

January 04, 2023

CALIFORNIA DEPARTMENT OF SOCIAL SERVICES

EXECUTIVE SUMMARY

CHILD CARE BULLETIN (CCB) NO. 23-01

The purpose of this letter is to provide initial guidance and information regarding requests for the deduction of dues and political contributions by the Child Care Providers United (CCPU) union.



KIM JOHNSON
DIRECTOR

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DEPARTMENT OF SOCIAL SERVICES
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GAVIN NEWSOM
GOVERNOR

January 04, 2023

CHILD CARE BULLETIN (CCB) NO. 23-01

GUIDANCE TYPE: DIRECTIVE

TO: ALL COUNTY WELFARE DIRECTORS
ALL COUNTY CHILD CARE COORDINATORS
ALL CHILD CARE DEVELOPMENT CONTRACTORS

SUBJECT: **CHILD CARE PROVIDERS UNITED (CCPU) REQUESTS FOR
THE DEDUCTION OF DUES AND POLITICAL CONTRIBUTIONS
FROM FAMILY CHILD CARE PROVIDER REIMBURSEMENTS**

APPLICABLE
PROGRAMS: CALIFORNIA WORK OPPORTUNITY AND RESPONSIBILITY TO
KIDS (CALWORKS) STAGES ONE, TWO, AND THREE
CALIFORNIA ALTERNATIVE PAYMENT PROGRAMS
MIGRANT ALTERNATIVE PAYMENT PROGRAMS
FAMILY CHILD CARE HOME EDUCATION NETWORKS
GENERAL CHILD CARE AND DEVELOPMENT PROGRAMS
MIGRANT CHILD CARE AND DEVELOPMENT PROGRAMS
THE EMERGENCY CHILD CARE BRIDGE PROGRAM FOR
FOSTER CHILDREN

REFERENCE: [MEMORANDUM OF UNDERSTANDING BETWEEN THE STATE
OF CALIFORNIA AND CHILD CARE PROVIDERS UNITED;
ASSEMBLY BILL \(AB\) 378 \(CHAPTER 385, STATUTES OF 2019\);
CHAPTER 25 OF THE WELFARE AND INSTITUTIONS CODE
\(WIC\), SECTION 10426.5](#)

Purpose

The purpose of this Child Care Bulletin (CCB) is to provide counties and contractors with initial guidance and information regarding requests for the deduction of dues and political contributions by the Child Care Providers United (CCPU) union.

Background

[Assembly Bill \(AB\) 378 \(Chapter 385, Statutes of 2019\)](#) authorized family child care providers, defined in [Welfare and Institutions Code \(WIC\) Section 10421\(b\)](#) as licensed family child care home operators or license-exempt providers who participate in a state funded early care and education program, to meet and confer with the state regarding matters within the scope of representation as established in [WIC Section 10424.5](#). Family child care providers chose CCPU to act as their union representative, and CCPU was subsequently certified by the Public Employment Relations Board.

Pursuant to [WIC Section 10426.5](#), deductions may be requested by CCPU from the subsidy payments of its provider members, and the Department of Human Resources (CalHR) or Governor's designee shall ensure that those requests are honored. The California Department of Social Services (CDSS), any other state department or agency administering a state-funded early care and education program, contractors or subcontractors of state agencies and departments, and any political subdivisions of the state shall assist CalHR or the Governor's designee in ensuring these requests are honored. The deductions may include membership dues, initiation fees, general assessments, and payment of any other membership benefit program sponsored by the certified provider organization.

Guidance

As the Governor's designee, CalHR is developing a process by which counties and contractors who reimburse family child care providers represented by CCPU will deduct dues and other voluntary deductions from provider reimbursement, and to remit those deductions to CalHR. CalHR will be issuing directives on the topic of automatic dues deductions in accordance with WIC section 10426.5. To enable the automatic deduction of dues and other voluntary deductions that shall be made from the reimbursement of a union-represented family child care provider who has authorized the deduction, CalHR will be requesting a variety of information from counties and contractors.

All impacted groups (i.e., counties and contractors administering state-funded child care and development programs) are expected and required to satisfy requests made by CalHR and to comply with directives related to automatic dues deduction made by CalHR in accordance with statute. CalHR will be issuing more specific written guidance regarding CCPU deductions once the process is finalized.

Counties and contractors are reminded that while engaging with represented providers regarding the union and all matters within the scope of representation, including administrative matters such as deductions, as defined in WIC sections 10420-10429.5, they shall not in any way attempt to initiate discussions, comment, offer opinions, or answer questions regarding these matters. If a contractor receives any questions, they shall refer the

represented provider to their exclusive representative, CCPU, at info@childcareprovidersunited.org

If you have any questions or need additional guidance regarding the information in this letter, please contact CalHR at FCCPCollectiveBargaining@calhr.ca.gov.

Sincerely,

Original Document Signed By

LUPE JAIME-MILEHAM, EdD
Deputy Director
Child Care and Development Division