

Act No. 187 (S.316). Labor; Child care unionization

An act relating to child care providers

This act allows early care and education providers to unionize. The bargaining unit is composed of licensed home child care providers, registered home child care providers, and legally exempt child care providers who have an agreement with the Department to accept a subsidy. Early care and education providers are considered State employees for purposes of collective bargaining. Mandatory subjects of bargaining are limited to child care subsidy reimbursement rates and payment procedures, excluding quality standards and payment schedules associated with the STep Ahead Recognition System (STARS); professional development; the collection of dues and disbursement to the exclusive representative; agency fees and disbursement to the exclusive representative; and procedures for resolving grievances. The exclusive representative of the early care and education providers is required to represent all of the providers in the unit without regard to membership in the union.

Multiple effective dates, beginning on June 5, 2014