

Day Care Council of New York, Inc.



65

YEARS OF SERVICE TO  
CHILDREN AND FAMILIES



ANNUAL REPORT  
JUNE 2013

## MISSION STATEMENT

**The Day Care Council of New York is a diverse membership organization of child care and family service providers, consumers and advocates.**

**The Council's mission is to seek support for and assist in the development of quality child and family care services.**

**The organization works with its members to maintain high standards of child developmental, educational and social services.**

**The Council is committed to programs and services which are designed to promote the sound growth and development of children and their families necessary for a healthy society.**

**Re-adopted by the Board September 2012**



Dear Members and Colleagues:

We are exceedingly pleased to acknowledge our 65<sup>th</sup> Anniversary as a membership organization established to support nonprofit organizations that offer child care services for families. Starting in 1948, dedicated individuals agreed to band together to maintain what New York City created during World War II, 80 child care centers to care for children while their mothers went to work. Highly successful and readily addressing a need, these child care programs were fully funded by the City. To ensure a unified consensus on subsequent issues, the Day Care Council was created to be the “voice” for these agencies.

Over the past 65 years, we have witnessed much growth in the system, including the unionization of the workers, the establishment of employee benefits for the workers and the addition of more organizations offering child care as federal, state and city funding became available. Unfortunately, over the past eight years, we have watched the City withdraw its commitment for publicly funded child care services.

We understand and appreciate how new regulations, funding restrictions and budget shortfalls have altered the very goals that were established to help families. Change is inevitable. However, sudden and unplanned changes are difficult to absorb and need time to fully accept. It is our hope that this is recognized as we move forward. The City is fortunate that organizations providing child care services have not relinquished their commitment to families. They do not want to walk away from a vital service that benefits so many and promises young children so much with the right nurturing and care.

The Day Care Council is proud of its heritage and the member agencies that have continued to be an important presence in their communities. We will continue to advocate on behalf of our member agencies. We will continue to provide technical assistance and training services to ensure quality services. It is our hope that the work started by caring individuals will continue and we can look forward to positive changes in the system.

As always, thank you for your continued support.

Sincerely yours,

Lorenzo Newby  
President

Andrea Anthony  
Executive Director

## Executive Director's Editorial

Welcome to the Day Care Council of New York's 65<sup>th</sup> Anniversary Annual Meeting. It's a major milestone that we recognize has been made possible with your support. We are grateful that the vision and the work of the Day Care Council of New York (DCCNY) continue to be relevant and important to our member agency network and the families we serve. Our mission, as written on the front page, remains the same. The Day Care Council was organized to join with others in ensuring quality child care services through what has become a diverse and complex network of nonprofits that are committed to the needs of young children and families in their communities.

The 2012-13 fiscal year brought forth a series of major changes that tested the resilience of all parties in publicly funded child care system. From the day Early Learn awards were announced in January 2011, all parties directly involved in the system were profoundly impacted, including the Administration for Children's Services (ACS); the organizations that were awarded contracts and those that were not; the unions (District Council 1707 and the Council of Supervisors and Administrators); and most importantly, the workers in the system. The most dramatic change was the City's decision to terminate health care insurance offered by the Central Insurance program (CIP) for more than 30 years. This decision not only affected organizations with ACS child care and Head Start contracts but also organizations that sponsored senior citizen programs. It was decided that all of the services offered by CIP would be eliminated within two years and the agency would be closed.

Many have asked how we put together the health care insurance program. It was a difficult and concerted effort by all parties involved. Following is a brief summary on what took place and why we had very little choice in selecting Emblem as the insurer for the system.

### **The Surprising Announcement**

In April 2011, the EarlyLearn Request for Proposals (RFP) was released and a bidder's conference was held at the ACS Children's Center. An initial review of the RFP revealed that health insurance coverage was left out of the RFP. If awarded an EarlyLearn contract, organizations that were currently involved in the pension program with the Cultural Institutions Retirement System, and who also received worker's compensation and liability insurance through the City's Central Insurance Program would continue to do so. What were not apparent in the RFP were the provisions for health insurance. When the question was asked, "why was health insurance left out of the RFP", the City's response was, "go to the Day Care Council."

A DCCNY staff person at the bidder's conference was shocked to hear such a statement and later asked a City official to explain why such an announcement was made.

This official said that the City was no longer going to pay for health care insurance for workers in contracted child care and Head Start programs. As the membership agency for these programs, it was our responsibility to arrange coverage.

We requested a meeting with ACS to determine why such a decision was announced with no warning. The only explanation given was that these workers (approximately 5,000) were benefiting from a health care insurance program that was better than the one provided for city workers. We were told that CIP would terminate coverage by October 2012. We were also told that the cost for health insurance was included in the EarlyLearn rate. This assertion proved impossible to quantify due to the lack of information that was available. The Emblem plan offered through CIP had been discontinued years ago but Emblem kept it because it was a relatively small group of workers and the City self-insured some of the costs. We met with several DCCNY member agencies to determine their estimated costs for health care insurance. Based on their EarlyLearn budgets, a 20% funding increase would be needed to cover health care insurance costs.

### **First Steps**

With no recourse or options available to us, we quickly pulled together the DCCNY's Labor Management Team. The Team consists of Executive Directors and board members from the membership who devote considerable time and expertise to negotiate with the two unions representing child care workers: District Council 1707 and the Council of Supervisors and Administrators.

The Team's objective was to figure out how we would tackle this problem and when we could begin negotiations with the two unions to change the existing collective bargaining agreement which included no provisions for health insurance benefits. Keep in mind, this announcement was made prior to the usual budget battles with the City administration that begin in May. Over the past two years, child care advocacy has focused on restoring budget cuts which would otherwise translate into fewer seats for young children. The change in the EarlyLearn RFP was foremost in the minds of those who were directly impacted, but was not viewed by advocates as an issue in which they could intervene. They supported the notion that the announcement was unfair, but had very little knowledge on this unionized workforce. Everyone knew the workers had not received a salary increase in six years—and they sympathized. But they could not take on an issue not directly affecting families through the loss of child care.

From October 2011 through September 2012, the Labor Management Team held numerous meetings starting with interviewing and selecting a broker to handle the recruitment and selection of a health insurance provider. We interviewed four brokers and settled on USI because of their promise to work closely with us on negotiations with insurers.

Unfortunately, we ran into several road blocks that were difficult to unravel. First, CIP did not have adequate claims data that would give us a profile of the population. We knew it consisted primarily of women of color whose average age was in the mid 40's, but the plan also included a number of retirees. Second, the current insurer, Emblem could not provide claims data for this small group of workers because they were part of the larger pool of city employees. The Mayor's Office on Contracts tried to help by giving us what information they had, but it was not enough to demonstrate to an insurer the health status of the workers currently in the existing health plan. Workers were considered high risk due to average age, gender and various health issues, i.e., diabetes, hypertension, etc. Given this major impediment, we were informed that our only recourse was to place the group in a community rated pool to determine the cost for the insurance. This was an expensive alternative because the premium is based on risk factors within the market as a whole.

#### **Final Outcome**

The two unions, District Council 1707 and the Council of Supervisors and Administrators were very cooperative throughout the negotiations. On more than one occasion they expressed how important it was to offer a health care insurance plan for the workers. The new health insurance plan was put into place on October 1, 2012. The unions requested that the two Welfare Funds, administered jointly by the DCCNY and the unions, implement the plan and manage it. Organizations with a unionized workforce were required to follow the collective bargaining agreement.

Unfortunately, the health insurance proved to be too costly for approximately half of the workers in the system. To lessen the cost for the workers, it was decided that employers would pay 80% and workers would pay 15% with 5% being covered by the Welfare Funds.

With the implementation of Early Learn, the pool of workers in the system decreased significantly from 5,000 to approximately 3,000. The vast majority of the decrease was the result of layoffs but there were also a

number of workers who decided to retire.

Once implemented, approximately 51% of the workers opted out of the plan after deciding that their 15% contribution for coverage was too costly. All unionized child care workers had worked without a salary increase in six years, and had never paid for health insurance coverage for themselves or their families. Initially, the collective bargaining agreement called for those workers who could prove that they had other health insurance would receive a \$1,000 payment. However, many organizations felt this was unfair to those workers who could not purchase the insurance due to the cost, and it was agreed that all workers who refused the coverage could received the \$1,000 payment.

We are now at the juncture of reviewing how the Affordable Care Act will affect the system. This is unclear but we will do our best to help DCCNY's member agencies and their workers receive a health care insurance program that meets their needs and is not cost prohibitive.



## Public Policy and Advocacy

In the area of Public Policy and Advocacy for FY 2012 – 2013, our primary focus has been expanding the reach of our efforts by meeting with elected officials on the federal level as well as maintaining our role in advocacy coalitions on the state level and here in New York City.

**Federal Advocacy** Over the first six months of this year, we organized the membership to meet with members of the New York City Congressional delegation. We were successful in meeting with all members of the delegation with the exception of two. Our primary intention in holding these meetings was to register our support for **President Obama's Early Education Plan for All Americans**. We sought their political insight and received strategic recommendations how we might best organize our constituency.

In general terms, our Representatives were focused on shifting the balance of power in the House of Representatives, and encouraged existing efforts to work within national coalitions and to organize the parents of children in our centers. This work has begun under the newly formed effort called "Parents to the Rescue" where we plan to regularly convene parents from across the city and assist them in the development of their own legislative agenda and strategic plan.

Due to the efforts of one of our coalition partners, the Center for Children's Initiatives, we were invited to participate in a meeting with staff of Senator Kirsten E. Gillibrand. Through the meeting we expressed our support for President Obama's plan for early childhood education and received a commitment that they would keep us abreast of new developments.

**State Advocacy** While the Governor has proposed groundbreaking support for statewide Universal Pre-Kindergarten, the political challenges that have restricted increases in early childhood education funding in recent years have resulted in minimal gains. Our involvement at the State level has taken place primarily within the Winning Beginning coalition. The Day Care Council has recently taken on a leadership role in the reestablishment of a subcommittee focused on workforce issues, as a direct result of the high priority placed on these concerns by our membership. We will also be working with the Human Services Council to secure rate adjustments for the human service sector that may allow our members to provide Cost of Living Adjustments (COLAs).

**City Advocacy** The Council has been an active member of the Campaign for Children, the city-wide coalition that has been victorious in preserving core child care and after-school services in the final years of the Bloomberg administration. With a focus on both capacity and quality, the entire community of providers, parents, children and advocates has successfully elevated these services to center stage. We continue to meet on a quarterly basis with the leadership of the Administration for Children's Services (ACS) where we are focused on the immediate concerns of our membership



## Early Childhood Employment Partnership

We are now in our second year of the Early Childhood Employment Partnership (ECEP) providing employment support to our membership, thanks to continuing funding by the New York City Council. From July 2012 through June 2013, we provided job search and placement support to more than 400 early childhood education professionals who had lost their jobs in the system's transition to Early Learn. More than 220 employers are currently registered on the program's website. The objective of the ECEP is to help displaced child care professionals find re-employment in and outside of child care based on their career choices. This includes development and maintenance of a successful ECEP website which creates good employer and job seeker traffic, functionality, and feedback from job seekers that get hired and employers that fill their vacancies; effective and supportive Job Training and Placement Forums that are designed to meet attendees' needs who want to stay in childcare AND for those who desire retraining; and ongoing resume prep and counseling sessions.

The keys to our success are the following:

***Our pool of employers is varied to meet job seekers' needs:***

56% of the employers posting are member agencies of the Day Care Council, the remaining 46% of the employers posting are private or non-member agencies. Outreach is ongoing, both to members and non-members.

***Employers can hire directly, without posting job positions:*** All employers are able to view job seekers' resumes and contact details, allowing for the direct hiring of unemployed workers.

***ECEP Program staff is continually tracking the progress and value of this project:*** This includes the use of phone, email, online and in-person evaluation methods to gather data. These data are in turn used to highlight successes or to identify where adjustments are required.

We will continue to collaborate with our partners at DC1707, the Consortium for Worker Education and Met Council to provide quarterly forums, workshops, and support groups. ECEP is a viable service for those who want to find employment in child care or other human service sectors.

We are grateful to the City Council for the opportunity to serve in this capacity.

## Labor Relations and Mediation Service

The Labor Relations and Mediation Service (LRAS) performed more than 800 contract and disciplinary cases were handled during this past year, including direct assistance and mediation services. In addition, legal representation offered to DCCNY members included advocacy in arbitrations, human rights complaints, and National Labor Relations Board proceedings. These services were provided by the Council's law firm, Proskauer, LLP.

During FY 2012-13, the LRAS wrapped up negotiations for new collective bargaining agreements with DC 1707 and the Council of Supervisors and Administrators to include health care insurance provisions for workers in organizations under contract with the Administration for Children's Services. With the assistance of USI, the Council worked with a team of 12 representatives from member agencies who reviewed all options available to the sector on health insurance coverage. Some difficulties were encountered during the negotiations due to the fact that the workers were categorized as high risk group (i.e. workers were placed in a community pool with various health related issues such as hypertension, high cholesterol and diabetes). Following lengthy negotiations, Emblem Health became the insurance provider of health insurance for Child Care Workers.

**Collective Bargaining – CIRS.** Negotiations for a new collective bargaining agreement with the three (3) unions, (DC 37, DC 1707 and CSA), were completed in June 2013 and submitted to the OMB for approval. We are still awaiting approval from OMB.

**Outreach.** The Council reached out to new organizations that entered the child care system to assist in filling vacancies and in offering administrative and fiscal assistance.

LRAS remains committed to ensuring that the members of the Council receive accurate and current legal advice and that the Sponsoring Boards are adequately represented in all negotiations.



## Child Care Division

During Fiscal year 2012 - 2013, the Child Care Division provided information, resources and assistance on quality child care to New York City families, child care providers and member agencies. Activities included providing consultations and referrals to families seeking affordable child care, and offering training opportunities and support to existing and potential child care providers.

**Child Care Resource and Referral Service (CCR&R).** The Council's Child Care Resource and Referral program (CCR&R) provided more than 2,975 child care referrals to parents and families in the five boroughs. Other program activities included disbursing 80 Health and Safety kits to legally exempt providers; processing approximately 86 Start-Up and Health & Safety grants for child care providers and completing approximately 1,075 hours of intensive technical assistance (one-on-one mentoring and training) for center-based and family child care providers.

**Early Childhood Training Institute.** The Council's Early Childhood Training Institute offered approximately 3,000 training hours in both English and Spanish to approximately 500 child care professionals from the five boroughs. Training topics included Medication Administration Training (MAT), SUNY Health & Safety, Becoming a Family Child Care Provider, Introduction to the Family Child Care Environment Rating Scale (FCCERS), CPR/First Aid, Facebook to Market Your Day Care Center, Mandated Reporting, and Record Keeping for Child Care Providers. During this fiscal year, the Day Care Council entered a partnership with Smart Horizons and now offers over 50 hours of NYS-approved online courses.

**James C. Hall, Jr. Family Child Care Network.** The staff at the James C. Hall, Jr. Family Child Care Network continues to work with 150 family child care providers in the Child and Adult Care Food Program (CACFP) serving approximately 1,200 children. Approximately 450 monitor visits were made to child care homes participating in the program.

**Health Care Consultancy Program.** Our Health Care Specialist continued to work with child care centers, family child care providers, and informal providers to implement NYS medication regulations providing approximately 14 Medication Administration Trainings (MAT) to prepare over 80 child care professionals to administer medications to children in their programs.

## Eat Well Play Hard in Child Care Settings

The Day Care Council of New York, Inc., (DCCNY) successfully finished the implementation of the Eat Well Play Hard in Child Care Settings (EWPHCCS) for the second consecutive year. This federal and state initiative funded by the State of New York Department of Health's Child and Adult Care Food Program (CACFP). We are contracted to offer the program in Brooklyn and the South Bronx for 30 child care programs.

EWPHCCS offers a holistic structured curriculum featuring food preparations, cooking demonstrations, tasting and physical activities for young children, their parents and the center staff. This year a Breast-feeding Friendly child care certificate program was developed to recognize child care centers that support mothers who have chosen to continue to breastfeed after returning to work or school.

A total of **1,490** children ages three to five years who reside in low income areas and attend center based child care programs enjoyed the hands on cooking and tasting healthy food. Some of the varieties of recipes the children experienced were smoothies, delicious trail mix they made from scratch, fruit shish kebab and veggies with dip among others. Along with their children, **674** parents have had the opportunity to get involved in the same topics and food demonstrations. In addition, **322** staff selected two topics from the curriculum and training classes specifically for them with food demonstration.

### Direct Education Report Federal Fiscal Year 2012-2013

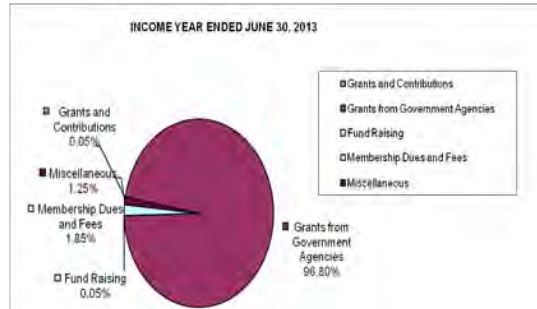
#### Unduplicated Counts

	Children		Parents		Staff	
	2012-2013	2011-2012	2012-2013	2011-2012	2012-2013	2011-2012
Bronx	743	423	293	174	129	83
Brooklyn	747	503	381	130	193	91
<b>Total</b>	<b>1490</b>	<b>926</b>	<b>674</b>	<b>304</b>	<b>322</b>	<b>174</b>

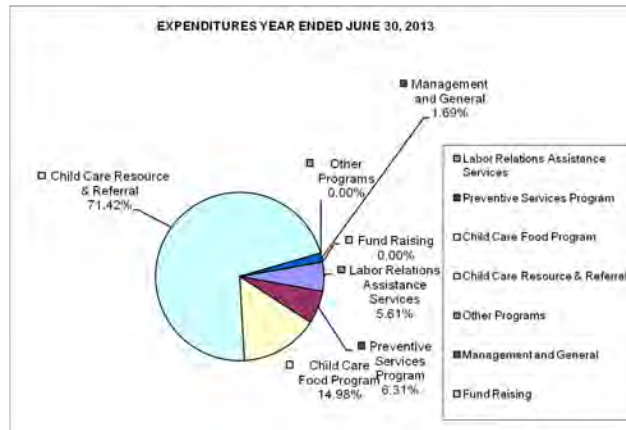
#### Number of Participating Centers

	2012-2013	2011-2012
Bronx	17	12
Brooklyn	15	12
<b>Total number of Centers:</b>	<b>32</b>	<b>24</b>

## Finance Report



<b>SOURCE OF INCOME</b>	<b>FY 2013</b>
Grants and Contributions	4,615
Grants from Government Agencies	8,683,100
Fund Raising	-
Membership Dues and Fees	254,374
Miscellaneous	89,948
<b>TOTAL</b>	<b>9,032,037</b>



<b>USE OF INCOME</b>	<b>FY 2013</b>
Labor Relations Assistance Services	545,000
Preventive Services Program	7,282
Child Care Food Program	1,529,904
Child Care Resource & Referral	6,230,458
Other Programs	366,366
Management and General	353,983
Fund Raising	4,547
<b>TOTAL</b>	<b>9,037,540</b>

Note: Miscellaneous includes Investment Income.  
These are un-audited figures.

### EXECUTIVE BOARD

<b>Lorenzo Newby</b>	<b>President</b>
<b>Valli Cook</b>	<b>Vice President</b>
<b>Connie V. Miller</b>	<b>Vice President</b>
<b>Alice B. Owens</b>	<b>Vice President</b>
<b>Robert Gutheil</b>	<b>Treasurer</b>
<b>Betty C. Jones</b>	<b>Secretary</b>

### BOARD MEMBERS

<b>Pauline Chen</b>	<b>Rachel Pivnick</b>
<b>Pamela Haas</b>	<b>Marilyn Robeson</b>
<b>Anona Joseph</b>	<b>Linda Rosenthal</b>
<b>Sarah McGee</b>	<b>YiShaun Yang</b>

### AFFILIATIONS

**Campaign for Children**  
**Child & Adult Care Food Program Sponsors Assoc.**  
**Child Care Aware of America (formally NACCRRRA)**  
**Federation of Protestant Welfare Agencies**  
**Human Services Council**  
**National Association for the Education of Young Children**  
**New York State Early Care and Learning Council**  
**Nonprofit Coordinating Committee of New York**

**ADMINISTRATION**

Andrea Anthony - Executive Director  
Lisa Caswell - Senior Policy Analyst  
Risa Bernstein - Office Manager  
Hyacinth Barnes - Assistant Office Manager

**CHILD CARE DIVISION**

Jon Pinkos - Director  
Yadira Rodriguez - Assistant Director  
Teresa Olander - Health Care Consultant  
Indra Moore - Family Child Care Network Coordinator  
Keishla Hornsby - Asst. Family Child Care Coordinator  
Ana Maria Matos - Consortium Liaison/Quality Assurance  
Rosie Morales - Provider Specialist  
Joy Jensen - Provider Specialist  
\*Diana Diaz - Infant/Toddler Specialist  
Genine Tantau - Infant/Toddler Specialist  
I-Ling Tsai - Infant/Toddler Specialist  
Clara Almanzar - Child Care Specialist  
Janetssy Duran - Child Care Specialist  
Carline Lamy-Jacob - Child Care Specialist  
Crystal Luna - Child Care Specialist

*Eat Well Play Hard in Child Care Settings*

\*Erica Eliane - Registered Dietitian  
Uzma Iram - Registered Dietitian  
Shari Portnoy - Registered Dietitian

**LABOR RELATIONS ASSISTANCE & MEDIATION SERVICE**

Jay Nadelbach, Esq. - Director

**EARLY CHILDHOOD EMPLOYMENT PARTNERSHIP**

Jesseka Green-Gooden, Esq. - Researcher  
Craig Holden - Researcher

\*Resigned



**Day Care Council of New York, Inc.  
2082 Lexington Avenue, Suite 204  
New York, NY 10035**

**T: 212-206-7818**

**F: 212-206-7836**

**E: [info@dccnyinc.org](mailto:info@dccnyinc.org)**

**W: [www.dccnyinc.org](http://www.dccnyinc.org)**