



THE MOM PROJECT



Parents in Tech Alliance

ALLIANCE for CHILDREN'S RIGHTS



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**For many families, breakdowns in child care lead to missed wages and can endanger their job security. AB 1179 keeps employees working and children cared for.**

- Expands and incentivizes backup child care opportunities for employees by requiring companies with more than 1,000+ statewide employees to provide:
  - Employees with dependents under age 14 who work more than 30 days in a year eligible for up to 60 hours of company-subsidized backup child care each year and may begin using on the 200th calendar day of employment.
- Creates an additional arm of child care infrastructure that brings new payers to the system.
- Bolster recovery from economic recession by recovering and retaining women who have left the workforce, or are at risk for leaving, due to challenges in obtaining and paying for child care.
- Increase long-term economic growth and earning potential for women, many of whom are breadwinners for their families.
- Legitimize and professionalize child care providers, particularly community care, which often goes unpaid. According to the Labor Department, ninety-three percent of child care workers are women, and 45 percent are Black, Asian or Latino.

**What is backup child care?**

- Backup child care is provided when regular child care arrangements fall through or traditional options are unavailable.

**Are there any exemptions?**

Yes, the following employees would not qualify for this benefit:

- Employees covered in bargaining agreements.
- Construction Industry Employees covered in bargaining agreements.
- Individuals employed by an air carrier subject to Title II of the federal Railway Labor Act.
- An employee of the city, county, state, district or is a recipient of a retirement allowance.

**What constitutes a qualified backup child care provider?**

- Child care providers licensed by the State Department of Social Services.
- License-exempt child care providers such as family, friends and professional babysitters providing supervision.

**Is employer compensation for unused accrued backup child care hours required?**

- No, an employer is not required to provide compensation to an employee for unused accrued backup child care benefits upon termination, resignation, retirement, or other separation from employment.

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## Impact

Extends benefits to more than 825,000 Californians at private companies

Provides \$840 per parent for backup care annually

Unlocks \$600M investment into struggling child care sector

Earns \$6 for every \$1 invested by employers

Keeps money within in communities and in working parents pockets

## Additional Findings

More than 70% of mothers are in the workforce

- o 42% are sole or primary earners.
- o 71% of black mothers and 41% of Latina mothers are primary earners.

Single mothers who received a company subsidy for child care were 40% more likely to still be employed after two years.

When companies provide support for childcare, employee absences decrease by 20-30% and turnover drops by 37-60%.

25%  
of women leave  
the workforce  
each year due  
to child care  
challenges

1.5M  
women who lost  
their jobs during  
the pandemic  
cited child care  
as a reason

8 days  
is the average  
number of days  
missed by a working  
parent annually  
due to child care  
breakdowns

\$12.9B  
is lost per year  
by California  
due to  
child care issues

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