



Main Office
1430 Broadway, Suite 404
New York, NY 10018

t: 212.206.7818
f: 212.206.7836

info@dccnyinc.org
www.dccnyinc.org

Queens Office
James C. Hall, Jr.
Family Child Care Network
147-39 175th Street, Suite 211
Jamaica, NY 11434

t: 347.841.0250
f: 929.388.0560

Friends,

The Day Care Council of New York (DCCNY) achieved a milestone in our work to improve salaries and benefits for NYC's center-based child care workforce when, as management representative, we signed a tentative labor agreement with DC 37 Local 205 on October 15, 2024. If ratified, the tentative agreement will impact more than 2,500 early childhood educators and child care workers represented by DC 37 Local 205.

DCCNY and our member agencies believe the center-based early childhood workforce deserves full salary parity with their public school counterparts. While the agreement does not achieve the goal of full salary parity with the early childhood professionals working in NYC Public Schools (NYCPS), it acknowledges the importance and impact of the center-based early childhood education workforce by taking a meaningful step forward on the path to salary parity initiated in 2019. It includes reinstating longevity increases for teachers and support staff, introducing a summer differential for all staff working in 12-month Extended Day and Extended Year programs (programs contracted to offer 225 or 261 days of service), and funding overdue base salary adjustments. Additionally, it supports better healthcare coverage.

As is the case with negotiations, all our demands were not met, and our work is not done! With our management partners, allies in government, and advocacy partners, DCCNY will continue to advocate for the completion of the path to true parity with the early childhood workforce working in NYCPS classrooms and a stronger overall early childhood system.

We are grateful to DCCNY's management negotiating team, DC 37 Local 205, our advocacy partners, the City Council, and the many city agencies - including the Office of Labor Relations, NYCPS, and the Office of Management and Budget - for their dedication to this process.

It is more important than ever that DCCNY has the resources to strengthen our support for early childhood education and care workforce that provides high-quality and reliable services to the youngest New Yorkers and their families. We ask that you take this moment to support DCCNY with a donation at <https://www.dccnyinc.org/donate/>.

Thank you for supporting early care and education in New York City!

Tara N. Gardner
Executive Director