



Assembly Bill 1179: Backup Child Care Benefit for Working Families

SUMMARY

AB 1179 supports hard working parents and protects children by requiring companies with 1,000 or more employees to provide backup child care as a direct benefit for their 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

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

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.

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 200 days in a year would be eligible for up to 60 hours of childcare each year. Part time and new employees that work more than 30 days in a year are eligible to accrue one hour of childcare for every 40 hours worked.

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)
Cara Allamano, Founder of People Tech Partners
Robby Peters, Founder of People Tech Partners

OPPOSITION

None received.

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