About the Stronger California 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 California Agenda.

The Stronger California 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 California 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 California Advocates Network in supporting this Agenda. To learn more about this historic effort, see StrongerCalifornia.org. A list of partners in the Stronger California 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 Dependent 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 & Levya. 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


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.


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 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
- 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