



A POLICY POSITION OF THE NATIONAL CHILD CARE ASSOCIATION

SUBJECT: OPPOSITION TO STATE-MANDATED UNIONIZATION OF THE CHILD CARE WORKFORCE

POLICY STATEMENT:

The National Child Care Association (NCCA) believes in the value and benefits of good employer/employee relations without government intervention. NCCA believes employees who are compensated adequately and who work in a supportive environment will be more likely to deliver the needed quality early care and education to children. NCCA and its members will seek to remove any barriers to these goals.

NCCA opposes any act of a state legislative body, or executive order by the state executive, or any other act under the authority of a state government that will undermine the National Labor Relations Act in an effort to effect the unionization of child care workers, child care providers, or others engaged in the provision of early childhood education.

Therefore, NCCA opposes any state legislation or executive order which would deprive employees or employers of any rights they currently have under the National Labor Relations Act.

Further, NCCA opposes any diversion of state and federal funds, for the funding of membership in organizations such as professional, trade, or union, either in the form of dues, fees, or assessments.

NCCA supports funding to: 1) provide the children of income eligible families access to quality early care and education programs; 2) support and enhance the current diverse delivery system of early care and education services; and 3) promote the professional development of the child care workforce.

POLICY RATIONALE:

The National Labor Relations Act already gives child care workers the right to organize and bargain with management. These rights should not be undermined, and the state should not interfere in negotiations that should properly take place between management and workers.

State-mandated or sanctioned unionization of child care workers or child care providers will undermine the relationships between parents and providers, providers and state program administrators, and providers and their employees.

The use of state or federal funds as dues, fees, or assessments for membership in professional, trade, or union organizations diverts much needed investments for providing access for income eligible families to quality early care and education options and reimbursement rates sufficient to provide these families access to these program options.

The diversion of state or federal funds for the payment of dues, fees, or assessments of any organization whose purpose will be to petition the state and/or federal governments for more funding or directed funding for early childhood education is tantamount to the government paying for a lobbyist to lobby itself and extends an exclusive right to a single organization to negotiate public policy matters with the government, all for the expressed purpose of increasing investments in early childhood education; and therefore, is in general counter to the concepts of the right to assemble and petition the government, and in particular counter to the interests of the public and the families and children currently eligible for child care assistance.