

# California State Senate

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September 23, 2019

The Honorable Gavin Newsom  
Governor, State of California  
State Capitol, First Floor  
Sacramento, CA 95814

RE: Recommended Veto of AB 378 (Limon)

Dear Governor Newsom:

I respectfully write to request your veto of AB 378, which allows family childcare providers to form, join, and participate in a public employee union and which requires the Department of Social Services (DSS) and the Department of Education (CDE) to provide the union with private contact information—including name, home address, mobile and home phone number, and email for each family childcare provider. The bill also requires that the union be granted exclusive access and the ability to make a presentation at any online or group in-person preservice meetings or orientations held for childcare providers and the bill requires that the union sign-off on any mass communication to child care providers from the state while at the same time requiring the state to disseminate union information to childcare providers.

First, this measure is falsely designated as the "Building a Better Early Care and Education System Act." A better designation would be the "Building a Far Worse Early Care and Education System." Allowing family childcare workers to unionize may result in workers obtaining more training, but as research on K-12 teachers has shown (especially with regard to teachers obtaining advanced degrees), more training does not simply result in higher quality. But it will result in higher costs, and given limited resources, higher costs per employee will result in reduced accessibility for families.

Second, this measure contains a number of provisions that equate to state funded and facilitated union organizing, recruiting and communication efforts. It is inappropriate and a misuse of taxpayer funds to finance unionizing efforts.

Third, as mentioned above, this measure requires that state agencies provide the union, in regular intervals, and in a prescribed format, the personal contact information including the mobile number and place of residence for every childcare provider. This information will then be used in union recruiting efforts. This is a violation of childcare providers' privacy. When they provide this information to a state agency, they rightly have a reasonable expectation that the information will be kept private and not forwarded to some entity interested in marketing a product or service to them (in this case the entity is the union). Moreover, this private contact information can be used by union representatives to harass and intimidate childcare providers into joining the union.

Forth, this bill diverts valuable supportive service dollars away from the very children and families that this bill claims to serve. It would require taxpayer money used for state subsidized childcare to be spent on software and staff resources to collect union dues and on the establishment of a negotiation unit within the Department of Human Resources to meet and address the demands of the newly established provider organization, which will serve as the union for childcare providers. The subsidized childcare program is a capped program not an entitlement program, which means the more money that goes toward unionizing workers will result in fewer slots for low-income working families to receive subsidized care.

Fifth, the bill's stated intension is to increase the pay and benefits for state subsidized childcare workers. This will mean higher childcare cost for all families including those middleclass families who are struggling to make ends meet. It will do so by forcing up the pay and benefits for all providers as they demand the higher pay and benefits of state subsidized care or refuse to provide care at lower rates to any family that does not qualify for state subsidies.

Finally, this bill will foist union membership upon unsuspecting providers ill prepared to deal with pushy union recruiters. For example, if a family turns to a grandmother, brother, neighbor or a friend to provide state subsidized child care, the provider will immediately be in the crosshairs of a union membership drive for simply agreeing to take care of a relative, neighbor or friend. Any provider, especially a relative, neighbor or friend, who steps up to help a family in need with childcare ought not then be subjected to harassment by union recruiters.

For these reasons, I respectfully request your veto.

Sincerely,

A handwritten signature in black ink, appearing to read "Shannon Grove". The signature is written in a cursive, flowing style.

Shannon Grove  
Senate Republican Leader