



Assembly Bill 1179: Backup Child Care Benefit for Working Families

SUMMARY

COVID-19 has demonstrated that working parents, especially mothers, who have been impacted the most, have to serve as both caretakers and providers. AB 1179 creates opportunities for parents to return to work by creating backup child care as a direct benefit for companies with more than 1,000 employees.

BACKGROUND AND PROBLEM

Millions of Californians are suffering due to the COVID-19 pandemic, though research has shown a disproportionate impact of higher rates among women of color. Women of color are essential workers who simultaneously play a vital role in maintaining the economic stability of their families. Yet, women of color often stand at the intersection of multiple barriers, experiencing the combined challenges of racial, gender, ethnic, lower wages and institutional structures in which entrenched disparities remain the status quo. These linked factors that they face have further been exacerbated by the COVID-19 pandemic.

Many women of color have been left to grapple with the difficult decision of choosing between work or the care of their children. 4,637,000 women have been forced out of the workforce during the pandemic alone and 32% of these women between ages 22-44 stated the lack of

child care was a primary factor.¹ Currently only 7% of companies in California are providing backup child care as a benefit,² and 74% of women have cited inadequate backup child care as one of the top reasons for women dropping out of the workforce.³

The National Women's Law Center reports that single mothers who have access to subsidized child care are 40% more likely to still have a job after a few years. Additionally their study found that companies who make such an investment have earned back \$6 dollars in productivity for every \$1 allocated to child care services.⁴ The United States Chamber of Commerce also reported that companies who provide support for child care experienced a decrease in absences, job turnover decline by as much of 60%, and an increase in job satisfaction.⁵

By providing adequate backup child care as a benefit, more money remains within local communities and more importantly retainment of women in the workforce is ensured.

¹<https://www.nytimes.com/interactive/2021/02/04/parenting/working-moms-coronavirus.html>

²<https://www.americanprogress.org/issues/early-childhood/reports/2019/03/28/467488/child-care-crisis-keeping-women-workforce/>

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⁴ [Childcare Council](#)

⁵https://www.uschamberfoundation.org/sites/default/files/Leading%20the%20Way_0.pdf

SOLUTION

AB 1179 requires companies with 1,000 or more employees to provide backup childcare as a direct benefit to their employees. Employees who work more than 30 days in a year would be eligible for up to 60 hours of child care each year and may use the benefit on the 200th calendar day of employment.

Increasing access to childcare is essential to keeping women in the workforce and including such benefits will make California companies stronger and more competitive, while also ensuring working mothers are not left behind in the economic recovery.

SUPPORT

Helpr (Co-Sponsor)
Parent Tech Alliance (Co-Sponsor)
Alliance for Children’s Rights
California Faculty Association (CFA)
California School Employees Association (CSEA), AFL-CIO
California League of United Latin American Citizens
Institute for Women’s Policy Research
Moms in Office
Vote Mama Foundation
2020 Mom

OPPOSITION

Associated General Contractors
Association of California School Administrators
Auto Care Association
California Association for Health Services at Home
California Beer and Beverage Distributors
California Building Industry Association
California Chamber of Commerce
California Farm Bureau
California Grocers Association

California Manufacturers and Technology Association
California Restaurant Association
California State Association of Counties
California Trucking Association
CAWA – Representing the Automotive Industry
Chino Valley Chamber of Commerce
Construction Employers’ Association
Garden Grove Chamber of Commerce
Greater Bakersfield Chamber of Commerce
Greater Coachella Valley Chamber of Commerce
Greater Conejo Valley Chamber of Commerce
Greater Riverside Chambers of Commerce
Greater San Fernando Valley Chamber of Commerce
Housing Contractors of California
Long Beach Area Chamber of Commerce
National Electrical Contractors Association
North Orange County Chamber
Oceanside Chamber of Commerce
Official Police Garages of Los Angeles
Oxnard Chamber of Commerce
Pleasanton Chamber of Commerce
Plumbing-Heating-Cooling Contractors Association of California
Rancho Cordova Area Chamber of Commerce
Redondo Beach Chamber of Commerce
Roseville Area Chamber of Commerce
San Gabriel Valley Economic Partnership
Santa Maria Valley Chamber of Commerce
Simi Valley Chamber of Commerce
South Bay Association of Chambers of Commerce
Torrance Area Chamber of Commerce
Tulare Chamber of Commerce
United Contractors
Union Roofing Contractors Association

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