



AB 378: Providers' Vision for Their Union



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After 16 years, providers win right to choose a union.

Similar to 11 other states. Bill enables:

- Election to choose union
- Collective bargaining
- Training partnership

AB 378

Also covers the following:

- Set of topics standard to many labor laws
 - Current labor law did not cover providers
- Defines who is included:
 - Providers who care for state-subsidized kids
 - Includes licensed and license-exempt
 - Not assistants or centers

Collective Bargaining Scope

Addressed in section 8434.5 of bill

- Lists required subjects; others permissible
 - Rates, benefit trust fund, training, improving provider retention/recruitment
- Funding must be passed by Legislature
- Does not include non-state controlled topics

Process for Representation

Addressed in section 8434 of bill

- Adapts law for many CA public employees
- Includes:
 - Show provider interest
 - List of eligible voters
 - Notifying providers
 - Timelines, other guidance

Training Partnership

Addressed in section 8442 of bill

- Shorter language in final bill
- Intent the same: consult with partners about training, professional development \$, programs
- Lists required partners including R&R Network, others possible

In other states:

Providers in 11 other states have a voice through their union. Typical improvements:

- Higher rates + add'l for training, infants, non-traditional hours
- Health care thru a union trust
- Voice in regulation and quality improvement
- Expanded training
- Smoother eligibility process for parents