



Child Care is Essential

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January 23, 2025

Candace Hyatt

Childcare Providers Labor Relations Division

California Department of Human Resources (CalHR)

1515 S Street, North Building, Suite 500

Sacramento, California 95811

Dear Candace,

Pursuant to Section 2.4 of the State of California-CCPU CBA, we submit the following proposal. With the urgency of providing stability and continuity of care for families and children throughout Los Angeles, CCPU requests a substantive response by Tuesday, January 28, 2025.

As stated in California's Child Care Disaster Plan of 2016, which serves as an annex to the State Emergency Plan, child care is an essential service for emergency response workers and necessary for a community's economic recovery. Further, family child care providers are vital to families working non-traditional hours and who value access to care in homelike environments.

LA wildfire disasters ("the emergency"), as well as previous disasters, have made clear the importance of implementing CCPU's cost of care proposal, which would have mitigated the costs of recovery and other immediate needs, particularly ensuring providers can achieve stability, including through building an operating reserve, and addressing the many extraordinary disaster-related costs such as deep cleaning, dealing with smoke/ashes, repairs, replacing equipment/materials, and/or securing a new facility.

Therefore, CCPU demands:

- 1. The State shall provide sufficient, timely funding to recover and resume FCC operations for all licensed and FFN providers, including the following:**
 - a. Continue to pay impacted providers who are not able to resume normal operations within 30 days the same as they were paid on Jan. 6, 2025 until they are able to reopen. During this time, parent signature provision related to subsidy payment will be waived, with payments based on certified need that existed on Jan. 6, 2025.



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- b. For all providers who have lost children due to disenrollment related to the emergency, provide a minimum of 90 days of pay to allow for transition to fill such slots.
 - c. For providers who live in areas with air/weather impacts (wind, air quality, ash and other debris), providers will receive sufficient additional payments for the period of time impacted which shall include funds to support cleanup efforts to EPA and other related standards.
 - d. Sufficient funding and relocation support for providers who cannot return to their facility to operate within 30 days for securing a site.
 - e. Sufficient funding for reopening materials, equipment, and other child care needs to reopen.
2. **The State shall establish a consistent and sufficiently staffed licensing process now and for future disasters including the following:**
- a. Licensing shall develop, with input from CCPU, a Standard Operating Procedure for disasters (such as but not limited to fires, floods, and earthquakes) so that providers and stakeholders know what to expect.
 - b. The State shall create a timely process for issuing both individual and blanket waivers in case of a disaster, including but not limited to: ratios and/or capacity, relocation to temporary facilities to provide family child care, and other interim/temporary operational flexibilities.
 - c. Consistent, daily reporting on impacted facilities, both licensed and FFNs. This reporting shall also include updates on relocated providers with both their previous and newly issued license number.
 - d. Daily communication to all impacted providers (including FFN providers), either from CCLD or another state entity regarding available resources to ensure timely response to the disaster.
 - e. Code of conduct for CCLD employees for their work with family child care providers, both during disasters/emergencies and at all other times.
 - f. The State shall authorize, streamline communication to, and deploy peer mentors and other resources to support in the disaster response, which shall include and not be limited to instruction for and support for the peer mentors.
3. **With the reality of climate change leading to more disasters, the State shall provide sufficient funding for training and facility improvements to create climate resiliency and otherwise better prepare for natural disasters,** including but not limited to, completing emergency plans, training modules, improving FCC home energy efficiency, weatherization, and transition to clean energy in home and vehicles used for child care. The State shall provide training and technical support to assist providers in utilizing existing government resources for these improvements.
4. **The State shall provide immediate and continuing mental health support for providers and families** to help with the trauma and other needs.
5. **The parties shall clarify existing policy to pay full-day rates for school age children when schools are closed due to disasters.** Also allow for the ability to temporarily exceed licensing capacity if needed due to unusual circumstances of school closures.

6. **The State shall also take all actions necessary to ensure the continuity of care for the children enrolled in subsidized family child care settings.**

CCPU reserves the right to add, modify or delete any or all proposals throughout the course of negotiations with the State of California.

In unity,



Max Arias

CCPU Chief Spokesperson & Chair and SEIU Local 99 Executive Director

CC: Governor Gavin Newsom
Superintendent of Public Instruction Tony Thurmond
Senator Pro Tempore Mike McGuire
Speaker of the Assembly Robert Rivas
Senator Scott Weiner, Chair, Senate Budget Committee
Assemblymember Jesse Gabriel, Chair, Assembly Budget Committee
Assemblymember Cecilia Aguilar-Curry, Chair, Legislative Women's Caucus
Senator Monique Limon, Vice-Chair, Legislative Women's Caucus
Kim Johnson, Secretary of Health and Human Services Agency
Ann Patterson, Cabinet Secretary, Governor's Office
Joe Stephanshaw, Director, Department of Finance
Alexa Frankenberg, Executive Director, CCPU