

A Stronger California:

*Securing Economic Opportunity
for All Women and Families*

2020 Legislative Agenda

Stronger California Advocates Network

About the Stronger Calif♀rnia Agenda:

California is home to millions of families who rely on common sense public policies helping them build assets, succeed in safe workplaces, and access affordable and quality care for their children. That is why advocates, legislators, and other community members throughout the state stand together in support of the Stronger Calif♀rnia Agenda.

The Stronger Calif♀rnia Agenda has four pillars that frame the policy initiatives critical to the economic security of women and families in this state. It recognizes that women are critical to a strong and vibrant California economy and play a pivotal role in spurring economic growth in California. California is home to 12 percent of the country's women, comprising almost half the workforce in our state and primary income-earners in many households. They influence the economy as decision-makers for their families, as consumers, and as workers. In fact, women workers predominated in industry sectors whose growth is credited for California's recovery from the Great Recession of 2007-2008.

The Stronger Calif♀rnia Agenda provides concrete policy solutions to address the fact that many women and their families in California face obstacles to enjoying economically secure lives. California has the fifth largest economy in the world, but one of the nation's highest poverty rates, disproportionately harming women and children. Sexual harassment and other forms of discrimination in the workplace, and retaliation for speaking out, continue to push women out of jobs and entire industries. Child care access is lower in California than in other states. Women are paid less than their male counterparts for the same work in virtually every job sector. They are also more likely to work in low-wage jobs and have fewer opportunities to advance in their careers. California's families also suffer without family-friendly work policies that allow women and men to earn a living while also caring for their families. In a dramatically altered federal landscape, policies that address the myriad of obstacles confronting women and families are now more important than ever.

This Agenda is not just about women. It promotes policies that will improve the economic security of all Californians. Thank you for standing with the Stronger Calif♀rnia Advocates Network in supporting this Agenda. To learn more about this historic effort, see StrongerCalifornia.org. A list of partners in the Stronger Calif♀rnia Advocates Network is on the back page.

Onward,



Noreen Farrell
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Co-Chair of the Stronger California
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Jessica Stender
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Co-Chair of the Stronger California
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The 2020 Stronger California Advocates Network Agenda

Ensure Fair Pay, Job Opportunities, & Workplace Justice

- **SB 1257 – Eliminating the Exclusion of Household Domestic Service in Cal/OSHA (Introduced by Senator Durazo)**

This bill would eliminate the “household domestic service” exclusion in Labor Code §6303 (Cal/OSHA). California occupational health and safety (Cal/OSHA) requirements for employers to provide a safe working environment do not apply to “household domestic service.” The term is not defined and there is no legislative history to help explain why the exclusion was added. This bill would remove a historical exclusion that has no justification in today’s economy and is particularly egregious considering the occupational health and safety hazards domestic workers are currently facing during the COVID-19 crisis.

- **SB 973 – Pay Data Reporting to Close the Gender and Race Wage Gaps (Introduced by Senator Jackson)**

This bill would require California employers with 100 employees or more to submit an annual pay data report to the Department of Industrial Relations outlining the compensation and hours worked of its employees by gender, race, ethnicity, and job category. This would allow state agencies to more efficiently identify patterns of wage disparities and encourage employers to analyze their own pay practices to ensure they are fair and lawful. It would also give the Department of Fair Employment and Housing the authority to enforce the California Fair Pay Act in coordination with the Department of Labor Standards Enforcement.

- **SB 1399 –Garment Worker Protection Act (Introduced by Senator Durazo)**

This bill will strengthen current law to ensure protections of garment worker rights in three ways. It will: 1) expand liability, ensuring that retailers cannot use layers of contracting to avoid liability; 2) prohibit the use of paying garment workers by the “piece,” thereby eliminating a significant obstacle to workers being paid minimum wage and also protecting their health and safety; and 3) explicitly authorize the Labor Commissioner’s Bureau of Field Enforcement (BOFE) to investigate and cite guarantors for wage theft.

- **AB 1947 – Worker Retaliation Claims (Introduced by Assemblymember Kalra)**

This bill will advance workers' access to justice by extending the time period to file a retaliation complaint with the Labor Commissioner from 6 months to 1 year. It will also help to ensure that low-wage workers are able to obtain legal assistance specifically for whistleblower complaints, by allowing workers to recover their attorneys’ fees if they prevail in such complaints.

Expand Access to Affordable, Quality Early Childhood Care and Education

- **Budget Request: Child Care**

The Network supports the Early Care and Education (ECE) Coalition budget ask which includes: expanded access to affordable child care for Essential Care Workers through September 2021 and ongoing for other working families; no cuts to reimbursement rates; and increased pay and support to providers who remain open.

Support Family-Friendly Workplaces

- **SB 1383 – Family Leave (*Introduced by Senator Jackson*)**

This bill will protect millions of Californians from losing their job when they take leave from work to care for themselves, a new child, or a seriously ill family member. Specifically, It will provide job protection for workers who take Paid Family Leave by expanding the California Family Rights Act to cover employees who work for employers with 5 or more employees and aligning the definition of family member in this job protection law with the more inclusive definition under the Paid Family Leave wage replacement program. It implements the critical first step of the comprehensive recommendations issued by the Governor’s Paid Family Leave Task Force, which included representatives of the business, labor, and early childhood education communities.

- **AB 3216 – Job Protections for Working Families Impacted by COVID-19 (*Introduced by Assemblymember Kalra and Assemblymember Gonzalez*)**

This bill creates statewide emergency paid sick leave, expanded access to unpaid, job-protected family leave, and right of recall for workers in certain industries during states of emergency. Importantly, it ensures that workers left out of the federal Families First Coronavirus Response Act – up to 12 million Californians – have access to leave when they need to care for themselves or a family member without risking their job and financial security.

- **AB 2999– Bereavement Leave (*Introduced by Assemblymember Low*)**

This bill would provide all California workers with up to 10 days of unpaid, job-protected bereavement leave upon the death of a spouse, domestic partner, child, parent, sibling, grandparent, or grandchild. Although the California Family Rights Act (CFRA) provides employees who qualify with up to 12 weeks of unpaid, job protected leave to care for their own serious illness or that of a close family member, it does not provide any right to take job-protected leave to attend the funeral or grieve the death of a close family member. This bill will fill this gap in California law to ensure workers are able to take time off work to grieve the loss of a family member without fear of losing their job, which is especially critical during a public health crisis.

Build Economic Security by Addressing Poverty & Building Assets

- **AB 2567 & Budget Proposal– CalWORKs Eligibility (*Introduced by Assemblymember Burke*)**

This bill would allow the CalWORKs program to serve people with the full set of benefits and services for the full 60 months allowed under federal law.

- **AB 1593 & Budget Proposal– Including All Immigrant Tax Filers in the CalEITC and Young Child Tax Credit (*Introduced by Assemblymember Reyes*)**

This bill and budget proposal would remove exclusions for immigrant tax filers to the CalEITC and the Young Child Tax Credit. In light of COVID-19, we are asking that the Governor does this as part of his emergency response to the outbreak and makes it retroactive to tax year 2019, so that over 600,000 individuals, including over 200,000 children, can get critical resources immediately.

- **Budget Request: SSI/SSP**

Increase the SSI/SSP Grants for people with disabilities and the elderly so that their income is no less than the federal poverty line, and permanently restore the cost of living adjustment (COLA) this year. Per a California Budget and Policy Center report, women and people of color represent a significant majority of SSI/SSP recipients due to labor market inequalities and rely on this benefit as their sole source of income. Further, grant amounts leave our most vulnerable community either homeless or struggling to stay housed.

The Stronger California Advocates Network

The Stronger California Advocates Network is a historic collaboration of organizations and advocate coalitions with deep experience working with communities affected by the four pillars of the Stronger California Agenda. The Network capitalizes on the strengths of our members to advance the economic security of women and families in California.

Network Roundtable

9 to 5
ACLU of California
Act for Women & Girls
Alliance for Community Empowerment
American Association of University Women
California Asset Building Coalition
California Child Care Resource & Referral Network
California Domestic Workers Coalition
California Employment Lawyers Association
California Latinas for Reproductive Justice
California Partnership
California Women's Law Center
California Work and Family Coalition
Center for Popular Democracy
Child Care Law Center
Equal Rights Advocates
Legal Aid at Work
Mujeres Unidas y Activas
National Council of Jewish Women
Organization United for Respect
Parent Voices CA
Raising California Together
Restaurant Opportunities Centers (ROC) United
Tradeswomen, Inc.
UFCW Western States Council
Voices for Progress
Western Center on Law and Poverty
Women's Foundation of California
Work Equity
YWCA- San Francisco & Marin

Network Supporters

Asset Building Strategies
Business and Professional Women of Colorado
California Women Lawyers
California Immigrant Policy Center
Center for Responsible Lending
Centro Legal de la Raza
ChangeLab Solutions
Closing the Women's Wealth Gap Initiative
Coalition of Labor Union Women – CA Capitol Chapter
Community Legal Services in East Palo Alto
Consumer Attorneys of California
County of Santa Clara Office of Women's Policy
Courage Campaign
Equal Justice Society
Feminist Majority
FreeFrom
Friends Committee on Legislation of California
Insight Center for Community Economic Development
It's Time Network
Justice in Aging
NARAL Pro-Choice California
National Housing Law Project
National Women's Political Caucus LA Metro
National Women's Political Caucus California
Public Counsel
The Public Interest Law Project
UltraViolet
United Nations Association of Boulder County
Women Lawyers of Sacramento
Women's March Oakland

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