

A Stronger California:

*Securing Economic Opportunity
for All Women and Families*

2022 Legislative Agenda

Stronger California Advocates Network

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.

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 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 continue to push women out of their jobs. Child care costs are prohibitively high and insufficient affordable options limit opportunities for working parents. 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 often lack sufficient family-friendly work policies necessary to make a living while also caring for their families. These challenges have only been magnified and exacerbated by the pandemic and resulting economic crisis, with nearly 900,000 women leaving the workforce entirely. Therefore, policies that address the myriad obstacles threatening women and families are now more important than ever, and it is critical that women are centered in economic recovery efforts.

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. A list of partners in the Stronger California Advocates Network is on the back page. To learn more, please visit StrongerCalifornia.org.

Onward,



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



Jessica Stender
Deputy Legal Director & Policy Director of
Equal Rights Advocates
Co-Chair of the Stronger California
Advocates Network

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The 2022 Stronger California Advocates Network Agenda

Ensure Fair Pay, Job Opportunities, & Workplace Justice

- **SB 1162 – Pay Transparency for Pay Equity Act (*Introduced by Senator Limon*)**

This bill would increase pay transparency by requiring employers of one hundred or more employees and contract workers to report and make public pay data broken down by race, ethnicity, and sex for both direct employees and employees hired through a labor contractor. Additionally, it would require employers to provide salary ranges on all job postings and to current employees upon request, and make promotional opportunities available to current employees before making a promotion decision.

- **AB 257 – Fast Food Accountability and Standards Recovery Act (*Introduced by Assemblymember Holden*)**

AB 257, The FAST Recovery Act is a critical solution for California's fast-food industry, which is notorious for low wages, wage theft, sexual harassment, retaliation and unsafe working conditions. More than 556,000 fast food workers work in California, the highest number of any state in the country. Of that, nearly 80% of workers are immigrants or people of color and two-thirds are women. AB 257 creates a Fast Food Sector Council consisting of workers, employers and government regulators charged with proposing and implementing improved industry-wide standards. With a seat at the table, workers win more say over how they are treated, trained and compensated at work. Similarly, local fast-food operators (franchisees) will have the ability to hold global corporations accountable. AB 257 is first of its kind legislation aimed at empowering frontline workers, increasing corporate accountability and addressing the complex issues of the fast-food industry.

- **AB 2300 – Equity for CalWORKs and CalFresh Recipients (*Introduced by Assemblymember Kalra*)**

This bill will exempt CalWORKs and CalFresh recipients from Welfare-to-Work requirements if they quit a job due to a violation of their rights, including violations to local, state, or federal labor and employment laws. Currently, if a recipient is being sexually harassed or experiencing other abusive and unlawful working conditions, they have two choices: either quit or endure the harassment. If recipient decides to quit working in unsafe work environments, they can face sanctions that will cause them to lose partial or full benefits which are critical to supporting their families. This bill would also require county human service agencies to provide information and resources to recipients if they quit their job due to the aforementioned reasons.

Expand Access to Affordable, Quality Early Childhood Care and Education

- **AB 92 – Reducing Child Care Family Fees (*Introduced by Assemblymember Reyes*)**

This bill alleviates the burdens that families face in paying for child care by creating an equitable sliding scale for family fees and waiving fees for all families until October 31, 2023.

- **SB 854 – The HOPE for Children Act (*Introduced by Senator Skinner*)**

This bill establishes the California HOPE Account and the CalSurvivor Program. The California HOPE Accounts will establish a strong foundation for eligible youth by offering up to \$4,000 to children up to age 9, and \$8,000 for children ages 10 - 17 in state-issued trust funds. The HOPE for Children Act is focused on creating economic mobility and narrowing the racial wealth gap for children who lost their parent(s) or primary caregiver to COVID-19 and eligible foster youth.

Support Family-Friendly Workplaces

- **SB 951 – Making Paid Family Leave and State Disability Insurance Accessible to All Workers (*Introduced by Senator Durazo*)**

This bill will increase the weekly wage replacement rate for Paid Family Leave (PFL) and state disability insurance (SDI), to up to 90%, to make them accessible and affordable to all of California's families. California's PFL and SDI programs allow workers to receive income when they cannot work because they are caring for a new child or seriously ill family member, or when they are temporarily unable to work because of their own health condition, including pregnancy. By raising the wage replacement rate, this bill will help ensure all California workers, especially pregnant and parenting workers and family caregivers – predominately women – can access PFL and SDI and to care for themselves and their loved ones when it matters most.

- **AB 1949 – Job Protected Bereavement Leave for Workers (*Introduced by Assemblymember Low*)**

This bill will allow workers to take up to 5 days of unpaid, job-protected bereavement leave upon the death of a spouse, child, sibling, parent, grandparent, or domestic partner. It also prohibits employers from firing or otherwise discriminating against employees for taking bereavement leave.

- **AB 1041 – Leave for Chosen Family (*Introduced by Assemblymember Wicks*)**

This bill will ensure that California workers are able to be there for their loved ones when it matters most by expanding the definition of "family member" for purposes of family caregiving leave and paid sick leave to allow workers to take time off to care for family members who are related by blood or affinity.

- **AB 2182 – Protections Against Family Responsibilities Discrimination (*Introduced by Assemblymember Wicks*)**

This bill would protect California caregivers by prohibiting discrimination against employees because of their family responsibilities and help ensure working families have access to reasonable accommodations to deal with unforeseen closures of schools or other care facilities.

Build Economic Security by Addressing Poverty & Building Assets

- **SB 1017 – Housing Protections for Domestic Violence Survivors (*Introduced by Senator Eggman*)**

This bill will support survivors of violence, including domestic violence, intimate partner violence, sexual assault, stalking, human trafficking, elder or dependent adult abuse, by expanding California's existing eviction protections under California' Code of Civil Procedure §1161.3. The bill also strengthens eviction protections by closing loopholes in current eviction protections, increasing survivors' documentation options and increasing the situations when survivors can utilize this crucial protection to avoid eviction and homelessness.

- **SB 975 – Protecting Vulnerable Populations from Coerced Debt (*Introduced by Senator Min*)**

This bill would protect survivors from the negative impacts of debts taken out in their name through coercion or without their knowledge or consent by preventing debt collection against survivors when they can demonstrate that the debt was incurred as a result of coercion. The bill establishes a set of documentation that can be provided to demonstrate this. SB 975 will protect survivors' economic well-being by preventing them from having to pay the costs of these debts and protecting their credit report and credit score from being damaged as a result of the debt.

- **AB 2847 – Excluded Workers Pilot Program (*Introduced by Assemblymember E. Garcia*)**

This bill would create an Excluded Workers Pilot Program, to be administered by the Labor and Workforce Development Agency, which would provide \$300 a week for up to 20 weeks to workers who are unemployed and excluded from Unemployment Insurance solely due to their immigration status. In addition, the bill would prohibit disclosures of personal information obtained through the program, and would require the Labor and Workforce Development Agency, on or before August 1, 2024, to submit a report to the Governor and specified committees that makes recommendations for establishing a permanent excluded workers unemployment insurance benefit program. The bill complements a budget ask of \$690 million to fund, implement, and administer the program.

- **AB 2223 – Reproductive Health (*Introduced by Assemblymember Wicks*)**

AB 2223 will ensure that no one in the State of California will be investigated, prosecuted, or incarcerated for ending a pregnancy or experiencing pregnancy loss. AB 2223 protects reproductive freedom by clarifying that the Reproductive Privacy Act prohibits pregnancy criminalization, and creates a private right of action for people whose rights have been violated to seek accountability using civil courts. It would also remove outdated provisions requiring coroners to investigate certain pregnancy losses, and ensure that information collected about pregnancy loss is not used to target people through criminal or civil legal systems.

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

Equal Rights Advocates, Network Chair
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
Clergy and Laity United for Economic Justice
First 5 California
Legal Aid at Work
Lutheran Office of Public Policy
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 California
Work Equity
YWCA- San Francisco & Marin

Network Supporters

Asset Building Strategies
Bet Tzedek
Business and Professional Women of Colorado
California Commission on the Status of Women and Girls
California Immigrant Policy Center
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
FreeFrom
Friends Committee on Legislation of California
The Garment Worker Center
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 California
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

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