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**SUBSTITUTE HOUSE BILL 2360**

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**State of Washington**

**58th Legislature**

**2004 Regular Session**

**By** House Committee on Children & Family Services (originally sponsored by Representatives Kagi, Kenney, Wood, Santos, Hunt, Dickerson, Schual-Berke, Haigh, McDermott, Morrell, Darneille, Flannigan and Hudgins)

READ FIRST TIME 02/02/04.

1 AN ACT Relating to child care workers; adding new sections to  
2 chapter 74.13 RCW; and making an appropriation.

3 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

4 NEW SECTION. **Sec. 1.** A new section is added to chapter 74.13 RCW  
5 to read as follows:

6 The legislature finds that as of 2000, child care workers in the  
7 state earned an average hourly wage of eight dollars and twenty-two  
8 cents, only fifty-eight percent received medical insurance through  
9 employers, only sixty-six percent received paid sick leave, and only  
10 seventy-three percent received paid vacation. The legislature further  
11 finds that low wages for child care workers create a barrier for  
12 individuals entering the profession, result in child care workers  
13 leaving the profession in order to earn a living wage in another  
14 profession, and make it difficult for child care workers to afford  
15 professional education and training. As a result, the availability of  
16 quality child care in the state suffers.

17 The legislature intends to increase wages to child care workers  
18 through establishing a child care career and wage ladder that provides  
19 increased wages for child care workers based on their work experience,

1 level of responsibility, and education. This child care career and  
2 wage ladder shall mirror the successful child care career and wage  
3 ladder pilot project operated by the state between 2000 and 2003.  
4 While it is the intent of the legislature to establish the vision of a  
5 statewide child care career and wage ladder that will enhance  
6 employment quality and stability for child care workers, the  
7 legislature also recognizes that funding allocations will determine the  
8 extent of statewide implementation of a child care career and wage  
9 ladder.

10 NEW SECTION. **Sec. 2.** A new section is added to chapter 74.13 RCW  
11 to read as follows:

12 (1) The division of child care and early learning in the department  
13 of social and health services shall establish a child care career and  
14 wage ladder in licensed child care centers that meet the following  
15 criteria: (a) At least ten percent of child care slots are dedicated  
16 to children whose care is subsidized by the state or any political  
17 subdivision thereof or any local government; (b) agree to adopt the  
18 child care career and wage ladder, which, at a minimum, shall be at the  
19 same pay schedule as existed in the previous child care career and wage  
20 ladder pilot project; and (c) meet further program standards as  
21 established by rule pursuant to section 4 of this act.

22 The child care career and wage ladder shall include wage increments  
23 for levels of education, years of relevant experience, levels of work  
24 responsibility, relevant early childhood education credits, and  
25 relevant requirements in the state training and registry system.

26 (2) The division shall establish procedures for the allocation of  
27 funds to implement the child care career and wage ladder among child  
28 care centers meeting the criteria identified in subsection (1) of this  
29 section. In developing these procedures, the division shall:

30 (a) Review past efforts or administration of the child care career  
31 and wage ladder pilot project in order to take advantage of any  
32 findings, recommendations, or administrative practices that contributed  
33 to that pilot project's success;

34 (b) Consult with stakeholders, including organizations representing  
35 child care teachers and providers, in developing an allocation formula  
36 that incorporates consideration of geographic and demographic

1 distribution of child care centers adopting the child care career and  
2 wage ladder; and

3 (c) Develop a system for prioritizing child care centers interested  
4 in adopting the child care career and wage ladder that is based on the  
5 criteria identified in subsection (1) of this section.

6 NEW SECTION. **Sec. 3.** A new section is added to chapter 74.13 RCW  
7 to read as follows:

8 Child care centers adopting the child care career and wage ladder  
9 established pursuant to section 2 of this act shall increase wages for  
10 child care workers who have earned a high school diploma or GED  
11 certificate, gain additional years of experience, or accept increasing  
12 levels of responsibility in providing child care, in accordance with  
13 the child care career and wage ladder. The department of social and  
14 health services shall pay wage increments for child care workers  
15 employed by child care centers adopting the child care career and wage  
16 ladder established pursuant to section 2 of this act who earn early  
17 childhood education credits or meet relevant requirements in the state  
18 training and registry system, in accordance with the child care career  
19 and wage ladder.

20 NEW SECTION. **Sec. 4.** A new section is added to chapter 74.13 RCW  
21 to read as follows:

22 The division of child care and early learning in the department of  
23 social and health services shall establish further program standards by  
24 rule. The division of child care and early learning shall also study  
25 the impact of the child care career and wage ladder on the quality of  
26 child care and the child care work force, and report its findings to  
27 the governor and the appropriate committees of the legislature by  
28 December 1, 2005.

29 NEW SECTION. **Sec. 5.** The sum of two million dollars, or as much  
30 thereof as may be necessary, is appropriated from the general fund to  
31 the department of social and health services for the fiscal year ending  
32 June 30, 2005, to carry out the purposes of this act.

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