

A Stronger Calif♀ernia:

Securing Economic Opportunity
for All Women

2016 Legislative Agenda

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About the Stronger Calif[♀]ornia Agenda:

Women are critical to a strong and vibrant California economy and play a pivotal role in spurring economic growth in California. Women comprise almost half the workforce in our state and are primary income-earners in many households. They influence the economy as decision-makers for their families, as consumers, and as workers. In fact, women predominate in industry sectors whose growth can be credited for California's recovery from the Great Recession of 2007-2008.

Yet women in California face obstacles to enjoying economically secure lives. California has the 8th largest economy in the world, but the nation's highest poverty rate and it is disproportionately harming women and children. Childcare access is lower in California than in other states. Women are paid less than their male counterparts for the same work in certain jobs. They are also more likely to work in low-wage jobs and have fewer opportunities to advance in their careers. Unpredictable schedules and the lack of sick and family leave time leave is taking a toll on too many families.

Ensuring the economic security of all Californian women with common-sense public policies will benefit all communities including men, children and families.

The Stronger Calif[♀]ornia Agenda reflects a visionary collaboration among legislators, advocates and those we serve in communities across California. The Agenda has four pillars that frame the policy initiatives critical to the economic security of women and families in this state.

To learn more about this historic effort, see StrongerCalifornia.org. A list of partners in the Stronger Calif[♀]ornia Advocates Network is on the back page.

Onward,



Noreen Farrell
Executive Director of Equal Rights Advocates
Chair of the Stronger California Advocates Network

A Stronger California: Securing Economic Opportunity for All Women

The 2016 Legislative 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.)**

California women working full time make an average of only 84 cents to every dollar earned by men, and women of color, especially Latinas, face an even higher wage gap (44 cents to every dollar). AB 1676 will give women more bargaining power when negotiating their salaries by removing past salary history from a new salary determination. AB 1676 prohibits employers from seeking job candidates' salary histories and requires that employers provide a salary range to a job applicant, upon reasonable request.

- **The 2016 Domestic Worker Bill of Rights – SB 1015 (Introduced by Senator Leyva)**

This legislation would make permanent AB241, which granted overtime protections to privately hired domestic workers. The bill would remove the sunset provision, currently set for January 1, 2017, and make the law's provisions permanent.

- **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.)**

Wages have remained mostly stagnant in California, while the cost of living continues to rapidly increase. This bill would increase the minimum wage to \$11 in 2017 and \$13 in 2018. The bill would require the annual automatic adjustment of the minimum wage, commencing Jan. 1, 2020, to maintain employee purchasing power diminished by the rate of inflation during the previous year.

- **Apprenticeship Programs: Building and Construction Trades – AB 2288 (Introduced by Assembly Member Burke.)**

This bill would require the California Workforce Development Board and each local board to ensure that pre-apprenticeship training in the building and construction trades follows the Multi-Craft Core Curriculum developed by the California Department of Education and that programs and services funded by the federal Workforce Innovation and Opportunity Act of 2014 and directed to apprenticeable occupations in the building and construction trades include plans to increase the percentage of women in those trades.

Expand Access to Affordable, Quality Early Childhood Care and Education

- ***Child Care Budget Request (Legislative Women’s Caucus)**

The Legislative Women’s Caucus requests an initial investment of \$800 million in the 2016-2017 budget to repair the infrastructure of the state-supported child care system that suffered severe recession-era budget cuts. This investment should serve to modernize rates, increase slots, and prevent disruption of care for children.

- **The Stable Child Care Assistance Bill – AB 2150 (Introduced by Assembly Members Santiago and Weber.)**

This measure will help eligible families achieve stability by guaranteeing a minimum of 12-months of continuous child care without punitive interim reporting requirements which will help to build their family's economic security.

Support Family Friendly Workplaces

- **The Reliable Scheduling Act – *SB 878 (Introduced by Senator Leyva.)**

Senate Bill 878 will create certainty for workers and employers alike by giving employees adequate advance notice of their schedule so they may better plan their lives. This proposal 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.

- **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.)**

This bill would increase the length of paid leave available from California’s Paid Family Leave program to 10 weeks to care for a sick family member or bond with a new child. It would also increase the wage replacement rate for workers who make low wages, making this program more accessible to those who earn the least.

- **Leave Protection for Working Parents – *SB 1166 (Introduced by Senator Jackson.)**

This bill would provide up to three months of job-protected maternity and paternity leave for almost all California employees. Under current law, when an employee works for a small employer (5-49 employees), new birth mothers are able to take only 6-8 weeks to recover from the birth of their child without fear of losing their jobs. In addition, new birth fathers and new adoptive parents working for an employer of the same size have no right to job-protected leave. This bill will address these inequities and inadequacies by ensuring that new parents working for an employer of 5 or more have a right to up to 3 months of job-protected leave while caring for a new child.

Build Economic Security by Addressing Poverty

- **Repeal CalWORKs Maximum Family Grant – *SB 23 (Introduced by Senator Mitchell.)**

This bill would repeal existing state law that denies infants and children \$133/month in basic needs assistance if the child was conceived and born while a family member was receiving aid unless the parent discloses and can prove that the child was conceived accidentally as a result of failed sterilization, failed intrauterine device or a rape. Repealing the MFG rule doesn't only make the program more just – it also is estimated to reduce childhood poverty rates by 7.4 percent.

- **Supplemental Security Benefits Budget Request**

Request for an initial investment in the 2016-2017 budget restore the cuts that have been made to the SSI program, which provides critical income support for people with disabilities and seniors.

***Included in California Legislative Women's Caucus Agenda**

For a list of organizational sponsors, please visit StrongerCalifornia.org.

The Stronger Calif[♀]ornia Advocates Network

The Stronger Calif[♀]ornia Advocates Network is a historic collaboration of advocate coalitions with deep experience working with communities affected by the four pillars of the Stronger Calif[♀]ornia 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.

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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