



SEIU 925 Family Child Care Union 2025-2027 Contract Highlights

Your child care union bargaining team, elected by the membership, fought tirelessly to secure the best possible agreement for licensed and unlicensed child care providers in Washington. **This Collective Bargaining Agreement, if ratified by union members, will cover July 1, 2025 to June 30, 2027.**

Our tentative agreement includes:

- Cost of Care Rate Enhancement
 - Licensed providers will receive **\$2,200** per month for each year of the agreement as long as they serve at least **1** child on subsidy.
- Higher Subsidy Rates
 - Starting July 1, 2025, subsidy reimbursement rates will be funded to the **85th percentile of the 2024 Market Rate.**
- Increased FFN Base Rate
 - Family, Friend, and Neighbor unlicensed providers will earn **\$4.50 per hour per child** from July 1, 2025 to June 30, 2027.
- Language Accessibility
 - Interpretation services will be provided for phone calls. When requested in advance, interpretation will also be available for in-person or virtual trainings, meetings, and public hearings.
- Industry Data
 - We improved an article that will provide us with more accurate information around industry data such as number of children in care, trainings, and incentives.
- Regular Meetings with the State
 - We will meet with the State once a month to address successes and concerns in child care, licensing issues, and health & safety compliance.
- Collectively Bargained Funding Disclosure
 - Any vendor receiving funds from the collective bargaining agreement will now inform providers that the training or incentive is funded, fully or partially, by our union contract.
- Health Insurance
 - The State agrees to increase their contribution to cover increased insurance premiums and cover current providers on the waiting list.
- Substitute Coverage



- Licensed providers will receive at least **5 full days of substitute coverage** annually. The State and our union will discuss increasing this number if needed, within the available budget.
- **Early Achievers Ratings**
 - The State agrees to email notices to all Level 2 providers, informing them of the approaching deadline and available supports at least 90 days before the tiered reimbursement deadline expires.
- **Non-Standard Hours Bonus**
 - Increase bonus to \$150.00 per child for licensed providers.
- **Field Trip/Quality Enhancement Fee**
 - We expanded the use of the fee to cover community events, fairs, and cultural lessons.
- **NO TAKEAWAYS!**
 - We did not get anything taken away from us that we have won in previous years.



THANK YOU to our bargaining team members:
Sabah Saed (Chapter President), Lupita Suarez (Chapter Vice President), Diana Llanes (Chapter Secretary), Maria Marin, Sandra Sanchez, Berta Artiga, Teresa Camarena, Julie Jaramillo, Olivia Camarena, Patricia Aguilera Alfonseca, Kathy Green, Faisa Hassan, Mickey Jones-Ray, Aan Abukar, Hanna Kuusela, Gloria Vasquez, Nathalia Medina, Berta Valencia, Anita Rodriguez, Elena Avalos, Maria Villa

Our fight is far from over. **Child care workers deserve fair and equitable compensation for the vital work we do for our children and communities.** We put forward common-sense proposals, but the State was unwilling to fully support our demands. **We will continue to push for more improvements through the Legislature and ensure this new contract is fully funded.** *Care can't wait in Washington State!*

Bargaining is not the only way we stabilize and strengthen early learning. **Stay tuned for opportunities to help elect child care champions and win more funding during the upcoming legislative session.**

We are stronger together!

