

# A Stronger Calif♀ernia:

Securing Economic Opportunity  
for All Women

*2016 Legislative Agenda: The Case for Support*

Stronger California Advocates Network

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**Authors:**

Noreen Farrell, Executive Director, Equal Rights Advocates  
Sarah Crow, Associate Director, Children and Families Program, Next Generation  
Judy Patrick, Public Policy Consultant to Equal Rights Advocates and Senior Advisor to The Women's Foundation of California  
Jessica Stender, Senior Staff Attorney, Equal Rights Advocates

Editorial and research assistance by:

Jennifer Reisch, Legal Director, Equal Rights Advocates  
Laurie Furstenfeld, Staff Attorney, Child Care Law Center  
Mary Ignatius, Statewide Organizer, Parent Voices  
Emily Champlin, Law Clerk, Equal Rights Advocates

Important contributions by:

Members of the Stronger Calif<sup>♀</sup>ornia Advocates Network. Learn more about Network members on the back page and more about this historic effort at **[StrongerCalifornia.org](http://StrongerCalifornia.org)**

## A Stronger Calif<sup>♀</sup>ornia: Securing Economic Opportunity for All Women

Women play a pivotal role in spurring economic growth in California. Women comprise almost half the workforce in our state<sup>1</sup> and are primary income earners in many households.<sup>2</sup> They influence the economy as decision-makers for their families, as consumers, and as workers. In fact, the state's recovery from the Great Recession of 2007-08 was due to growth in four industry sectors, and the majority of workers in those sectors are women.<sup>3</sup>

While the contributions of female workers have brought California back from the recession, the jobs that have been created since then are holding back women's full labor potential. More women are working part-time than they were before the economic downturn. One in 5 women is working part-time because she cannot find full-time work, which is a substantial increase in involuntary part-time work compared to pre-recession numbers.<sup>4</sup>

Women are being held back in other ways as well. The lack of affordable, quality child care and affordable housing makes it hard for women to provide safe and secure environments for their families. Women's earnings still are far too low compared to men's in California, and women are disproportionately employed in jobs that pay minimum wage. Women also are most likely to be disadvantaged by the stresses of poverty and the constraints of the public benefits system.

Women are critical to a strong and vibrant California economy. Ensuring the economic security of all the state's women and their families will benefit all communities, including men, children, and families who count on public policies to meet their basic needs, earn a decent living and care for their families. Among those needs are child care, job training, public benefits during difficult times, equal pay for equal work, wages that enable women to support themselves and loved ones, and policies that support working families. This requires a comprehensive approach that addresses the various obstacles faced by most, if not all, women in California at one time or another in their lives. That is why advocates, legislators, and other community members from across the state came together in 2015 to promote A Stronger California, an economic security agenda designed to:

- Build economic security by addressing poverty and helping women build assets to sustain them throughout their lives
- Improve access to affordable and quality early childhood care and education
- Ensure fair pay and job opportunities
- Support family-friendly workplaces

This paper describes the 2016 policy initiatives of A Stronger California. They build upon the campaign's 2015 successes, including passage of the California Fair Pay Act (SB 358-Jackson) as the strongest equal pay law in the country, a bill expanding the Kin Care Law to allow employees to use a portion of their sick time to address family care emergencies or

due to being a victim of domestic violence, sexual assault, or stalking (SB 579-Jackson), and an Earn and Learn bill to fund high-wage job training (SB 342-Jackson). Budget wins included the establishment of a refundable state earned income tax credit for low-income families (SB 38-Liu and AB 43-Stone), funding for basic skills training at community colleges to support underprepared students (AB 770-Irwin), and funding of \$265 million of funding for child care and preschool programs.

## Why Women?

Women are more likely to be the primary caregivers in a family.<sup>5</sup> Increasingly, they are primary income earners as well. Women are half the American workforce, and families depend on women's income more than ever before. Mothers are the sole or primary breadwinners in 40 percent of American families.<sup>6</sup> This share, the highest on record, has quadrupled since 1960.<sup>7</sup> Single mothers head almost a quarter of households with children under the age of 18 in California and 73 percent of single-parent households overall, a group that is more likely to live in poverty, experience unemployment and have less access to traditional banking services, putting their savings and assets at risk.<sup>8</sup>

Meanwhile, women have surpassed men in gaining advanced degrees as well as bachelor's degrees, part of a trend that is redefining our national labor force. In fact, women with college degrees will soon outnumber men with college degrees in the U.S. workforce.<sup>9</sup>

Yet across the nation, women typically are paid less than their male counterparts,<sup>10</sup> are more likely to work in minimum-wage and low-wage jobs,<sup>11</sup> are more likely to live in poverty,<sup>12</sup> and have fewer opportunities to advance in their careers.<sup>13</sup> The challenges of unequal pay and low wages that many women face – especially women of color – are compounded by the additional responsibilities many mothers bear, particularly single mothers.

## Why California?

California is an important place to address women's economic needs for several reasons. First, it is home to 12 percent of the country's women – more than any other state.<sup>14</sup> How we treat women in California sends an important message across the country.

Second, California has incredible wealth, while millions of women live in or near poverty. California's economy is the eighth-largest in the world, yet the state has the highest poverty rate in the nation: Nearly one-fourth (21 percent) of California's population lives below the poverty line when taking into account tax credits and government benefits and expenses for items such as child care and out-of-pocket medical expenses.<sup>15</sup> The poverty rate is especially pronounced among women of color and single women living with children.<sup>16</sup> Women in retirement are significantly more likely to live in poverty than are retired men.<sup>17</sup>

Unlike several other states, California has not invested sufficiently in important components of its infrastructure that affect women the most. For example, child care access is lower in

California than in many other states. California ranks 27th in the nation in access to early learning programs for 4-year-olds.<sup>18</sup> Workforce development programs have not kept up with the need for job training in burgeoning fields. And the state has not acted on a number of other issues to protect women and value their economic input. As a result, California women are economically vulnerable. Women in many industries still face discriminatory pay practices, they may be subject to unfair scheduling practices at their jobs, and they are less able to build up assets to create a safety net for themselves and their families. The passage of the Fair Pay Act, a priority bill on the 2015 Stronger California agenda, represents an important step toward equity for women in the state, but there is still much work to be done.

## Why Now?

The challenges to economic security faced by California women and families present an opportunity. The data tell a clear story about the importance of increasing wages in reversing the trend of the ever-widening wealth gap and building an economy based on high-quality jobs. And public momentum is building: Seventy percent of Americans believe that women's contributions are essential to our economy.<sup>19</sup> Ninety percent of voters favor policies that help women achieve equal pay for equal work and raise wages for women and families.<sup>20</sup>

Policymakers across the country are responding to this call to action. Democrats in the U.S. House of Representatives introduced a federal women's economic policy agenda called *When Women Succeed, America Succeeds: An Economic Agenda for Women and Families*.<sup>21</sup> States including Minnesota and Pennsylvania have demonstrated how lawmakers, advocates, businesses and individuals can come together to address and advance women's economic security as a critical component to a vibrant state.<sup>22</sup> President Barack Obama's administration has consistently emphasized the need to promote gender equality and women's economic and political empowerment.<sup>23</sup> President Obama issued several high profile executive orders promoting fair pay for employees of federal contractors. He also created the interagency National Equal Pay Task Force to better enforce equal pay laws.<sup>24</sup>

California is poised to push this momentum further. The state has long been an influential leader in policy efforts across the country. It has an impressive history of progressive policy efforts (including pregnancy accommodation, marriage equality and paid family leave), which have had a domino effect on other states and Washington, D.C. As a forward-looking influencer, California is in a strong position to test new policy initiatives in the Legislature, unearth obstacles to enforcement, and report back on their impact on female workers and businesses alike.

The state is now in a financial position to invest in the economic success of women who have been central to California's extraordinary financial recovery since the Great Recession. Coming from the brink of economic collapse, the state Legislative Analyst's Office has projected an \$11.5 billion surplus for fiscal year 2016-17.<sup>25</sup> The state now can be thoughtful about the future and build its capital by investing in smart policies that improve the economic future of the state, protect and build the economic strength of women and families, and increase the fairness and quality of their lives.

## The Stronger California Agenda

The Stronger California Agenda reflects a visionary collaboration among advocates and legislators and is informed by our work with communities across California. The Agenda has four pillars that frame the policy initiatives critical to the economic security of women and families in the state. A complete list of the 2016 bills that advance the goals of these pillars can be found at the end of this paper.

### Build Economic Security by Addressing Poverty

Despite a strong financial recovery since the Great Recession, policymakers continue to underfund services that have proven track records in reducing poverty in California. Over the past several years, policymakers have reduced the size of the CalWORKs grant (California's Temporary Assistance for Needy Families, or TANF, program), reduced the amount of time a family can receive cash support (from a maximum of five years to two years),<sup>26</sup> reduced support for child care and reduced the number of hours of care available to Californians in need of the In-Home Supportive Services Program.<sup>27</sup> During this same time period, research has documented the long-term and expensive costs of living in and growing up in poverty.<sup>28</sup> This research repeatedly has demonstrated that early investments in moving children and families out of poverty bring long-term benefits to individuals and the state's economy.

At a time when the California economy has experienced significant recovery and the fiscal health of the state is vastly improved, many Californians – particularly children and women – continue to be worse off than they were before the recession.<sup>29</sup>

The 2016 Stronger California Agenda includes legislative proposals that would significantly address women's poverty and improve policies that hold back women from building self-sufficient households for their families. For example, SB 23, the Repeal CalWORKs Maximum Family Grant Rule bill, would repeal CalWORKs' policy of excluding a child from receiving cash assistance if he or she was conceived while the mother was already receiving aid. This backward policy denies infants and children \$133 per month in basic-needs assistance, has no proven effect in terms of reducing pregnancies, and requires a woman to disclose highly personal information about her choice of contraception if she hopes to receive aid for a new child. It is estimated that repealing this Maximum Family Grant policy would reduce childhood poverty rates by 7.4 percent.<sup>30</sup> SB 23 is sitting on the floor of the Assembly and is eligible for a vote this year. It has bipartisan support, and nearly 150 organizations have sent in letters of support. The bill has no organizational opposition. Also included in the Agenda is a budget request to restore the deep cuts that have been made to the Supplemental Security Insurance (SSI) program in order to provide adequate income support to seniors and people with disabilities, which is critical to lifting California women and families out of poverty.

### Expand Access to Affordable, Quality Early Childhood Care and Education

Few publicly supported programs offer an economic punch equal to that of early childhood care and education. Quality, affordable child care is the linchpin to advancing women's

economic security. It allows them to obtain an education, work, and gain power in the workplace, society and government. Its impact on the long-term health, well-being and material success of children is profound. Child care centers and family child care homes are small businesses, usually run by women, which support working families and contribute to job creation and economic development.

But in the short run, child care is expensive: In California, it costs parents about \$12,000 per year for an infant and \$7,000 to \$10,000 per year for a toddler. This high cost is particularly challenging to the budgets of low-income families, who typically spend 30 percent of their income on child care – compared to 10 percent spent by higher earners – and whose jobs often fail to provide basic benefits such as paid parental and sick leave. The cost of center-based infant care exceeds 14 percent of the state’s median income for married couples with children and is equivalent to 44 percent of the median income for a single mother.<sup>31</sup> A recent report by the Economic Policy Summit indicates that infant care costs more than the average costs for a four-year public university in 33 states and the District of Columbia.<sup>32</sup> At the same time, child care providers generally do not earn a livable wage to support their own families. The mean annual income for a child care worker in California is \$24,810,<sup>33</sup> and her hourly wages increased only by approximately 1 percent between 2007 and 2013, when adjusted for inflation.<sup>34</sup> Child care workers earn barely enough to put them above the poverty level for a family of three.<sup>35</sup>

During the Great Recession, California made substantial cuts to its child care infrastructure, slashing \$1 billion from the child care budget and eliminating slots for 100,000 children. Last year’s state budget included funds to begin to rebuild the early childhood education system, but even with those new investments, the total number of child care slots is now more than 20 percent less than it was in 2007.<sup>36</sup> Three-quarters of California parents who are eligible for a child care subsidy do not receive one. The state’s recent reinvestments have focused heavily on preschool and transitional kindergarten programs. Parents with infants and toddlers still face scarce supply, as do working parents who have variable schedules or work nontraditional hours.

The 2016 Stronger California Agenda includes bills and budget requests that would greatly expand access to child care for low-income families and signal important reinvestments in the state’s early childhood education system. Specifically, the Agenda includes a budget request from the Legislative Women’s Caucus for an \$800 million investment in the state’s early care and education programs. This investment would serve tens of thousands of children, prioritize our youngest learners (3 years old and younger), prevent disruption of care for children, and recognize the important and professional nature of the work providers deliver to our state’s working families. The budget request reflects the reality that California is a state where mothers are significant contributors to the economy.

Also on the 2016 Agenda is the Stable Child Care Assistance Bill (AB 2150), which, by removing punitive and burdensome reporting requirements, will ensure that working parents actually receive the 12 months of child care to which they are entitled. In addition to providing stable child care that is so critical to low-income working families, this bill will bring California into compliance with requirements under the federal Child Care and Development Block Grant Act of 2014.

## Ensure Fair Pay and Job Opportunities

The gender wage gap in California contributes to its high rate of poverty and adversely affects women in nearly every field, despite their income or educational status. Women in the state still earn less than men in every occupational sector<sup>37</sup> and are more likely to live in poverty.<sup>38</sup> In 2014, a woman working full time year-round earned a median of 84.1 cents for every dollar a man earned.<sup>39</sup> This gap is even greater for women of color in California. For example, African-American women make 55 cents for every dollar a white man makes. Latinas make only 42.9 cents for every dollar a white man makes – one of the worst Latina wage gaps in the nation.<sup>40</sup> As a group, full-time working women in California lose a combined total of *more than \$39 billion* each year due to the wage gap.<sup>41</sup>

Myriad factors that contribute significantly to the overall gender wage gap – such as discrimination, differences in occupation, hours worked, pay secrecy and time spent in the labor force – reflect structural barriers and economic realities limiting women’s capacity to participate in the labor force on equal footing with men. The passage of the Fair Pay Act (SB 358) in 2015 constituted a critical step toward ensuring equal pay for equal work in California. However, continued action is necessary in order to achieve fair pay in the state. The 2016 Stronger California Agenda includes several bills to address these contributors to the persistent gender wage gap.

The Pay Equity for Women in the Workplace bill (AB 1676) addresses employers’ problematic use of prior salaries to determine employee pay. This common practice is a driver of the wage gap as it not only serves to perpetuate the existing wage inequities faced by women, but also adversely impacts women who may have left the job market due to family responsibilities.<sup>42</sup> Various government agencies have recognized the need to address this employment practice in order to prevent women from being penalized by lower earnings in prior employment.<sup>43</sup> Some employers have already stopped inquiring about the prior salaries of prospective employees in recognition of the discriminatory effect this can have on their pay.<sup>44</sup> AB 1676 would prohibit employers from seeking the salary histories of job candidates and require employers to provide a salary range to a job applicant upon reasonable request. It would thus ensure that women are able to negotiate a salary based on objective criteria such as education and experience, rather than perpetuate the existing gender wage disparities in the labor market.

There are over 300,000 domestic workers in California. These nannies, house cleaners and caregivers are primarily immigrant women who work in private households in order to provide for their own families as the primary income earner.<sup>45</sup> Domestic workers are essential to California’s economy as they enable others to participate in the workforce. However, they are among the most isolated, underpaid, and vulnerable workers in the state and historically have been exempted or excluded from basic labor protections afforded to other workers.<sup>46</sup> Until the passage of the Domestic Worker Bill of Rights (AB 241) in 2013, domestic workers were not entitled to overtime pay or rest breaks.<sup>47</sup> AB 241 will expire on January 1, 2017, unless the Legislature extends or removes the sunset provision.<sup>48</sup> Overtime pay is critical for low-wage workers, for whom it is a struggle to provide for themselves and their families, despite working long hours and often multiple jobs. The 2016 Stronger California Agenda includes the 2016 Domestic Worker Bill of Rights (SB 1015),

which would make permanent these important overtime protections.

Wages have remained mostly stagnant in California, while the cost of living continues to increase rapidly and the depressed minimum wage contributes to the overall pay gap between male and female workers. The 2016 Stronger California Agenda again includes a bill to raise the minimum wage to address a major contributor to the gender wage gap – the segregation of women in low-wage industries with a depressed minimum wage. In California, 75 percent of the workers in the 10 lowest-paid occupations are women.<sup>49</sup> The majority (64 percent) of minimum-wage workers are women.<sup>50</sup> Of these, 60 percent are the sole or primary breadwinners for their families.<sup>51</sup> According to the Congressional Research Service, the purchasing power of the federal minimum wage has decreased steadily since 1968, when it was equal to \$10.77 in today's dollars. California's minimum wage today is almost \$1 shy of that high-water mark. In California, a minimum-wage worker earning \$10 an hour and working full time for 52 weeks would earn \$20,800, which is just slightly above the 2015 estimated federal poverty line for a family of three (\$20,090)<sup>52</sup> and far lower than \$74,777, the income needed for a moderate standard of living for a family of three, according to the California Budget and Policy Center.<sup>53</sup> An analysis by UC Berkeley economist Sylvia Allegretto indicates that raising the minimum wage to \$13 an hour would affect over 35 percent of the workforce – a total of 5.3 million workers in California. This amounts to \$23.4 billion in additional earnings that will flow to households that are more likely to be in the bottom half of the income distribution.<sup>54</sup> Studies confirm that raising the minimum wage would help narrow the gender wage gap by increasing wages for workers at the bottom of the income spectrum, who are disproportionately women, particularly women of color.<sup>55</sup> In addition to having an effect on the wage gap, the increase proposed in SB 3 will help working families meet their basic needs, reduce poverty and boost the economy by putting more money in workers' pockets.

### Support Family Friendly Workplaces

Because women are working out of the home more than ever before, family-friendly work policies are essential. One-third of parents report not having enough time with their children.<sup>56</sup> Low-wage workers, in particular, are most likely to have insufficient time with their families.<sup>57</sup> The proportion of households headed by single parents has more than tripled since the 1960s,<sup>58</sup> leading to more single mothers trying to earn enough to support families on their own. Single parents are more likely to be low-income than two-parent households, and this is especially true of single female-headed households.<sup>59</sup>

Policies like paid time off when there is an illness in the family, when a baby is born or when adults need to take care of themselves or others facing longer-term illnesses are critical to making work tenable for women. It is also important to ensure that work schedules are reasonable and that workers are provided with enough advance notice to ensure that parents can find appropriate child care or juggle the other needs in their lives.

The 2016 Stronger California Agenda contains critical legislation to address these issues, including SB 1166, which would provide up to three months of job-protected maternity and paternity leave for California employees working for an employer of five or more workers. While California is one of only three states to offer paid family leave for new parents, this

benefit remains impossibly out of reach for many workers, who would risk losing their job if they took it. In a recent study of California's paid family leave program,<sup>60</sup> 37 percent of respondents expressed concern that if they took leave, their employer would be unhappy, their opportunities for advancement would be affected, or they might simply be fired. This legislation ensures that millions of California workers who have been paying into the paid family leave insurance program are able to use this benefit for parental leave without risk of losing their job, thereby dramatically improving access to parental leave in the state. The benefits of parental leave on the health and welfare of the economy and our state's working families have been well documented. Research shows that paid family leave, particularly when there is job protection, increased new mothers' wage growth and future employment rates.<sup>61</sup> Fathers who take parental leave are more engaged with their newborns, promoting greater gender equity<sup>62</sup> at home and at work. In addition, evidence strongly suggests that children enjoy many short- and long-term benefits from parental leave, including better health<sup>63</sup> and higher high school graduation rates.<sup>64</sup>

Another bill, The Reliable Scheduling Act (SB 878), would create much-needed certainty for workers and employers by giving employees adequate advance notice of their schedule to enable them to plan their lives. This law would make California one of the first states in the nation to recognize the importance of reliable schedules for workers while also meeting the day-to-day needs of businesses. More than 32 percent of employed women in California work part time<sup>65</sup> and part-time workers are disproportionately affected by unfair scheduling practices such as little advance notice of shifts and highly variable weekly work schedules.<sup>66</sup> Women who are working part time involuntarily are twice as likely to be poor as other part-time women and five times as likely to be poor as full-time working women.<sup>67</sup> Unpredictable scheduling has detrimental effects on child care and other caregiving responsibilities for which planning is made difficult and sometimes impossible.<sup>68</sup> Low-wage workers face more demands at home and are more likely to care for elderly or sick relatives. They also have fewer resources to pay for child or elder care and are less likely to receive paid sick leave and/or job protected leave. When workers are unable to secure coverage for caregiving responsibilities, they must miss work and lose pay. Workers on nonstandard schedules also spend less time with their children, with detrimental results on development and academic performance.<sup>69</sup> Fair scheduling requirements would greatly reduce the instability and resulting stress facing many low-wage workers, the majority of whom are women, and as a consequence, better the lives of their families.

Finally, the Stronger California Agenda supports legislation to provide expanded family leave. Expand Paid Family Leave (AB 908) would increase the wage replacement rate under California's paid family leave and State Disability Insurance programs for workers who make low wages, making these benefits more accessible to those who earn the least. The current wage replacement level is often insufficient to allow low-wage workers, the majority of whom are women, to take leave when they need it most: to bond with a new child, care for a seriously ill family member, and for temporary disability due to illness or injury. For many of these workers, State Disability Insurance and paid family leave are their only sources of paid leave.<sup>70</sup> This important bill would enable these workers, who pay into the programs through payroll deductions and need this assistance the most, to participate in and benefit from them.

## Conclusion

Women's contributions to the California economy cannot be ignored, and the potential for women's economic advancement cannot be overstated. The Stronger California Agenda offers a positive approach to securing economic opportunity for all women and strengthening families, communities, the workplace and the well-being of the entire state.

California's strength, size and national significance make it a critical place to move the needle on economic policies for women. Now is the time to take stock of what we know about women's needs and potential and to make substantive public policy improvements to fuel women's success and strengthen our families. The network of advocates and policymakers behind the Stronger California Agenda has coalesced around this message and a body of proposals to make that happen.

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<sup>1</sup> CALIFORNIA RESEARCH BUREAU, *California Women and Employment: An Overview*, CRB Short Subjects: CA Women and Girls Series (May 2013), <http://www.library.ca.gov/crb/13/S-13-012.pdf>; see U.S. CENSUS BUREAU, *Occupation By Sex And Median Earnings In The Past 12 Months (In 2013 Inflation-Adjusted Dollars) For The Civilian Employed Population 16 Years And Over* (2013), available at [http://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS\\_13\\_1YR\\_S2401&prodType=table](http://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_13_1YR_S2401&prodType=table).

<sup>2</sup> See Wendy Wang, Kim Parker & Paul Taylor, *Breadwinner Moms*, PEW RESEARCH CENTER (May 29, 2013), available at [http://www.pewsocialtrends.org/files/2013/05/Breadwinner\\_moms\\_final.pdf](http://www.pewsocialtrends.org/files/2013/05/Breadwinner_moms_final.pdf).

<sup>3</sup> Nationally, women make up the majority (59.6 percent) of those employed across the four industries combined. Within each specific industry, however, women only make up the majority of those employed in the (1) Health care and social assistance sector (78.4 percent women) and (2) accommodation and food services sector (52.6 percent women). See Marisol Cuellar Mejia & Sarah Bohn, *The California Economy: Employment Update*, PUBLIC POLICY INSTITUTE OF CALIFORNIA (Dec. 2014), available at [http://www.ppic.org/content/pubs/itf/JTF\\_EmploymentReviewJTF.pdf](http://www.ppic.org/content/pubs/itf/JTF_EmploymentReviewJTF.pdf); BUREAU OF LABOR STATISTICS, U.S. DEPARTMENT OF LABOR, *Table 16: Employed persons in nonagricultural industries by sex and class of worker* (2013), available at <http://www.bls.gov/cps/cpsaat16.htm>.

<sup>4</sup> In 2014, 25.8% of women were working part-time compared to 12.7% of men. BUREAU OF LABOR STATISTICS, U.S. DEPARTMENT OF LABOR, *Usual Weekly Hours at Work by Sex* (2014), available at [http://www.dol.gov/wb/stats/latest\\_annual\\_data.htm#part](http://www.dol.gov/wb/stats/latest_annual_data.htm#part).

<sup>5</sup> NATIONAL ALLIANCE FOR CAREGIVING, *Caregiving in the U.S. 2015* (June 2015), available at [http://www.caregiving.org/wp-content/uploads/2015/05/2015\\_CaregivingintheUS\\_Final-Report-June-4\\_WEB.pdf](http://www.caregiving.org/wp-content/uploads/2015/05/2015_CaregivingintheUS_Final-Report-June-4_WEB.pdf).

<sup>6</sup> Wang et al., *supra* note 2

<sup>7</sup> *Id.*

<sup>8</sup> In 2013, 29% of single mother households in California lived in poverty. This rate rises to 41% with children under 5 years old. MOUNT SAINT MARY'S UNIVERSITY, LOS ANGELES, *The Report on the Status of Women and Girls in California* (2015), available at [https://www.msmu.edu/uploadedFiles/Content/Status\\_of\\_Women\\_and\\_Girls/RSWG%202015%20final.pdf](https://www.msmu.edu/uploadedFiles/Content/Status_of_Women_and_Girls/RSWG%202015%20final.pdf).

<sup>9</sup> NATIONAL CENTER FOR EDUCATION STATISTICS, *Degrees Conferred by Degree Granting Institutions by Level of Degree and Sex of Student* (June 2012), available at [http://nces.ed.gov/programs/digest/d12/tables/dt12\\_310.asp](http://nces.ed.gov/programs/digest/d12/tables/dt12_310.asp).

<sup>10</sup> THE AMERICAN ASSOCIATION OF UNIVERSITY WOMEN, *The Simple Truth about the Gender Pay Gap* (2015), available at [www.aauw.org/files/2015/02/The-Simple-Truth\\_Spring-2015.pdf](http://www.aauw.org/files/2015/02/The-Simple-Truth_Spring-2015.pdf).

<sup>11</sup> Two-thirds of all low-wage workers are women and nearly half of low-wage women workers are women of color. ANN MORRISON & KATHERINE GALLAGHER ROBBINS, *The Women in the Low-Wage Workforce May not be who you Think*, NATIONAL WOMEN'S LAW CENTER (Sept. 2015), available at <http://nwlc.org/resources/chart-book-women-low-wage-workforce-may-not-be-who-you-think/>.

<sup>12</sup> 1 in 7 women lived in poverty in 2014. NATIONAL WOMEN'S LAW CENTER, *National Snapshot: Poverty among Women & Families, 2014* (Sept. 2015), available at <http://nwlc.org/wpcontent/uploads/2015/08/povertysnapshot2014.pdf>.

<sup>13</sup> See KATHERINE G. ROBBINS, *The Story Behind the Numbers: The Wage Gap*, NATIONAL WOMEN'S LAW CENTER (Sept. 15, 2014), available at <http://nwlc.org/story-behind-numbers-wage-gap/>; See also CHRISTINE SILVA, NANCY M. CARTER, & ANNA BENINGER, *Good Intentions, Imperfect Execution? Women Get Fewer of the "Hot Jobs" Needed to Advance*, CATALYST (2012), available at [http://www.catalyst.org/system/files/Good\\_Intentions\\_Imperfect\\_Execution\\_Women\\_Get\\_Fewer\\_of\\_the\\_Hot\\_Jobs\\_Needed\\_to\\_Advance.pdf](http://www.catalyst.org/system/files/Good_Intentions_Imperfect_Execution_Women_Get_Fewer_of_the_Hot_Jobs_Needed_to_Advance.pdf).

<sup>14</sup> U.S. CENSUS, *State and County Quick Facts: California* (last visited Feb. 18, 2016), <http://quickfacts.census.gov/qfd/states/06000.html>.

<sup>15</sup> PUBLIC POLICY INSTITUTE OF CALIFORNIA, *Just the Facts: Poverty in California*, available at [http://www.ppic.org/main/publication\\_show.asp?i=261](http://www.ppic.org/main/publication_show.asp?i=261). See also SARAH BOHN ET.AL., *The California Poverty Measure: A New Look at the Social Safety Net* (Oct. 2013), available at [http://www.ppic.org/content/pubs/report/R\\_1013SBR.pdf](http://www.ppic.org/content/pubs/report/R_1013SBR.pdf).

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<sup>16</sup> For example, poverty rates are higher for children living with single mothers (45.7 percent) than for those living with single fathers (30 percent). See PUBLIC POLICY INSTITUTE OF CALIFORNIA, *Child Poverty in California* (Aug. 2013), available at [http://www.ppic.org/main/publication\\_show.asp?i=721](http://www.ppic.org/main/publication_show.asp?i=721).

The poverty rate for Latina single mothers is 38%, closely followed by African American single mothers at 35%. MOUNT ST. MARY'S UNIVERSITY LOS ANGELES, *Report on the Status of Women and Girls in California* (2015), [https://www.msmu.edu/uploadedFiles/Content/Status\\_of\\_Women\\_and\\_Girls/RSWG%202015%20final.pdf](https://www.msmu.edu/uploadedFiles/Content/Status_of_Women_and_Girls/RSWG%202015%20final.pdf); see also CENTER FOR AMERICAN PROGRESS ACTION FUND, *Fact Sheet: The State of Women in California* (2013), available at [http://www.americanprogress.org/wp-content/uploads/2013/09/StateOfWomen\\_California.pdf](http://www.americanprogress.org/wp-content/uploads/2013/09/StateOfWomen_California.pdf).

<sup>17</sup> NINA EBNER & NARI RHEE, *Aging California's Retirement Crisis: State and Local Indicators*, UC BERKELEY CENTER FOR LABOR RESEARCH AND EDUCATION (October 2015), available at <http://laborcenter.berkeley.edu/pdf/2015/aging-californias-retirement-crisis.pdf>; SYLVA A. ALLEGRETTO ET AL., *California Workers' Retirement Prospects, in Meeting California's Retirement Security Challenge* (Nari Rhee, ed., UC BERKELEY CENTER FOR LABOR RESEARCH AND EDUCATION) (Oct. 2011).

<sup>18</sup> NATIONAL INSTITUTE FOR EARLY EDUCATION RESEARCH, *California 2013* (2013), available at [http://nieer.org/sites/nieer/files/California\\_2013.pdf](http://nieer.org/sites/nieer/files/California_2013.pdf).

<sup>19</sup> MARIA SHRIVER & CENTER FOR AMERICAN PROGRESS, *A Woman's Nation Pushes Back from the Brink: Executive Summary* (Olivia Morgan and Karen Skelton, eds.) (2014), available at <http://shriverreport.org/a-womans-nation-pushes-back-from-the-brink-executive-summary-maria-shriver/>.

<sup>20</sup> *Memorandum from Democracy Corps & Women's Voices to Friends of Democracy Corps, Women's Voices, and Women Vote Action Fund* (July 22, 2013), available at <http://www.wvaf.org/wp-content/uploads/2013/07/dcor-www-memo-072213-final.pdf>.

<sup>21</sup> *When Women Succeed, America Succeeds* (2016), available at <http://womensucceed.tumblr.com/economicagendaforwomenandfamilies>. See also 2015 Overview of the Women's Economic Agenda, available at <http://www.democraticleader.gov/wp-content/uploads/2015/05/When-Women-Succeed-Agenda-Overview.pdf>.

<sup>22</sup> For more information about the Minnesota Women's Economic Security Agenda, see <http://www.mnwesa.org/the-legislation/>. For more information about the Pennsylvania Agenda for Women's Health, see <http://www.womenslawproject.org/legislative/Womens%20Health%20agenda%202-pager-May2015.pdf>.

<sup>23</sup> See e.g., *Fact Sheet: Promoting Gender Equality and Women's Empowerment*, THE WHITE HOUSE (Sept. 27, 2015) available at <https://www.whitehouse.gov/the-press-office/2015/09/27/fact-sheet-promoting-gender-equality-and-womens-empowerment>; *Jobs and Economic Security For America's Women*, National Economic Council (Oct. 2010), available at <https://www.whitehouse.gov/sites/default/files/Jobs-and-Economic-Security-for-Americas-Women.pdf>.

<sup>24</sup> See *Fifty Years After the Equal Pay Act*, National Equal Pay Task Force (June 2013), available at [https://www.whitehouse.gov/sites/default/files/equalpay/equal\\_pay\\_task\\_force\\_progress\\_report\\_june\\_2013\\_new.pdf](https://www.whitehouse.gov/sites/default/files/equalpay/equal_pay_task_force_progress_report_june_2013_new.pdf).

<sup>25</sup> CALIFORNIA LEGISLATIVE ANALYST'S OFFICE, *The 2016-2017 Budget: California's Fiscal Outlook*, available at <http://www.lao.ca.gov/reports/2015/3305/fiscal-outlook-111815.pdf>.

<sup>26</sup> Specifically, the maximum monthly cash grant for a family of three in high-cost counties was cut by 12 percent, from \$723 in 2008-09 to \$638 in 2011-2012. As a result, the value of CalWORKs grants dropped well below the deep-poverty threshold (defined as less than half the federal poverty level). The 2013-2014 budget agreement provided a 5 percent increase to CalWORKs grants effective March 2014. The maximum grant for a family of three rose to \$670, providing a boost of more than \$30 per month for families who continue to struggle in the aftermath of the recession. Yet even with this increase, grants will equal little more than 40 percent of the poverty line and will remain more than \$50 per month below the 2008-2009 level. See CALIFORNIA BUDGET AND POLICY CENTER, *CalWORKs in the Governor's Proposed 2014-15 Budget: Assistance for Low-Income Families is Left Far Below the Poverty Line* (Feb. 6, 2014), available at [http://calbudgetcenter.org/wp-content/uploads/140206\\_CalWORKs\\_Governor\\_Proposed\\_Budget\\_BB.pdf](http://calbudgetcenter.org/wp-content/uploads/140206_CalWORKs_Governor_Proposed_Budget_BB.pdf).

<sup>27</sup> *In-Home Support Services (IHSS): The Basics*, DISABILITY BENEFITS 101 (Jan. 30, 2016), [https://ca.db101.org/ca/programs/health\\_coverage/medi\\_cal/ihss/program.htm](https://ca.db101.org/ca/programs/health_coverage/medi_cal/ihss/program.htm).

<sup>28</sup> Low-income children tend to lag behind higher-income children in terms of academic achievement, and children living in

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poverty often experience greater emotional and behavioral problems – such as acting out, depression, and anxiety – compared to their higher-income peers. In addition, low-income children are more likely to face a variety of health problems, such as low birth weight, obesity and chronic health conditions like asthma and hearing, vision and speech problems. The effects of poverty often follow low-income children into adulthood, affecting both their health and their economic prospects. Research shows that low-income children are more likely to have health problems as adults, to have less education and lower earnings, and to live in poverty later in life, compared to children who did not grow up in poverty. Children who are born in poverty spend at least half of their early adulthood in poverty. The negative effects of poverty can extend beyond the individuals affected to society as a whole in the form of lost productivity and wages, higher health care spending, and other social costs. See CALIFORNIA BUDGET AND POLICY CENTER, *CalWORKs in the Governor's Proposed 2014-15 Budget*, *supra* note 23. See also [http://calbudgetcenter.org/wp-content/uploads/140805\\_Five\\_Facts\\_About\\_Poverty.pdf](http://calbudgetcenter.org/wp-content/uploads/140805_Five_Facts_About_Poverty.pdf).

<sup>29</sup> See, e.g., *id.*

<sup>30</sup> SIGNE-MARY MCKERNAN & CAROLINE RATCLIFFE, *The Effect of Specific Welfare Policies on Poverty* (THE URBAN INSTITUTE)(2006), available at [http://www.urban.org/uploadedpdf/411334\\_welfare\\_policies.pdf](http://www.urban.org/uploadedpdf/411334_welfare_policies.pdf).

<sup>31</sup> CHILD CARE AWARE OF AMERICA, *Parents and the High Cost of Child Care: 2015 Report* (2015), available at <http://usa.childcareaware.org/wp-content/uploads/2015/12/Parents-and-the-High-Cost-of-Child-Care-2015-FINAL.pdf>.

<sup>32</sup> ELISE GOULD & TANYELL COOKE, *High Quality Child Care is Out of Reach for Working Families*, ECONOMIC POLICY INSTITUTE (Oct. 6, 2015), available at <http://www.epi.org/publication/child-care-affordability/>.

<sup>33</sup> BUREAU OF LABOR STATISTICS, *Occupational Employment Statistics* (May 2014), available at <http://www.bls.gov/oes/current/oes399011.htm>.

<sup>34</sup> MARCY WHITEBOOK, DEBORAH PHILLIPS & CAROLLEE HOWES, *Worthy Work, STILL Unlivable Wages: The Early Childhood Workforce 25 Years after the National Child Care Staffing Study*, CENTER FOR THE STUDY OF CHILD CARE EMPLOYMENT (2014), available at <http://www.irl.berkeley.edu/cscce/wp-content/uploads/2014/11/ReportFINAL.pdf>.

<sup>35</sup> *Id.* at 104.

<sup>36</sup> CALIFORNIA BUDGET AND POLICY CENTER, *How Did Child Care and Preschool Really Fare in the State Budget?* (July 15, 2014), available at <http://calbudgetcenter.org/blog/how-did-child-care-and-preschool-really-fare-in-the-state-budget/>

<sup>37</sup> MOUNT ST. MARY'S UNIVERSITY LOS ANGELES, *The Report on the Status of Women and Girls in California* (2015) ("Report on the Status of Women and Girls"), at 24, available at [https://www.msmu.edu/uploadedFiles/Content/Status\\_of\\_Women\\_and\\_Girls/RSWG%202015%20final.pdf](https://www.msmu.edu/uploadedFiles/Content/Status_of_Women_and_Girls/RSWG%202015%20final.pdf) (citing U.S. CENSUS, 2013 American Community Survey 1-Year Estimates. Table B01001 for total; B01001B for African American, B01001D for Asian; B01001H for White (Non-Hispanic); B01001I for Latinas).

<sup>38</sup> *Id.* at 29.

<sup>39</sup> NATIONAL WOMEN'S LAW CENTER, *Wage Gap: State Rankings 2014* (Sept. 2015), <http://nwlc.org/wp-content/uploads/2015/09/Wage-gap-2015-final.pdf>.

<sup>40</sup> NATIONAL WOMEN'S LAW CENTER, *Wage Gap for Latinas: State Rankings* (Oct. 2014), <http://nwlc.org/wp-content/uploads/2015/12/State-by-State-Wage-Gap-Latinas.pdf>.

<sup>41</sup> NATIONAL PARTNERSHIP FOR WOMEN & FAMILIES, *California Women and the Wage Gap: Fact Sheet* (September 2015), available at <http://www.nationalpartnership.org/research-library/workplace-fairness/fair-pay/9-2015-ca-wage-gap.pdf>.

<sup>42</sup> CLAIRE CAIN MILLER, "The Motherhood Penalty vs. The Fatherhood Bonus: A Child Helps Your Career, if You're a Man," *The New York Times*, (Sept. 6, 2014), available at <http://www.nytimes.com/2014/09/07/upshot/a-child-helps-your-career-if-youre-a-man.html?abt=0002&abg=1&r=0>.

<sup>43</sup> See, e.g., EEOC Chair Jenny Yang, *Equal Pay Day: A Message from the Chair* (Apr. 15, 2016), available at: [http://www.eeoc.gov/eeoc/chair/equal\\_pay\\_day.cfm](http://www.eeoc.gov/eeoc/chair/equal_pay_day.cfm); EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, *An Employer's Guide to Equal Pay* (April 2012), available at <http://www.dol.gov/sites/default/files/documents/featured/equalpay/equalpay-employer.pdf> (noting that the EEOC recommends employers take steps to ensure equal pay for equal work by, *inter alia*, "set[ting] starting salaries that eliminate discriminatory pay gaps on the basis of prior salary or salary negotiations."); U.S. OFFICE OF PERSONNEL

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MANAGEMENT, Memo from Acting Director Beth F. Cobert, *Additional Guidance on Advancing Pay Equality in the Federal Government* (July 30, 2015), available at <https://www.chcoc.gov/content/additional-guidance-advancing-pay-equality-federal-government> (providing guidance on advancing pay equity in the federal government and warning that, “[r]eliance on existing salary to set pay could potentially adversely affect a candidate who is returning to the workplace after having taken extended time off from his or her career or for whom an existing rate of pay is not reflective of the candidate’s current qualifications or existing labor market conditions.”).

<sup>44</sup> See e.g., Business Insider, “Ellen Pao: Reddit Doesn’t Negotiate Salaries Because that Helps Keep the Playing Field Even for Women” (June 12, 2015), available at <http://www.businessinsider.com/reddit-doesnt-negotiate-salaries-ellen-pao-2015-6>; Buffer Open, “Introducing Open Salaries at Buffer: Our Transparent Formula and All Individual Salaries” (Mar. 30, 2015), available at <https://open.bufferapp.com/introducing-open-salaries-at-buffer-including-our-transparent-formula-and-all-individual-salaries/>; Linked In, “See What Happened When These Companies Made Their Employee Salaries Public” (Mar. 30, 2015), available at <https://business.linkedin.com/talent-solutions/blog/2015/03/what-happened-when-these-companies-made-their-employee-salaries-public>.

<sup>45</sup> HEIDI SHIERHOLZ, *Low Wages And Scant Benefits Leave Many In-Home Workers Unable to Make Ends Meet*, EPI Briefing Paper #369 (Nov. 25, 2013), ECONOMIC POLICY INSTITUTE, available at <http://www.epi.org/files/2013/bp369-in-home-workers-shierholz.pdf>.

<sup>46</sup> For example, the National Labor Relations Act of 1935 excludes “any individual employed as an agricultural laborer or in the domestic service of any family or person at his home...” 29 USC § 152(3). The Occupational Health and Safety Act of 1970 provides, “As a matter of policy, individuals who in their own residences, privately employ persons for the purpose of performing for the benefit of such individuals what are commonly regarded as ordinary domestic household tasks, such as house cleaning, cooking, and caring for children, shall not be subject to the requirements of the Act with regard to such employment,” 29 CFR § 1975.6. The Fair Labor Standards Act of 1932 (as amended) provides an exemption from overtime requirements for domestic service employees who reside in the household where they are employed, 29 USC § 213 (b)(21). Title VII of the Civil Rights Act of 1964 defines an “employer” as “a person engaged in an industry affecting commerce who has fifteen or more employees for each working day in each of twenty or more calendar weeks” in the year, 42 USC § 2000(e). The Americans with Disabilities Act of 1990 applies to employers who have “15 or more employees for each working day in each of 20 or more calendar weeks in the current or preceding calendar year,” 42 USC § 12111(5)(a), and so does not cover most domestic workers. The Age Discrimination in Employment Act of 1967 applies only to employers who have “twenty or more employees for each working day in each of twenty or more calendar weeks in the current or preceding calendar year,” 29 USC § 630(b).

<sup>47</sup> *Id.* While the 2013 Domestic Workers Bill of Rights extended overtime protections to some personal attendants, certain categories of domestic workers are still exempted, including home health care workers.

<sup>48</sup> CALIFORNIA DOMESTIC WORKERS COALITION and GOLDEN GATE UNIVERSITY SCHOOL OF LAW, Women’s Employment Rights Clinic, *Frequently Asked Questions: California Domestic Workers’ Wage & Hour Rights*, available at [http://www.domesticworkers.org/sites/default/files/Domestic\\_Workers\\_Rights\\_Fact\\_Sheet\\_FINAL.pdf](http://www.domesticworkers.org/sites/default/files/Domestic_Workers_Rights_Fact_Sheet_FINAL.pdf).

<sup>49</sup> LAURA D’ANDREA TYSON, “The Significance of the Minimum Wage for Women and Families,” *The New York Times* (March 7, 2014), available at [http://economix.blogs.nytimes.com/2014/03/07/the-significance-of-the-minimum-wage-for-women-and-families/?\\_r=0](http://economix.blogs.nytimes.com/2014/03/07/the-significance-of-the-minimum-wage-for-women-and-families/?_r=0).

<sup>50</sup> BUREAU LABOR MANAGEMENT (BLS), *Characteristics of Minimum Wage Workers, 2014*, available at <http://www.bls.gov/opub/reports/cps/characteristics-of-minimum-wage-workers-2014.pdf> [hereinafter BLS Min. Wage Characteristics] (Table 1). This is true for both those 16 and older (62 percent) and 25 and older (64 percent). The term “minimum wage workers” refers to workers making the minimum wage or less.

<sup>51</sup> THE WOMEN’S FOUNDATION OF CALIFORNIA, *Recommendation to Increase California’s Minimum Wage* (Jan. 14, 2015), available at <http://ccrwf.org/wp-content/uploads/2014/11/Womens-Foundation-WPS15-FINAL.pdf>.

<sup>52</sup> U.S. Department of Health & Human Services, Office of the Assistant Secretary for Planning and Evaluation, *2015 Poverty Guidelines* (Sept. 3, 2015), available at [https://aspe.hhs.gov/2015-poverty-guidelines\\_](https://aspe.hhs.gov/2015-poverty-guidelines_).

<sup>53</sup> CALIFORNIA BUDGET AND POLICY CENTER, *Making Ends Meet: How Much Does It Cost to Raise a Family in California?* (Dec. 2013), available at [http://calbudgetcenter.org/wpcontent/uploads/131212\\_Making\\_Ends\\_Meet.pdf](http://calbudgetcenter.org/wpcontent/uploads/131212_Making_Ends_Meet.pdf).

<sup>54</sup> SLYVIA A. ALLGRETTO, MICHAEL REICH, AND RACHEL WEST, *Ten Dollars or Thirteen Dollars? Comparing the Effects of State Minimum Wage Increases in California*, RESEARCH ON LABOR AND EMPLOYMENT, UNIVERSITY OF CALIFORNIA BERKELEY (June. 2014), available at <http://www.irl.berkeley.edu/cwed/briefs/2014-02.pdf>.

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- <sup>55</sup> JULIE VOGOTMAN & KATHERINE GALLAGHER ROBBINS, *Higher State Minimum Wages Promote Fair Pay for Women* (NATIONAL WOMEN'S LAW CENTER) (May 2015), available at [http://nwlc.org/wp-content/uploads/2015/08/higher\\_state\\_minimum\\_wages\\_promote\\_fair\\_pay\\_for\\_women\\_may\\_2015.pdf](http://nwlc.org/wp-content/uploads/2015/08/higher_state_minimum_wages_promote_fair_pay_for_women_may_2015.pdf).
- <sup>56</sup> See LIANA E. FOX ET AL., *Time for Children: Trends in the Employment Patterns of Parents, 1967-2009*, NATIONAL BUREAU OF ECONOMIC RESEARCH (June 2011), available at <http://www.nber.org/papers/w17135>; Kim Parker & Wendy Wang, *Modern Parenthood: Roles of Moms and Dads Converge as They Balance Work and Family*, PEW RESEARCH CENTER (Mar. 14, 2013), available at [http://www.pewsocialtrends.org/files/2013/03/FINAL\\_modern\\_parenthood\\_03-2013.pdf](http://www.pewsocialtrends.org/files/2013/03/FINAL_modern_parenthood_03-2013.pdf).
- <sup>57</sup> JOAN C. WILLIAMS & HEATHER BOUSHEY, *The Three Faces of Work-Family Conflict: The Poor, the Professionals, and the Missing Middle*, CENTER FOR AMERICAN PROGRESS (Jan. 25, 2010), available at <https://cdn.americanprogress.org/wp-content/uploads/issues/2010/01/pdf/threefaces.pdf>. See also Liz Watson, Lauren Frohlich & Elizabeth Johnston, *Collateral Damage: Scheduling Challenges for Workers in Low-Wage Jobs and Their Consequences*, NATIONAL WOMEN'S LAW CENTER (April 2014), available at [http://www.nwlc.org/sites/default/files/pdfs/collateral\\_damage\\_scheduling\\_fact\\_sheet.pdf](http://www.nwlc.org/sites/default/files/pdfs/collateral_damage_scheduling_fact_sheet.pdf).
- <sup>58</sup> Wang, *supra* note 2.
- <sup>59</sup> See Jonathan Vespa, Jamie M. Lewis & Rose M. Kreider, *America's Families and Living Arrangements: 2012*, UNITED STATES CENSUS BUREAU (Aug. 2013), available at <http://www.census.gov/prod/2013pubs/p20-570.pdf>.
- <sup>60</sup> Eileen Appelbaum & Ruth Milkman, *Leaves that pay: Employer and worker experiences with paid family leave in California*, Center for Economic and Policy Research (2011), available at <https://cepr.net/documents/publications/paid-family-leave-1-2011.pdf>.
- <sup>61</sup> The Council of Economic Advisers, *The Economics of Paid and Unpaid Leave* (June 2014), available at [https://www.whitehouse.gov/sites/default/files/docs/leave\\_report\\_final.pdf](https://www.whitehouse.gov/sites/default/files/docs/leave_report_final.pdf).
- <sup>62</sup> Michelle J. Budig, *The Fatherhood Bonus and the Motherhood Penalty: Parenthood and the Gender Gap in Pay* (Sept. 2014), available at [www.thirdway.org/report/the-fatherhood-bonus-and-the-motherhood-penalty-parenthood-and-the-gender-gap-in-pay](http://www.thirdway.org/report/the-fatherhood-bonus-and-the-motherhood-penalty-parenthood-and-the-gender-gap-in-pay).
- <sup>63</sup> Sakiko Tanaka, *Parental leave and child health across OECD countries*, *The Economic Journal* Volume 115 (June 2005), available at [onlinelibrary.wiley.com/doi/10.1111/j.0013-0133.2005.00970.x/abstract](http://onlinelibrary.wiley.com/doi/10.1111/j.0013-0133.2005.00970.x/abstract).
- <sup>64</sup> Pedro Carneiro, Katrine V. Løken & Kjell G. Salvanes, *Flying Start? Maternity Leave Benefits and Long-Run Outcomes of Children*, Vol. 123, No. 2, *Journal of Political Economy* (Apr. 2015), available at [www.jstor.org/stable/10.1086/679627?seq=1#page\\_scan\\_tab\\_contents](http://www.jstor.org/stable/10.1086/679627?seq=1#page_scan_tab_contents).
- <sup>65</sup> INSTITUTE FOR WOMEN'S POLICY RESEARCH, *The Status of Women in the States: 2015 – Poverty and Opportunity* (Apr. 2015), available at: <http://www.iwpr.org/publications/pubs/the-status-of-women-in-the-states-2015-2014-poverty-opportunity>.
- <sup>66</sup> LONNIE GOLDEN, *Irregular Work Scheduling and Its Consequences* (ECONOMIC POLICY INSTITUTE) (Apr. 9, 2015), available at: <http://www.epi.org/publication/irregular-work-scheduling-and-its-consequences/>.
- <sup>67</sup> *Part-Time Workers Are Paid Less, Have Less Access to Benefits – And Two-Thirds Are Women*, NATIONAL WOMEN'S LAW CENTER (Sept. 2015), available at: [http://nwlc.org/wp-content/uploads/2015/08/part-time\\_workers\\_fact\\_sheet\\_8.21.1513.pdf](http://nwlc.org/wp-content/uploads/2015/08/part-time_workers_fact_sheet_8.21.1513.pdf).
- <sup>68</sup> LIZ WATSON, LAUREN FROHLICH & ELIZABETH JOHNSTON, *Collateral Damage: Scheduling Challenges for Workers in Low-Wage Jobs and Their Consequences*, NATIONAL WOMEN'S LAW CENTER (Apr. 2014), available at [http://nwlc.org/wp-content/uploads/2015/08/collateral\\_damage\\_fact\\_sheet\\_june\\_2015.pdf](http://nwlc.org/wp-content/uploads/2015/08/collateral_damage_fact_sheet_june_2015.pdf).
- <sup>69</sup> *Id.*
- <sup>70</sup> See *The Economics of Paid and Unpaid Leave*, The Council of Economic Advisors (June 2014), available at [https://www.whitehouse.gov/sites/default/files/docs/leave\\_report\\_final.pdf](https://www.whitehouse.gov/sites/default/files/docs/leave_report_final.pdf).

## The 2016 Stronger California Advocates Agenda

### Ensure Fair Pay and Job Opportunities

- **Pay Equity for Women in the Workplace – \*AB 1676**  
Introduced by Assembly Member Campos. Principal Coauthor Senator Jackson. Coauthors Assembly Members Bonilla, Chiu, Cristina Garcia, Eduardo Garcia, and Gonzalez.
- **2016 Domestic Worker Bill of Rights – SB 1015**  
Introduced by Senator Leyva.
- **Minimum Wage Increase and Indexing – SB 3**  
Introduced by Senators Leno and Leyva. Principal Coauthor Senator De Leon. Coauthors Senators Hancock and McGuire and Assembly Members Gonzalez, McCarty, Mark Stone, and Ting.
- **Apprenticeship Programs: Building and Construction Trades – AB 2288**  
Introduced by Assembly Member Burke.

### Expand Access to Affordable, Quality Early Childhood Care and Education

- **\*Child Care Budget Request**  
Introduced by the Legislative Women's Caucus
- **The Stable Child Care Assistance Bill – AB 2150**  
Introduced by Assembly Members Santiago and Weber.

### Support Family Friendly Workplaces

- **Reliable Scheduling Act – \*SB 878 (Introduced by Senator Leyva.)**
- **Expand Paid Family Leave – AB 908**  
Introduced by Assembly Members Gomez and Burke. Principal Coauthor Senator Jackson. Coauthors Assembly Members Alejo, Bonilla, Bonta, Gonzalez, Holden, Levine, Nazarian, and Weber.
- **Leave Protection for Working Parents – \*SB 116**  
Introduced by Senator Jackson.

### Build Economic Security by Addressing Poverty

- **Repeal CalWORKs Maximum Family Grant – Budget Request and \*SB 23**  
Introduced by Senator Mitchell.
- **Supplemental Security Benefits Budget Request**

For a description of each bill, see [StrongerCalifornia.org](http://StrongerCalifornia.org)

\*Included in California Legislative Women's Caucus Agenda

## **The Stronger Calif♀rnia Advocates Network**

The Stronger Calif♀rnia Advocates Network is a historic collaboration of advocate coalitions with deep experience working with communities affected by the four pillars of the Stronger Calif♀rnia Agenda. The Network capitalizes on the strengths of our members to advance the economic security of women in California. We seek to promote policy reform in order to meet basic needs and provide better income support, achieve fair pay and working conditions, support workforce development, encourage asset building, and ensure work- family flexibility and access to quality child care. To learn more about this effort, see [StrongerCalifornia.org](http://StrongerCalifornia.org).

**9 to 5**

**Alliance for Community Empowerment**  
**American Association of University Women**  
**California Asset Building Coalition**  
**California Domestic Workers Coalition**  
**California Employment Lawyers Association**  
**California Hunger Action Coalition**  
**California Latinas for Reproductive Justice**  
**California Partnership**  
**California Child Care Resource & Referral Network**  
**California Women’s Law Center**  
**California Work and Family Coalition**  
**Career Ladders Project**  
**Center for Popular Democracy**  
**Child Care Law Center**  
**Equal Rights Advocates**  
**Legal Aid Society-Employment Law Center**  
**Mujeres Unidas y Activas**  
**National Council of Jewish Women (CA Edge Coalition)**  
**The Opportunity Institute**  
**Parent Voices**  
**Raising California Together**  
**Tradeswomen, Inc.**  
**Western Center on Law and Poverty**  
**Women’s Foundation of California**  
**Voices for Progress**