

AB 676

Child Care Caregiver Safety Training Act

Assemblymember
Monique Limón
37TH DISTRICT



THIS BILL

AB 676 ensures that every early educator who is licensed or cares for children under a publicly-funded child care program, participate in a two-hour peer led occupational health and safety training to reduce workplace injuries.

BACKGROUND

There are limited training options for early educators, and little instruction is offered in terms of these workers' health and safety on the job. Early educators already suffer from some of the lowest wages in the state and few have job-related benefits. For those that do have health insurance, they are at risk of losing it from threats to rescind health insurance implemented through the ACA.

The situation gets worse for home-based child care providers who are considered independent contractors and as a result lack employer-provided workers compensation insurance. When these set of early educators get hurt on the job, they must keep working through the pain or close their doors. This is both a financial hardship and creates serious challenges for working parents who rely on their care to go to work.

While child care work on its surface may not seem like a dangerous job, consider this:

- The most recent data from the Bureau of Labor Statistics shows that workers in the child day care services industry¹ are 18% more likely than the working population as a whole to experience a lost-time injury on the job²

¹ <http://www.census.gov/cgi-bin/sssd/naics/naicsrch?code=624410&search=2012%20NAICS%20Search> for full listing of all occupations included in this category

² Per 2014 BLS statistics, 116 injuries per 10,000 for child care as compared with about 98 cases per 10,000 for workers overall.

- Back injuries are by far the most common, occurring at nearly double the rate of the general working population³.
- Child care providers come into contact with hazardous chemicals and infectious diseases at a higher rate than the general public.^{4, 5}
- In an early study, 95% of providers reported job-related stress.⁶ Prolonged stress can and does lead to other physical and mental health complications for providers.

PURPOSE

AB 676 ensures caregivers serving children receive training on occupational safety and health. Supporting providers by providing information to improve their own health and safety and that of the children in their care is paramount for this workforce.

Specifically, the measure will require caregivers to attend a one-time, two-hour training on occupational safety and health risks specific to the child care profession. This training will provide information on how to identify and avoid risks

³ Ibid; also reported in "Health and Safety in the Child Care Setting: Prevention of Injuries—A Curriculum for the Training of Child Care Providers" (pp. 99-100) at http://www.ucsfchildcarehealth.org/pdfs/Curricula/Prev_Injuries_052407.pdf

⁴ Per 2014 BLS statistics

⁵ Ibid; also, McGrath, Belinda J. "Identifying health and safety risks for childcare workers." *Workplace Health & Safety* 55.8 (2007): 321.; http://www.ncemch.org/child-care-health-consultants/Part2/2-15_m_staff_health.pdf

⁶ As reported in McGrath, Belinda J. "Identifying health and safety risks for childcare workers." *Workplace Health & Safety* 55.8 (2007): 321.; http://www.ncemch.org/child-care-health-consultants/Part2/2-15_m_staff_health.pdf and http://www.ncemch.org/child-care-health-consultants/Part2/2-15_m_staff_health.pdf

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from toxic chemicals, illness, stress, and physical hazards.

Caregivers will complete this training within four years of when it is first offered pursuant to this Act, or within 3 months of the provider beginning to care for children in a publicly-funded child care program, whichever occurs later.

This measure will also help early educators with Child Development Permits towards satisfying the 105 hours of professional growth activities necessary to renew their permits.

SUPPORT

SEIU State Council (sponsor)

OPPOSITION

None on File

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