

**I'm pleased to announce that after more than two years of difficult bargaining with the State, we have reached a tentative agreement for a new contract that includes raises and retroactive pay for work you've already done going back to October 2018!** The negotiations were particularly difficult because the State has been dealing with significant budget deficits. Despite the challenges, your bargaining team never lost sight of our priorities.

As we all know, the income we receive does not match the important work we do for the children we care for and the families we serve. With this tentative agreement, we continue to move in the right direction. Before we came together to form a union we went 12 consecutive years without a raise. Now, with this contract, we have achieved raises or bonuses for eight consecutive years. Licensed providers will receive multiple 2.5% increases. And for Unlicensed providers, we fought to keep language in our contract establishing 1/3 of the minimum wage as the wage floor for unlicensed providers while also fighting at the General Assembly for legislation to increase the minimum wage. The combination of these union efforts will help grow unlicensed provider's raises substantially. There is no doubt that together in our union we are stronger!

The wage increases/bonuses we achieved in this contract are as follows:

- 10/1/18 Retroactive 2.5% for licensed, 1.25% unlicensed\*
- 7/1/19– 2.5% licensed, 1.25% unlicensed\*
- 7/1/20 -2.5% licensed, 1.25% unlicensed\*
- 7/1/21 — Average \$900 lump sum, no increase

*\*1/3 of the minimum wage remains the wage floor for unlicensed providers, note that by action of the CT General Assembly, the minimum wage is expected to rise significantly.*

Now is where you come in. It is every union member's duty to review the tentative agreement, which is available on our webpage and then VOTE! Our voting will take place online between noon on May 15 and noon on May 18th. We will be conducting a tele-town hall discussion at 6pm on May 15th which will give you an opportunity to hear about this agreement and ask questions.

I want to note that, in addition to the Tentative Agreement, we pressed the State on matters dealing with state regulation. As a result, the OEC made a commitment to good faith efforts to reducing payment delays that the union identified during negotiations as well as to explore ratio-connected changes that if enacted through the regulatory process could help providers.

We strived to obtain the best possible deal for all of our members. I am proud of the hard work of our bargaining team, which is made up of members from across the State. It was by no means an easy process.

**I, and the entire bargaining team, strongly recommend that you vote yes. Ratification is unquestionably in our interests.**

In Solidarity,

Queen Freelove,  
CSEA Childcare Council President