

# 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,

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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

SEIU (Co-Sponsor)  
AFSCME (Co-Sponsor)

### OPPOSITION

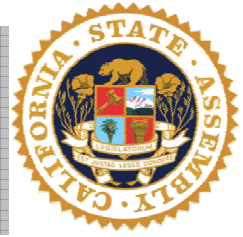
None on File

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