revise executive order 11-31 to allow all licensed family child care a vote. We thank you for your work in this difficult decision.

Sincerely,



Katy Chase  
Executive Director