



SEIU 925 Family Child Care Union Tentative Agreement Highlights

Your union bargaining team, elected by the membership, fought hard at the table to win the best possible agreement for Washington's licensed and unlicensed child care providers. This Collective Bargaining Agreement, if ratified, will cover July 1, 2023 to June 30, 2025.

If the Collective Bargaining Agreement is ratified by union members, we will win:

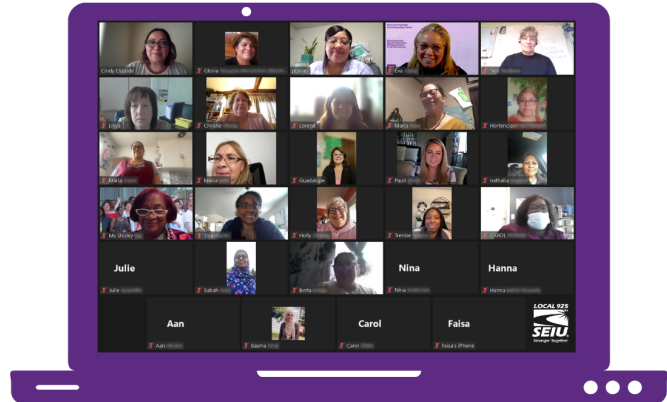
- Cost of Care Enhancement Rate
 - Licensed providers will receive **\$2,100** per month for each year of the agreement as long as they serve at least **1** child on subsidy.
- Higher Subsidy Rates
 - Starting July 1, 2023, subsidy reimbursement rates will be funded to the **85th percentile of the 2021 Market Rate.**
- Increased FFN Base Rate
 - **\$3.85** per hour per child from July 1, 2023 to June 30, 2024
 - **\$4.00** per hour per child from July 1, 2024 to June 30, 2025
 - *This is the highest increase in the FFN base rate we have ever won!* 🎉
- Grant Money
 - Complex Needs Fund - up to **\$700,000** each year for the whole unit
 - Early Childhood Equity Grants - up to **\$700,000** each year for the whole unit
 - Trauma-Informed Care Supports - up to **\$450,000** each year for the whole unit
- Emergency Provision
 - We negotiated a new section of the CBA that ensures that should a state of emergency be declared in the future, the State and Union will meet as soon as possible to discuss the impacts on health care and any other economic impacts to child care providers.
- Dual Designation Award
 - Providers enrolled in Early Achievers and providing care to children receiving subsidies will be eligible. These funds total up to **\$300,000** for each year for the whole unit.
- Paid Background Checks and Fingerprinting



- The State shall pay for the costs of the required provider background checks and fingerprinting for both FFNs (unlicensed) and FCCPs (licensed).
- **NO TAKEAWAYS!**
 - We did not get anything taken away from us that we have won in previous years.

💜💛 **THANK YOU to our bargaining team members:**

Mary Curry (Chapter President), Guadalupe Magallan (Chapter Vice President), Nimao Dahir (Chapter Secretary), Hortencia Ferrusca, Sandra Sanchez Chairez, Berta Artiga, Julie Jaramillo, Maria Elena Nava, Pauli Owens, Mulki (Nimo) Dini Ibrahim, Diana Llanes, Sabah Saed, Faisa Hassan, Basma Faraj, Trenise Rogers, Maria de Garcia, Carol Gibbs, Nina Anderson, Aan Abukar, Lisa Martin, Liliya Aukhimovich, Hanna Bahta-Kuusela, Carol Morris, Maria Sosa, Nathalia Medina, Irma Acosta, Gloria Vasquez, Lorena Miranda, Maria Villa, Chelsea McElroy, Tere Faulkner, Christie Glassy, Holly Lindsey, Maria Marin, Aida Rodriguez



Our fight is far from over. **Child care workers deserve to be fairly and equitably compensated for the essential work we do for our kids and our communities.** We presented common-sense proposals, but the State was unwilling to fully support what we asked for. **We will work to win more improvements through the Legislature and make sure this new contract is fully funded.** Remember— we keep Washington working! When we fight, we win!



Bargaining is not the only way we stabilize and strengthen early learning in our communities. **Stay tuned for opportunities to win more funding during the upcoming legislative session.**

We are stronger together!