

This Newsletter is coming to you by providers for providers. If you have ideas you would like to share with other child care providers, please feel free to e-mail them to Newsletter@RCFCCA.com. This year we will offer our newsletter seasonally. The submission deadline for the Spring Newsletter is February 15.

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## New Year's Resolution Count Down

**M**aking improvements in your life doesn't need to be limited just to the New Year's resolutions. Improving yourself can be an all-year-long event. Many people fail at keeping their goals long-term. When setting out to make and break new and old habits you can enrich your life all year long. When it comes time for you to make vows to yourself, there are five really important life-enhancing resolutions that can be on your self-help "to-do" list...

### 5. Laugh More

It really is the best medicine! If you can laugh at your own mistakes and not feel so bad about your failures, you can brighten somebody's day. Use the power of positive thinking to get a giggle out of someone on a daily basis. This will make everyone happy.

### 4. Pay It Forward

It is time to help someone else. There are plenty of people in need. You can make this as easy and unobtrusive as you like. Make a new resolution to simply smile at a stranger at least once every day. A smile passing from person to person can warm the hearts and souls of potentially millions of people.

Volunteer at your local shelter or soup kitchen. Buy a bagged lunch and hand it out to a homeless person. A local radio station sponsors the "Drive Through Difference". The good deed has you paying for the person behind you in the drive through. Clean out your closets and bag them up for your local Goodwill or Salvation Army. The smallest of efforts really add up.

Be a Big Sister or Big Brother. You can make a world of difference in a child's life, which is an investment in everyone's future.

### 3. Expand Your Horizons

What better way is there to seek progress in your life than being open to new experiences?

Try reading a book. Start with a category you have never experienced. Grab a "how-to" book if you like to get more active with your learning. Take a course at your local college or community center. Join a yoga or sports class.

Think creatively about how and where you can learn a new skill and you will enjoy discovering a whole new side of yourself you never knew existed!

### 2. Stop Smoking

This one is pretty self-explanatory. Smoking makes everything smell bad, may cause health problems and finally it is expensive.

### 1. Get Fit!

It's no secret that we're an overweight society. 30-60 minutes of exercise every day will really do your heart some good, as well as your waistline, not to mention helping you to have a better outlook on life as a whole. Eating right is half of the equation to getting fit. Try to exchange some of those "bad" foods with "good" foods and you will feel much better.

Source: Adapted from www.lifescrypt.com



# Executive Board Elections

## RCFCCA Executive Board Member Elections\*

**Elections for the following board positions will be held on March 19, 2012, 6:30 - 7:30 pm at:**

Resources for Child Caring (East Metro Location)

10 Yorkton Court

St. Paul, MN 55117

### Positions open for Election in 2012:

Association Co Chair

Treasurer

Membership Chair

Electronic Newsletter Chair

Outreach Coordinator

### Vacant Position:

Secretary



A complete description of the above Executive Board Positions is available on our website at RCFCCA.com. Click on "About Us", scroll to "Our By-Laws", then click on the PDF version.

Nominations can be made by submitting a completed RCFCCA Executive Board Membership Application 60 days prior to the election. Please submit to:

Mary Ksiazek

1089 Loeb Street

St. Paul, MN 55117

Nomination deadline is January 19. Watch the RCFCCA Spring Newsletter for more election information or contact a Board Member if you have questions.

\*A nomination form attachment was e-mailed to you with this electronic newsletter.

## Curriculum Ideas

### Circle Time

Circle time is a group time experience when children gather together to learn. It is common to start with a gathering song or a welcoming song to cue the kids that it is time to start circle time. Here are some interactive songs that you might want to incorporate to begin your circle time activities. Feel free to share your favorite circle time activities with other child care providers by e-mailing them to us at Newsletter@rcfcca.com.

Sung to "Are You Sleeping?" Replace each child's name until all children have been included.

Where is (Matthew)? Where is (Matthew)?

Here I am! Here I am! (child jumps up and sings)

How are you today, sir/madam?

Ready for a great day!

Hello (Matthew)! Hello (Matthew)!

• Sung to "Skip To My Lou"

• Friends, Friends, how do you do?

• Friends, Friends, how do you do?

• Friends, Friends, how do you do?

• How are you feeling today?

• (At the end each child can answer one by one.)

• Sung to "Muffin Man". Replace each child's name until all children have been included.

• Oh, do you see that (Sarah's) here?

• That (Sarah's) here? That (Sarah's) here?

• Oh, do you see

• that (Sarah's)

• here?

• On this (Sunny)

• day!

Source: Songs adapted from Funshine Express Curriculum



## Business

### Looking Out For YOU the Provider

Taking time off from work now and then is good for the mind, body and the spirit. At your time of contract and policies review, add some paid vacation time or a few days of paid sick leave for the upcoming year and specify that in your contract. It is important to remember that your health and well-being is one of your most valuable assets. If the provider is crabby, others will follow suit.

Present your families with a new and updated contract for the upcoming year, as well as a fresh set of paperwork for all the kids in your care. Updated forms can be printed at the following links:

[www.co.ramsey.mn.us/hs/childcare/Providers.htm](http://www.co.ramsey.mn.us/hs/childcare/Providers.htm)

#### Admissions Form

<https://edocs.dhs.state.mn.us/lfsrserver/Legacy/DHS-1715-ENG>

#### Immunization Form

<http://www.health.state.mn.us/divs/idepc/immunize/laws/childcare-reimzrec.pdf>

#### Chemical / Grievance Policy

<http://www.co.ramsey.mn.us/NR/rdonlyres/E862C25F-6A7A-4EF3-87EE-3EACFAB658AF/19499/2010ChemicalGrievancePolicy.pdf>

Source: Redleaf Press Calendar Keeper – Business Brief

## Licensing Updates

### Licensing Fees

Earlier this year, providers received a letter that license fees would be implemented starting January 1, 2012. Many providers sent letters and e-mailed their County Commissioners. Two public forums were also held to hear providers' thoughts on the implementation of these fees. Upon the completion of the two public forums a Ramsey County Hearing was held on December 13th and the implementation of these fees was approved for all providers in Ramsey County. The fees will include: \$100 for background studies, plus \$50 for a one year license or \$100 for a two year license. If you have already begun the relicensing process, you may have or will be receiving a bill in the mail for these fees soon.

In a message sent to RCFCCA, Commissioner Bennett's Assistant stated "Ramsey County was one of the last of all the Minnesota's 87 counties to implement this administrative fee. We truly tried to avoid this fee because we believe that our providers are already struggling and that we should try to help them keep their costs down".

Sources: Adapted from August DHS Letter to Providers  
E-mail from County Commissioner Bennett

## Weather

### How Cold is TOO Cold?

As a provider it is our job to not only play indoors, but play outdoors too. During this time of year we all need to know at what point are the temperature and the wind-chill too dangerous to take kids out. With the ages of our kids ranging from under a year to double digits, weather conditions for a running 4 year old will differ from that of a stationary 6 month old.

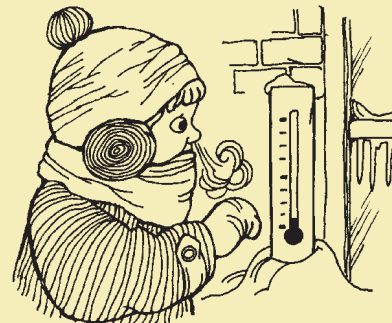
There is no definitive guideline in our rule book that specifically outlines what to follow, but there is a Child Care Weather Watch Chart on the DHS Website that is an ideal guideline for providers. The link for this chart is: <http://www.idph.state.ia.us/hcci/common/pdf/weatherwatch.pdf>

This Weather Watch Chart mainly says that conditions down to 20° with a 10 mile per hour wind now enter into the "danger" zone. The "cautious" conditions are 20° or above with no wind-chill and "comfortable" conditions are 40° with an up to 15 mile per hour wind. Living in Minnesota our winters are never all

in the "comfortable" condition, so use the "cautious" condition for a good rule of thumb.

Kids will get rosy cheeks when hard at play outside, but don't let the color fool you. Children are at a greater risk for frostbite than adults due to their faster heat loss. Frostbite happens when prolonged exposure to the elements freeze the skin. The skin may appear pale, waxy, discolored or hard. Your child may also complain of numbness or pain. Seek medical attention immediately if your kids experience the above symptoms.

Dress kids in layers. Moisture-reducing winter sportswear, cotton socks and mitten and glove liners all help prevent the inside layers from getting wet.



If properly dressed, the kids will let you know if they are cold and need to come in. Ask them often how they are feeling and you will know when enough is enough. As a provider being out there with the kids, you will know what the conditions are and you will know when you are getting cold. With the proper clothing, beverages and sunscreen the kids will have fun no matter what the conditions are.

Sources:

Child Care Weather Watch, Iowa Department Public Health  
Allina Healthy Communities, Winter 2012 Newsletter e September

## FREE RCFCCA Member Trainings

To register for these two FREE classes contact Brenda by e-mail: [hruzahome@comcast.net](mailto:hruzahome@comcast.net), or phone: 763-785-0314. Registration information is also available on our website at: [RCFCCA.com](http://RCFCCA.com).

### FREE RCFCCA Membership Training for Providers

\*Training Approved by Ramsey County Licensing Unit\*  
If you are a member of RCFCCA, this training is FREE for you.  
Membership for 1 year is \$30 (4 FREE classes, 8 hours total) or you can pay \$20 for each class.

#### Winter Class

Monday, February 6, 6:30-8:30 pm  
REGISTRATION DUE BY 1-30-12

#### Childhood Vision Health Training for Licensed Family Child Care Providers

(CDA 8, Core Comp. I)

Sponsored by ~ Sight & Hearing Association - Dr. Parvataneni

Linwood Recreation Center  
860 St. Clair Avenue  
St. Paul, MN 55105

Questions?  
Call Brenda at:  
763-785-0314.

### FREE RCFCCA Membership Training for Providers

\*Training Approved by Ramsey County Licensing Unit\*  
If you are a member of RCFCCA, this training is FREE for you.  
Membership for 1 year is \$30 (4 FREE classes, 8 hours total) or you can pay \$20 for each class.

#### Spring Class

Tuesday, April 3, 6:30-8:30 pm  
REGISTRATION DUE BY 3-27-12

#### Childhood Hearing Health Training for Licensed Family Child Care Providers

(CDA 8, Core Comp. I)

Sponsored by ~ Sight & Hearing Association - Dr. John Coverstone

Messiah Lutheran Church  
2848 County Road H2  
Mounds View, MN 55112

Questions?  
Call Brenda at:  
763-785-0314.

## FREE RCFCCA Member Summer Training

Tuesday June 5th, 6:30 – 8:30 pm

“Mean Girls and Boys: Here’s What Parents and Providers Can Do”

See the Spring Newsletter for more details or visit our website at [RCFCCA.com](http://RCFCCA.com).

## Conferences / Trainings

February 18, 2012

Scott County Licensed Family Child Care Association  
Holy Trinity Lutheran Church  
New Prague, MN 56071  
For more information contact: [michelle.herzog@yahoo.com](mailto:michelle.herzog@yahoo.com)  
952-492-2104

March 17, 2012

Save the Date -

MN Early Childhood & School Age Trainer Forum

Featured Speaker: Dr. Stephen Brookfield  
Metropolitan State University - St. Paul, MN

April 14, 2012

Wright County Early Childhood Conference  
Monticello Community Center  
For more information: [holliesaville@yahoo.com](mailto:holliesaville@yahoo.com)  
763-463-5909

May 4-5, 2012

MLFCCA's 25th Annual Week of the Child Care Provider Conference

Ramada Mall of America Airport  
For more information visit [www.MLFCCA.org](http://www.MLFCCA.org) for a conference brochure.

## Ask the Licensor

**Q:** 9502.0425 Subp. 10 (c) Stairways  
Gates or barriers must be used when children between the ages of 6 and 18 months are in care.



Could you please define “barriers”?

If I have a child that meets the specific age-wise, that is in any of these types of scenarios: in a crib or pack-n-play (where they can't get out themselves), sleeping in a room with a closed door, or strapped into a highchair, does there also need to be a gate or “barrier” at the stairs too? Or could the barrier be the any of these safety type situations meet the criteria of the rule?

Does the gate or barrier need to be permanently mounted? Does the gate need to be at the top of the stairs or in a location that prevents that child from getting to the stairs?

**A:** Minnesota Rule 9502.0425 Subp. 10 (C) Stairways  
Gates or barriers must be used when children between the ages of 6 and 18 months are in care.

For purposes of barriers, providers must have doors which make the stairway inaccessible, (with locks or child safety knobs) or gates which are either permanently mounted or in locked position whenever there are children in care who are between the ages of 6-18 months. Highchairs, playpens, cribs or furniture are not acceptable “barriers” with respect to stairways! Gates must be located at either the top or bottom of stairways with 3 or more steps, depending on where the childcare area is located.

Please remember that the entirety of Minnesota Rule 9502.0425 Subp. 1 states that ALL stairways must meet the following conditions (this includes outdoor stairways):

- (A.) Stairways of three or more steps must have handrails.
- (B.) Any open area between the handrail and stair tread must be enclosed with a protective guardrail as specified in the State Building Code. The back of the stair risers must be enclosed.
- (C.) Gates or barriers must be used when children between the ages of 6 and 18 months are in care.
- (D.) Stairways must be well lighted, in good repair, and free of clutter and obstructions.

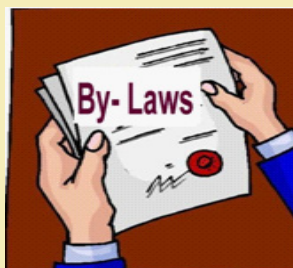


**We need to hear from YOU!** Send a question you would like answered by a Ramsey County Licensor to Newsletter@RCFCCA.com. We will be publishing one question per Newsletter.  
(This will be done anonymously - no names used.)

## VOTE

### RCFCCA By-Laws

The RCFCCA Executive Board has finalized the By-Laws of the Association and they were voted on by members of RCFCCA at our Holiday Extravaganza. They are official. If you would like to read them they are posted on our website at RCFCCA.com under “About Us”.



## Membership

### New & Renewed Members

- **Maplewood**  
Karen Kubesh  
Vicki Walseth
- **Mounds View**  
Teresa Netkow –  
On-Call Care
- **New Brighton**  
Rita Iacarella &  
Helper
- **Roseville**  
Mary Woodruff
- **Shoreview**  
Susan Nygaard &  
Helper
- **St. Paul**  
Colleen Blomgren  
Carolyn Campero  
Ann Clark  
Jean Lang  
MLFCCA -  
Katy Chase
- **White Bear Lake**  
Jill Shaw

### Members Needing to Renew Soon

- **Mounds View**  
Kari Sandstrom
- **Shoreview**  
Kim Mankowski
- **St. Paul**  
Tracy Lane  
Karen Ueland
- **Roseville**  
Monica Gurule
- **White Bear Lake**  
Terri Daley

# Networking

## Neighborhood Contacts

We need your help! In the interest of keeping providers connected, RCFCCA is encouraging every neighborhood listed below to have an area contact person and to work towards an active network with a list of providers in your area. This is a vital part of helping us keep you informed, even if you are not a member of RCFCCA! If you live in an area that does not have a contact person or does not hold regular meetings, please consider taking on the task. Area networks that are active have found the fellowship and support to be as important as training opportunities that can also be offered.

Please contact Brenda Hruza at 763-785-0314 if you or a friend can help to get your area connected today!

### Arden Hills

Contacts: See Mounds View, New Brighton, Shoreview

### Como / Little Canada / Maplewood / North End

Contact: Mary Ksiazek (651) 489-2514

### Dayton's Bluff

Contact: Pat Wester (651) 774-6920

### Eastside Providers

Contact: Lisa Thompson (651) 771-8208

### Frogtown

Contact: Bobbi Gant (651) 489-9130

### Highland Park / Mac-Groveland

Contact: Anne Scheller (651) 690-3848

### Little Canada, Maplewood, North End, Como

Contact: Chris Christofore (651) 484-9077

### Maplewood / Como / Little Canada / North End

Contact: Sue Kraemer (651) 489-2866  
Julie Conrad (651) 487-81606

### Merriam Park

Contact: Lois Walker (651) 646-5376

### Midway

Contact: Beth Jackson (651) 330-8756

### Mounds View / Arden Hills / New Brighton

Contact: Brenda Hruza (763) 785-0314

### New Brighton / Mounds View / Arden Hills

Contact: Jane Carlson (651) 631-1725

### North End / Como / Little Canada / Maplewood

Contact: Amy Toby (651) 489-8452

### North St. Paul / Oakdale

Contact: Ruth Von Wald (651) 779-7718

### Phalen / Duluth & Case

Contact: Kelly Massey (651) 776-4046

### Roseville

Contact: Sally Jenner (651) 636-4293

### Shoreview / Arden Hills / Mounds View

Contact: Nancy Peake (651) 481-0102

### South Maplewood

Contact: Shelly Stadt (651) 739-6371

### St. Anthony Park

Contact: Adella Wiest (651) 644-5516

### Summit - University

Contact: Terry Martin (763) 434-3039

### Vadnais Heights

Contact: Sally Hesse (651) 762-9590

### West 7th Street

Contact: Mary Jo Bjornson (651) 292-8596

### White Bear Lake

Contact: Jill Shaw (651) 426-2636

## Board Meetings

**Board meetings** are held on the 3rd Monday of each month at 6:30.

### Meeting Locations

#### January 16 & February 20

Ramsey County Library in Roseville  
NE corner of County Road B and Hamline Avenue.  
We will meet in the Loft of the Dunn Brothers Coffee Shop.

If you would like a reminder e-mail, please contact Mary Ksiazek at 651-489-2514.

### Board Vacancy

**Vice Chair** - This person will help the current Chair with duties that will keep RCFCCA running smoothly and on track with our Mission Statement.

### Executive Board Members Election

**March 19, 2012** – This board meeting will be at Resources for Child Caring (East Metro Location) 10 Yorkton Court in St. Paul. Vote between 6:30 - 7:30. See page 2 for details.

\*\*Anyone who holds an active Board position (75% attendance per year) will earn a **FREE RCFCCA yearly membership**. This also includes a helper or spouse.\*\*



Dear Child Care Provider,

Your Ramsey County Family Child Care Association (RCFCCA) is where your support strengthens your connections to other providers and advances professionalism in family child care. RCFCCA is made up of a volunteer staff of Family Child Care Providers just like you. We strive to support Family Child Care. We help you stay updated, educated, and connected. Our goal is to keep you informed and help you promote quality child care in a professional manner. We offer electronic updates, a website, yearly educational experiences, and networking to help you achieve this goal. We are happy and proud to represent you and enjoy offering these support services.

**Yearly Membership Benefits Include:**

- **Four FREE training opportunities** (8+ hours) during your membership year\*
- **Additional Trainings** at a **reduced cost**
- **Reduced rate** for the Tour of Homes
- An **electronic newsletter** offering community resources and information emailed to you\*
- **Mentorship** opportunities (providing or receiving)
- Opportunities during the year for **socials** with other Ramsey County Providers
- An open invitation to **attend and be heard** at our monthly **RCFCCA Board meetings**
- **Networking** through the Neighborhood Contacts in your area

RCFCCA will be branching out to capture many providers through an electronic email loop that will keep providers up-to-date with upcoming trainings, changes in legislative issues, recall updates and just information that is critical to our jobs as Professional Daycare Providers. Our communication will be largely electronic, so please make sure we can continue to get critical information to you.

Thank you for your continued support,

Rebecca Skally (Membership Chair) 651-690-0341

Brenda Hruza (Training & Outreach Coordinator) 763-785-0314 ~ \*Coordinator for above items

**(Tear on the line & send with your payment or send in your email address to receive the electronic newsletter)**

**RCFCCA Membership Application**

**Name: (print)** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Telephone:** \_\_\_\_\_

**Current E-mail:** \_\_\_\_\_

*\*If you do not have a personal one, please list someone who can get you this information.*

\_\_\_ 1 Year Tax Deductible Membership - \$30.00

\_\_\_ 1 Year Tax Deductible Membership for helper or Spouse - \$20.00

\_\_\_ 2 Year Tax Deductible Membership - \$55.00

**Checks Payable to RCFCCA c/o Brenda Hruza, 7917 Eastwood Road, Mounds View, MN 55112**

## Legislative Issues

### Unionization of Family Child Care Providers

Two Unions, AFSCME (CCPT) and SEIU (Kids First) have been actively trying to organize child care providers throughout the state since 2005. On November 15, 2011, Governor Dayton signed an executive order allowing for an election to determine if child care providers should be represented by a union in "meet and confer" talks with the state. This election was scheduled to take place from December 6-21 in selected child care homes. The outcome of this vote



would have been announced on December 22nd. This executive order stated that only 4,300 providers out of 11,000 providers were going to be given the opportunity to vote. The providers that would have received a ballot were only those providers who serve families receiving CCAP (Child Care Assistance Program) funding.

More than half of all Minnesota providers would not be eligible to vote under this currently written executive order.

A group of 11 providers brought a lawsuit against the election and on December 5th Judge Lindman issued a temporary restraining order preventing the mailing of the election ballots. Judge Lindman scheduled a hearing on a temporary injunction for January 17. Attorneys for the plaintiffs now have filed a motion for summary judgment to dispose of the case. Judge

Lindman has agreed to merge the hearings for temporary injunction and summary judgment into one. The converted hearing will take place Wednesday, February 22, at the Ramsey County Court House at 2:30 PM. The temporary restraining order issued by Judge Lindman will hold until the rescheduled hearing.

## Holiday Shopping Extravaganza

On November 5, 2011, RCFCCA hosted their 2nd Annual Holiday Shopping Extravaganza at the Mounds View Community Center - Event Center. The location was festive and inviting. The event offered 24 vendors, food



donated by Roxy's Foods and Crafts, water donated by Coborns Delivers, and a Make 'n Take craft table. Attendees included family child care providers, members of the RCFCCA board, and the general public. We hope everyone had a great time.



RCFCCA will host this event again in November 2012. Please put a tentative date on your calendar.

## Discount Corner

**Michaels**  
Where Creativity Happens

### Teachers Discount - 15% off of your purchase.

You will be asked for proof of licensing, so make a copy of your child care license to show at the register. You can also sign up for special sales and discounts on their website:  
[www.michaels.com](http://www.michaels.com).



## FREE Resource

### Book FLIX

The Ramsey County Library offers Book FLIX which are books that are narrated and read on your computer screen as your children watch and follow along. Go to [www.ramsey.lib.mn.us](http://www.ramsey.lib.mn.us). Click on "Kids Library", "Book FLIX", then "login". You can choose from 9 categories of books. Now you are well on your way to providing interactive computer learning experiences while offering books to your children all at the same time.

## Dates to Celebrate

### January

National Book Month & Soup Month

- January 1 New Year's Celebration
- January 11 Milk Day
- January 13 Rubber Ducky Day
- January 19 Popcorn Day
- January 20 National Hugging Day
- January 31 Backwards Day

### February

National Wild Bird Feeding Month & Potato Month

- February 2 Groundhog Day
- February 3 Elmo's Birthday
- February 10 Umbrella Day
- February 11 White T-Shirt Day
- February 14 Saint Valentine's Day
- February 21 Love Your Pet Day

Source: Family Crafts







# From the Eyes of a Child

**You should never laugh at your dad if he is mad or screaming at you.**

Source: Joan Age 12, [www.generationterrorists.com/quotes/kids](http://www.generationterrorists.com/quotes/kids)

## RCFCCA Board

**Mary Ksiazek**  
Association Chair  
Como

**Rebecca Skally**  
Membership Chair  
MacGroveland/Highland

**Kate Bridgeman**  
Treasurer  
White Bear Lake

**Secretary**  
Vacant Position

**Brenda Hruza**  
Training Coordinator  
Outreach Coordinator  
Mounds View

**Jill Shaw**  
Electronic Newsletter  
Webmaster  
White Bear Lake

**Vickie Ries**  
Past Chair  
MacGroveland/Highland

RCFCCA is run by volunteers who give their heart and soul to their businesses and this organization. The membership fees collected help fund support services and effective training opportunities for child care providers.

**The RCFCCA Newsletter** will go seasonal this year. The submission deadlines for upcoming issues are:

- Spring - March      Deadline February 15th
- Summer - June      Deadline May 15th
- Fall - September      Deadline August 15th
- Winter - December      Deadline November 15th

## Fundraising

**\*\* OUR COOKBOOK/CRAFT IDEAS BOOK NEEDS YOUR RECIPES AND CRAFTS \*\***

**Please send us your ideas.**

We are trying to put together a cook book and craft book made up of ideas from child care providers. Could you find the time to send us 1 recipe or craft?

Recipes and crafts will include these categories:

- Monthly Themes
- Kid Favorite Main Dishes
- Kid Favorite Snacks
- Craft & Art Recipes
- Favorite Books
- Games
- Music
- Special Events

We have received some great recipes and crafts for:

- Play Dough
- Gak
- Sand Art
- Octopus
- Minnesota Hot Dishes
- Volcanos

**E-mail your recipes and/or craft ideas to Mary Ksiazek at: [maryksiazek@msn.com](mailto:maryksiazek@msn.com)**



## Mission Statement

RCFCCA is here to provide support services and resources, training and professional development for child care providers and act as advocates for children and families served by licensed family child care while respecting cultural diversity of all.

## Union View Point

RCFCCA neither supports nor opposes any Union, their statements, beliefs, or practices. We, as an organization, are here in support of family child care providers and feel that the decision to join a Union, or not, is a personal and individual decision to be made by each family child care provider.

## Outreach Removal

You are receiving this e-mail loop ELECTRONIC NEWSLETTER because you are already a member of RCFCCA, a past member of RCFCCA or have recently talked to an active RCFCCA member and have agreed to receive this. If you would like to be removed from this e-mail list, please "REPLY" to this e-mail and put "Remove From List" in the Subject Line and we will gladly remove you.