

**MEMORANDUM OF UNDERSTANDING BETWEEN THE STATE OF
CONNECTICUT OFFICE OF EARLY CHILDHOOD AND CSEA SEIU LOCAL 2001
FOR A SUCCESSOR AGREEMENT TO THE AGREEMENT THAT EXPIRED JUNE
30, 2017**

The following shall replace the existing Article 12 in its entirety:

ARTICLE 12 FEES

Section One. Licensed Provider Rate Increase. The following schedule of general rate increases shall be implemented:

Effective July 1, 2017	0%
Effective and retroactive to October 1, 2018	2.5%
Effective July 1, 2019	2.5%
Effective July 1, 2020	2.5%
*Effective July 1, 2021	0%

This general rate increase shall be provided to all licensed Family Child Care Providers and will be for the Infants/Toddlers; preschool and School Age programs.

2021 del
AMG *Year 5 (FY '22): There shall be no increase in the licensed or unlicensed rates in Fiscal Year 22 except as may be required by the 1/3 of minimum wage provision. Effective and payable on July 1, ~~2022~~, there shall be an average \$900.00 payment to all eligible bargaining unit members. For this purpose, "eligible" shall mean a provider who has provided care under the program continuously for each month for at least 3 years as of July 1, 2021. Each licensed provider shall receive the same amount as other licensed providers, and each unlicensed provider shall receive the same amount as other unlicensed providers. The licensed payment amount shall be twice the unlicensed amount.¹

Section Two. Unlicensed Provider Rate Increase. The rate for unlicensed providers shall be one-third (1/3) of the State's hourly minimum wage rate. The weekly payment for the unit of care shall be determined by practice in place as of July 1, 2013. The schedule of rate increases for unlicensed providers is as follows:

¹ The formula for setting the unlicensed lump sum payment (with the licensed payment being twice that amount), shall be: $P=900*T/(2L+U)$ where: P=the unlicensed payment; T=Total number of eligible providers; L=number of eligible licensed providers; and U=number of unlicensed providers.

Effective July 1, 2017	0%
Effective and retroactive to October 1, 2018	1.25%
Effective July 1, 2019	1.25%
Effective July 1, 2020	1.25%
*Effective July 1, 2021	0%

The parties agree that if the minimum wage for the State of Connecticut increases from July 1, 2017 to June 30, 2022, the minimum wage for this program shall increase in relation to the new hourly minimum wage.

2021 del
AMG *Year 5 (FY '22): There shall be no increase in the licensed or unlicensed rates in Fiscal Year 22 except as may be required by the 1/3 of minimum wage provision. Effective and payable on July 1, ~~2022~~, there shall be an average \$900.00 payment to all eligible bargaining unit members. For this purpose, "eligible" shall mean a provider who has provided care under the program continuously for each month for at least 3 years as of July 1, 2021. Each licensed provider shall receive the same amount as other licensed providers, and each unlicensed provider shall receive the same amount as other unlicensed providers. The licensed payment amount shall be twice the unlicensed amount.²

Section Three. In accordance with the existing practice, Family Child Care Providers shall be paid an additional 15% differential for special needs children.

Section Four. Family Child Care Providers with an associate's degree in Early Childhood shall receive an additional 3% above their rates otherwise payable under this agreement. Family Child Care Providers with a national accreditation recognized under Section 17b-749-13(d) of the Regulations of State Agencies shall receive an additional 2% above their rates otherwise payable under this agreement and under those regulations as long as such accreditation is maintained.

² The formula for setting the unlicensed lump sum payment (with the licensed payment being twice that amount), shall be: $P=900*T/(2L+U)$ where: P=the unlicensed payment; T=Total number of eligible providers; L=number of eligible licensed providers; and U=number of unlicensed providers.

The following shall replace the existing Article 18 in its entirety:

ARTICLE 18 DURATION

This Agreement shall be effective July 1, 2017 and shall expire on June 30, 2022. On or after the date described in Connecticut General Statutes Section 5-276a, either party may request the other to negotiate a successor agreement by mailing such request to the other party, whereupon negotiations shall commence as soon as practicable.

The following new language shall be added to the Agreement:

NEW ARTICLE HOME REPAIR PROGRAM

The parties agree to explore the creation of a home repair program that will provide financial assistance to Family Child Care Providers for necessary physical improvements to the location in which they render care with the intent to prevent licensure deficiencies on their premises. The parties will cooperate to seek appropriate funding sources for this endeavor.

The following new language shall be added to the Agreement:

NEW ARTICLE REGULATION DIVERSITY

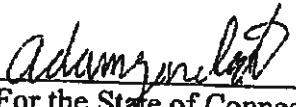
In recognition of the benefit of language diversity to the Care4kids program, the Office of Early Childhood will provide summaries of pertinent program regulations in Spanish translation. The parties may confer should the need arise to update, revise or supplement the regulations summarized.

OTHER CONTRACTUAL PROVISIONS


All other contractual provisions shall remain unchanged from the initial Contract dated July 1, 2013 to June 30, 2017.

Tentative Agreement dated May 10, 2019


Signatures:



For the State of Connecticut
Office of Early Childhood



For the Union



For the Union