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### **MACCP Position on the Family Child Care Union Election**

The Minnesota Association of Child Care Professionals is committed to protecting the rights of all licensed family child care providers in Minnesota. Currently, each provider is entitled to choose with which organizations—if any—he or she wishes to associate. This freedom to choose not only allows all of us the opportunity to express our support for or objection to an organization through purchase or boycott of membership, but the voluntary nature also requires these organizations to earn our ongoing support.

The Bureau of Mediation Services recently ordered a union election amongst a fraction of Minnesota's licensed and unlicensed family child care providers. We oppose this election based on the following grounds:

- More than 2/3 of licensed family child care providers are excluded from voting, even though their businesses will be impacted by union negotiations.
- The union attempting to organize family child care providers is the same union that represents the majority of county licensors. It is a conflict of interest and unreasonable to expect this union to fairly represent the interests of both providers and licensors, as disputes arise between the two parties.
- Unlicensed caregivers are eligible to vote and would be part of a bargaining unit that could play a significant role in future licensing changes.
- An affirmative vote for unionization would eliminate the individual provider's right to freely associate with organizations of their choosing.
- Mandatory exclusive representation would allow AFSCME/CCPT to petition the State on behalf of providers—without their consent—for or against issues with which they may disagree or for policy changes that may be harmful to their businesses.
- There is inadequate time between the election order and the counting of ballots, limiting each child care provider's ability to seek additional information before casting their ballot.
- The order does not provide adequate oversight over ballot tabulation; only the union and the Department of Human Services are allowed representation to oversee counting.
- As of February 3, 2016, providers and organizations who have requested the list of eligible voters have not received it, giving the union a significant advantage and effectively silencing the opposition.
- Linking union representation to children and families receiving child care assistance will further reduce access to quality care for these families.
- Union negotiations to increase child care assistance rates will likely lead to inflated costs for private-pay families.

We call on all Minnesota family child care providers to exercise their right to vote if they receive a ballot. We urge them to complete their ballot, strictly adhering to the included instructions so their vote will be counted.

We call on Minnesota lawmakers to restore the rights of Minnesota family child care providers and repeal Minnesota Statutes 179A.50 through 179A.52, known as the Family Child Care Providers Representation Act. Doing so would still allow pro-union providers to join a union while respecting the rights and choices of those who wish to remain entirely independent.