

**Summary of the Tentative Agreement between  
The Child Care Workers Union (AFSCME / CWA) and  
The State of New Jersey**

*The following changes have been negotiated to the Providers' union contract. All previous contract provisions not modified by these negotiations remain in full force and effect. This tentative agreement only becomes our new union contract if Providers **VOTE YES**.*

**Duration**

Contract expires on December 31, 2024

**Subsidy Rates and Payments**

- Effective 12/1/21, all Registered, Accredited and FFN Providers will receive \$200 per month, per child increase above the current maximum child care payment rates (See below for examples)
- New rates apply to the care of Infants, Toddlers, Pre-school and School-age children, as well as those with special needs
- The \$200 increase to base subsidy rates is in addition to \$300 in monthly COVID stabilization payments which shall continue for Registered and Accredited Providers through at least December 2022
- Providers will also receive a \$2,000 stabilization payment in calendar year 2022
- Grow NJ Kids Program differential payments to be increased to incentivize participation
- Special needs definition is preserved in the contract\* (See below)

**Other Contract Language Changes**

- If a Provider is prevented from working (non-renewal, suspension, etc.) due to an error, they will be paid for each contract for up to 30 days
- CPR and First Aid training at no cost for one (1) Substitute and one (1) Assistant in addition to the Provider
- Improved contract language enabling CCWU to better keep in touch and communicate with Providers
- Increased frequency of meetings between CCWU and the State
- CCWU allotted 30 minutes at all pre-service trainings for union orientation

\*NOTE: Our union contract includes a one-of-a-kind in the nation definition of “special needs” and the increased rates which are paid for care of certain children: *“Special needs rates shall be paid for the care of any child who is under the age of 19 who is physically or mentally incapable of self-care; or a child who has been identified through a written referral from a county welfare agency, legal, medical, social service agency, emergency shelter, or public school which indicates the child has a serious physical, emotional or mental or cognitive condition and child care services are required as part of a treatment plan designed to stabilize or ameliorate the situation. A child of a teen parent is also considered a special needs child.”* (Please review to make sure that you are receiving the higher special needs subsidy rates for the care of any child covered by our contract language.)

### **So, let’s look at what our contract means for Providers!**

Maria Perez is a Registered Provider who is caring for an infant. She currently earns \$670.28 in payments a month. As of 12/1/21, Maria will receive an additional \$200, or \$870.28. This an increase of 29.8%. Maria will also continue to receive \$300 per month in COVID stabilization money through 2022 *and* will receive the \$2,000 payment.

Danyelle Latoya is an Accredited Provider who is caring for a toddler, a child in preschool and a school-age child. Right now, she earns a total of \$1,803.04 in payments plus \$900 in stabilization money for a total of \$2,703.04. Danyelle will receive an increase of \$200 per child to her subsidy payment rates, which is an increase of 33.3%. She will now earn \$3,303.04 and will also be eligible for the \$2,000 payment.

Brenda Ramos is an FFN Provider who cares for her school-age grandson. She currently earns \$314.36 per month. Under the contract, she is also eligible for the \$200 per child increase. She will receive a 63.6% increase and will now be paid \$514.36. She will also receive the \$2,000 in 2022.

Tamicka Johnson is a Registered Provider. She used to care for Kelly Roberts, who is now 19 and has a child of her own. Tamicka now cares for Kelly’s infant child and is earning \$670.28 per month. But she attended a union meeting and learned of her rights under the contract to receive the higher, special needs rate. So, under the new union contract, Tamicka will be earning \$1,014.04.

Laura Garcia is a Provider and a CCWU member. She had her license suspended and her contracts cancelled when the CCR&R failed to keep good records and accused her of being over-enrolled. She contacted her Shop Steward who knew we had new language in our contract. Her Steward was not only able to get Laura reinstated but was able to get her paid for the contracts she had in place. Laura then contacted her friend who is also a Provider, since she knows her friend had her license renewal denied when there was an error on a background check for one of her family members. With the help of her Shop Steward, the friend was able to file a dispute under our union contract.