

# A Stronger Calif♀ernia:

**Securing Economic Opportunity  
for All Women**

***2018 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 sixth largest economy in the world, but one of the nation's highest poverty rates, disproportionally harming women and children. Sexual harassment and violence 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 obstacles confronting women and families are 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  
Executive Director of Equal Rights Advocates  
Chair of the Stronger California Advocates Network

# A Stronger California: Securing Economic Opportunity for All Women

## The 2018 Stronger California Advocates Network Agenda

### Ensure Fair Pay, Job Opportunities, & Workplace Justice

- **SB 1300 - Sexual Harassment Prevention and Accountability Act** (*Introduced by Senator Jackson*)

This bill would strengthen sexual harassment training under the Fair Employment and Housing Act by requiring all employers covered under the Act to provide training to all employees, not just supervisors, and to include bystander intervention training and information on how to report and file complaints of harassment. It would also prohibit employers from requiring employees to extinguish their claims of sexual harassment, or other claims under the Fair Employment and Housing Act, as a condition of employment or for an employment benefit, or from requiring workers to sign “non-disparagement” agreements, which limit the ability of employees to speak out about and seek justice for abuse and misconduct in the workplace. Finally, this bill would provide guidance to the courts on the “severe or pervasive” legal standard for sexual harassment, to ensure that the standard is consistently and fairly applied

- **AB 1870 – SHARE Act (Stop Harassment & Reporting Extension)** (*Introduced by Assemblymembers Reyes, Friedman, and Waldron. Coauthors Assemblymembers Berman, Bonta, Chiu, Chu, McCarty, and Voepel*)

Under current law, a worker who has experienced harassment or other forms of discrimination has just one year to file a claim with the Department of Fair Employment and Housing. This is significantly shorter than the time allowed for filing other civil claims. This bill would extend the filing deadline to three years, ensuring that workers have the necessary time to seek justice.

- **SB 1038 - Protect Victims from Retaliation Act** (*Introduced by Senator Leyva*)

Under current law, an individual in the workplace may be held personally liable for harassment. This bill would clarify that individuals can also be held personally liable for retaliating against someone for making a sexual harassment or other discrimination claim or for opposing such practices in the workplace.

- **SB 224 - Personal Rights: Sexual Harassment** (*Introduced by Senator Jackson*)

California law not only prohibits sexual harassment in the workplace, but also in business, service, and professional relationships under the Unruh Civil Rights Act. This bill would make explicit that sexual harassment by investors, elected officials, lobbyists, directors, and producers is prohibited under the Unruh Civil Rights Act.

- **AB 2601 – The California Healthy Youth Act in Charter Schools (*Introduced by Assemblymember Weber*)**

By extending the California Healthy Youth Act to charter schools, this bill would ensure that charter school students are not denied the comprehensive sexual health education taught to all other California public middle and high school students. Comprehensive sexual health education helps prevent sexual harassment and abuse. Mandated instruction includes a discussion of gender and negative gender stereotypes, information about sexual harassment and assault, and local resources for accessing services.

- **AB 2282 –Salary History (*Introduced by Assemblymember Eggman*)**

To address the impact of employer reliance on salary history in perpetuating gender and race based wage disparities, this bill would clarify that prior salary cannot be used on its own, or in combination with a lawful factor, to justify a wage differential under the California Equal Pay Act.

- **SB 1284 - Pay Data Reporting (*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.

- **AB 2314 – Domestic Worker Rights Implementation Act (*Introduced by Assemblymember Ting*)**

This bill would establish and maintain a Domestic Work Enforcement Program within the Department of Labor Standards Enforcement to promote the implementation of labor standards for the domestic work industry. This program will increase the capacity and expertise of the Division in the domestic work industry and provide for resources, education, and training for California's domestic workers and domestic employers to promote fair and dignified labor standards in the industry.

- **AB 3080 – Stop Forced Waivers of Workers' Rights (*Introduced by Assemblymember Gonzalez Fletcher*)**

This bill will prohibit employers from requiring workers to sign forced arbitration agreements, or other waivers of rights, as a condition of employment and would prohibit retaliation against workers who decline to sign. These agreements are used to trap victims of sexual harassment, wage theft, and other workplace violations in the employer's private arbitration system and prevent workers from seeking justice in court.

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

- Child Care Budget Request: \$1 Billion to Increase Access to Affordable Child Care
- AB 2023 – Child and Dependent Care Expenses Credit (*Introduced by Assemblymember Caballero. Coauthor: Assemblymember Rubio*)

This bill would restore the tax refund for the California Child and Depended Care Expenses Credit. Making the credit refundable will allow low- and moderate-income families who do not owe state income taxes, but who do pay other taxes like sales and property tax, to benefit from a tax refund to offset some of their child care expenses.

## Support Family-Friendly Workplaces

- SB 937 – Lactation in the Workplace (*Introduced by Senators Wiener & Levy. Principal coauthors: Assemblymembers Garcia, Gonzalez Fletcher. Coauthor: Assemblymember Chiu*)

If passed, this bill will be the most comprehensive lactation accommodation law in the nation. The bill defines minimum standards for lactation accommodation spaces, requires newly constructed or renovated buildings to include lactation spaces, requires employers to have a written lactation policy, and requires that the Department of Labor Standards Enforcement create lactation accommodation best practices.

- AB 2366 - Employment Protections For Victims Of Sexual Harassment (*Introduced by Assemblymember Bonta*)

This bill expands Labor Code sections 230 and 230.1 that currently provide employment protections to survivors of domestic violence, sexual assault, and stalking, including protection from termination, discrimination, and retaliation and the right to job-protected time off to seek services or go to court. AB 2366 would extend the right to take job-protected time off to survivors of sexual harassment and to a family member who needs to take time off when their loved one has experienced sexual assault, sexual harassment, stalking, and/or domestic violence.

## Build Economic Security by Addressing Poverty

- SB 10 - The California Money Bail Reform Act (*Introduced by Senators Hertzberg, Allen, Atkins, Beall, Bradford, Lara, Mitchell, Monning, Skinner, Wieckowski, and Wiener. Principal Coauthors: Assemblymembers Bonta, Bloom, Chiu, Jones-Sawyer, Quirk, and Stone*)

The California Money Bail Reform Act seeks to reform the money bail system to make it more just and to make communities safer. This legislation significantly reduces the use of money bail and increases the number of people who are able to safely return home after arrest. It does this by: 1. Moving to a system where community safety, not wealth, is the basis for determining pretrial release; 2. Building a system that looks beyond a person's income or the color of their skin to determine whether they can return home while they await trial; and, 3. Providing people with pretrial services to help them get back to court and comply with court-ordered conditions of release

- **SB 982 – Ending Deep Childhood Poverty (*Introduced by Senator Mitchell*)**

This bill will endeavor to eliminate deep poverty in the CalWORKs program by placing a minimum grant level to ensure no CalWORKs grant falls below 50 percent of the federal poverty line. By doing so, this bill will protect children from the worst harms of chronically unmet basic needs and better enable the CalWORKs program to achieve its goals.

- **SB 926 – CalWORKS & CalFresh (*Introduced by Senator Skinner*)**

This bill would ensure that low-income workers who leave employment as a result of a violation of their workplace rights are not subject to “voluntary quit” rules under the CalFresh or CalWORKs programs which would result in a denial of aid for 3 months. It would also require counties to provide information to low-income workers about how to file a complaint for workplace violations.

- **AB 3200 - SSI/SSP Increases (*Introduced by Assemblymembers Kalra, Reyes, and Thurmond. Coauthors: Assemblymembers Caballero, Maienschein, Quirk-Silva, Rubio, and Voepel. Coauthors: Senators Beall, Hill, and Weiner*)**

This bill would require SSP payments be increased so that all combined SSI/SSP grants are at least 100 percent of the federal poverty level, and would reinstate the cost-of-living adjustment (COLA) for SSI/SSP aid payments (beginning January 1, 2019) to prevent erosion of SSI/SSP benefits to inflation.

## The Stronger Calif<sup>♀</sup>ornia Advocates Network

The Stronger Calif<sup>♀</sup>ornia 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 Calif<sup>♀</sup>ornia 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  
Parent Voices CA  
Raising California Together  
Tradeswomen, Inc.  
UFCW Western States Council  
Voices for Progress  
Western Center on Law and  
Poverty  
YWCA- San Francisco & Marin

### Network Supporters

Asset Building Strategies  
Business and Professional Women  
of Colorado  
California Women Lawyers  
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  
Friends Committee on Legislation  
of California  
Insight Center for Community  
Economic Development  
It's Time Network  
Justice in Aging  
National Housing Law Project  
National Women's Political Caucus,  
LA Metro  
Public Counsel  
The Public Interest Law Project  
UltraViolet  
United Nations Association of  
Boulder County  
Women Lawyers of Sacramento  
Women's March Oakland

