



Community Child Care Council, Inc. (4Cs) Chapter

April 19, 2017

www.seiu521.org

(408) 678-3300

Board hears truth about 4Cs

Because management has been spreading false rumors - scaring parents, providers, seniors and staff about closure of the senior nutrition program, and even the whole agency - union members took personal time off to set the record straight. Local 521 wants these programs to survive and thrive. We stand together with the Board of Supervisors and the entire child care community to bring about the improvements needed. We demand honest and open communications, high quality, timely services for providers, parents, and children, fiscal responsibility and respect and justice for 4Cs childcare workers. A recording of workers' remarks can be seen at: www.facebook.com/SEIU521Region1/

Puthea Chea, Case Manager:



"My co-workers and I care about the kids and families, and want them to succeed. I've had providers cry to me over the phone because 4Cs has not paid them; they are small business owners, they need that money. How can providers keep kids in a safe and stable environment if they can't even get a paycheck to keep the lights on?"

Thuy Pham, Case Manager:



"The reason we unionized was to make 4Cs a better place to work and improve services. That is still our mission. With all the uncertainty surrounding 4Cs, I ask you to do everything within your power to help 4cs achieve our mission."

Virgilio Gonzalez, Family Fee Specialist:



"We decided to form a union not to dissolve the Agency. We formed a union because we were tired of the lack of transparency and lack of leadership. We want to be treated with dignity and respect so we can transmit that to our clients and provide better customer service."

Mario Del Castillo, Case Manager:

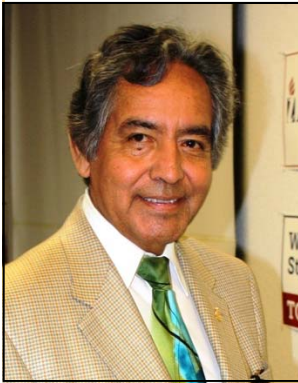


"Over the last few years, the Agency has deteriorated into a dysfunctional agency, not able to deliver the services it is contracted for. Staff has been forced to work in a framework of hostility and retaliation. We want the 4Cs Council to continue its noble mission. But in order to do that, management must change; better yet, management must be replaced."



Riko Mendez, SEIU 521 CEO: "4Cs is in a serious and uncertain time. They just walked away - voluntarily at management's decision - from all the child care center's contracts with the state, impacting over 100 children. If we're going to be successful together, there's going to have to be some changes. We know together we can figure this out, but we need a contract, and management needs to step up to the plate and be transparent."

Long-time 4Cs employee targeted



After 20 years of exemplary service to the parents and children of 4Cs, Mario Del Castillo has been targeted by 4Cs for allegedly falsifying case documents. While he will be paid during the Leave of Absence they imposed, managers refused to tell him the source of their suspicions, the cases that might be in question, or any other details.

Why Mario? Why now? That's easy.

4Cs is in chaos. Management, unable to care for children safely, is forced to shut down one childcare center; subsequently, the agency decided to relinquish the others. Long-time staff have left in disgust or despair; new hires are ill-trained, unsupported, and denied benefits and permanent jobs. Revenues have not met expenditures four out of the last six years. Parents and families suffer from late or missing payments because caseloads are so high that even the most experienced staff cannot keep up.

So rather than honestly confronting these failures and making the changes necessary - treating staff fairly; hiring competent directors and trainers and program specialists; developing open communication and honest discussions with parents and providers, as well as the State and County governments which fund the programs - 4Cs has turned to other tactics:

- Frightening new hires and refusing to make them permanent;
- Using taxpayer money and taking workers from their assignments to paint signs and speak up eloquently against unfounded claims of denial of county funds;
- Spending money on at least a half dozen different labor lawyers and spokespersons to frustrate the workers' attempts to have a union contract;
- And now, scapegoating long-time employee and one of the union leaders, Mario Del Castillo, in retaliation for speaking out for improvements.

Together, all the staff at 4Cs can help protect the programs, their jobs and their future. We will not give up. We will defend Mario and any staff, parents or providers that 4Cs tries to intimidate.

It is simple. The union members and the community want fairness to employees, honesty, and openness in dealing with parents and providers; transparency in financial matters; experienced, qualified responsible managers; and a contract that protects workers against unfair retaliation for speaking up.

SEIU 521..... We are STRONGER TOGETHER!

**STAY
CONNECTED!**



Follow us on Facebook:
fb.com/SEIU521

Visit the 4Cs
Chapter page:
www.seiu521.org/4c

Sign up for text alerts: Simply text 4C
to 787753 to subscribe, or go to
521.seiu.org/4C