

AB 378

Building a Better Early Care and Education Act

THIS BILL

AB 378 recognizes and formalizes the important role family child care providers have in building a strong early care and education system.

Specifically, AB 378 creates a training partnership that:

- Ensures the training offered to providers meets the State's needs for the overall childcare workforce.
- Satisfies the health, safety, and educational standards prescribed by the State.
- Aligns with the California's quality rating systems.
- Identifies and works to eliminate barriers to providers accessing training in order to create a sustainable career pathway for the early education workforce.

Additionally, this bill gives family child care providers the right to unionize and collectively bargain with the State and negotiate for improvements that impact their work.

These improvements include, but are not limited to:

- Reimbursement rates, rate add-ons for providers who complete additional training.
- Expanded access to food programs.
- Ability to meet the child care demand of the 1.2 million kids eligible for subsidies that are not receiving subsidized care.
- Improved recruitment and retention of qualified providers and access to relevant training.

BACKGROUND

This bill applies to licensed and Licensed Exempt family child care providers who participate in a state-funded early care and education program.

- A family day care home provider, as defined in Section 1596.78 of the Health and Safety Code, who is licensed pursuant to the requirement in Section 1596.80 of the Health and Safety Code.
- An individual who provides early care and education in his or her own home or in the home of the child receiving care and is exempt from licensing requirements pursuant to Section 1596.792 of the Health and Safety Code.

To date, family child care providers have the right to collectively bargain in 11 states including Illinois, Maryland, New Jersey, New York, Oregon, Washington,

Assemblymember
Monique Limón
37TH ASSEMBLY DISTRICT



Rhode Island, Massachusetts, Connecticut, Minnesota and New Mexico. As a result, these states have seen tremendous improvements. For example, in:

- Illinois, providers won a reduction in parent co-pays to keep early learning and care affordable for low-wage workers;
- Washington, child care providers negotiated at the bargaining table to trade their own scheduled increases in exchange for keeping parents' co-payments flat; and in,
- Illinois, Maryland, Washington and Oregon providers have been able to expand access and greatly reduce or eliminate the waiting lists

PURPOSE

Family child care providers offer rich learning opportunities for children they care for. AB 378 gives child care providers the right to collectively bargain with the State of California and to advocate for the children and families they serve. California is home to about 40,000 home based child care providers that will benefit from the provisions in AB 378.

California is the fifth largest economy in the world and runs a twenty-four hour a day workforce, but our child care options for working families do not meet that need, nor support those who provide child care. This bill professionalizes and creates stability for family child care providers by making quality training available to all providers.

Family child care providers are integral in making our economy successful by providing options for working families and making it possible for parents to report to work. Creating quality jobs, not poverty jobs, for the child care workforce makes business sense, and common sense.

SUPPORT

Service Employees International Union (SEIU), Co-Sponsor
American Federation of State, County and Municipal Employees (AFSCME), Co-Sponsor
Alliance San Diego
California Employment Lawyers Association (CELA)
California Immigrant Policy Center
California Labor Federation
California Reinvestment Coalition

AB 378

Building a Better Early Care and Education Act

California School Employees Association
California School Employees Association (CSEA)
California Women's Law Center
Coalition for Humane Immigrant Rights (CHIRLA)
Courage Campaign
Drug Policy Alliance
Early Edge California
Ella Baker Center for Human Rights
Equal Rights Advocates
Friends Committee on Legislation of California
Kidango
Mi Familia Vota
National Council of Jewish Women (NCJW) California
National Employment Law Project (NELP)
North Bay Jobs with Justice
People Organized for Westside Renewal
San Diego Immigrant Rights Consortium (SDIRC)
UDW/AFSCME Local 3930
Western Center on Law and Poverty
Women's Foundation of California

Assemblymember
Monique Limón
37TH ASSEMBLY DISTRICT



OPPOSITION

None on File

STAFF CONTACT

Elizabeth Fuller
Elizabeth.Fuller@asm.ca.gov
916.319.3564

Mariana Sabeniano
Mariana.Sabeniano@asm.ca.gov
916.319.2037
