

Committee on Children JOINT FAVORABLE REPORT

Bill No.: SB-1369

AN ACT CONCERNING CHILD CARE SUPPORT FOR CONNECTICUT'S

Title: WORKFORCE.

Vote Date: 3/6/2025

Joint Favorable Substitute Change of Reference to Finance, Revenue and

Vote Action: Bonding

PH Date: 2/27/2025

File No.:

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CO-SPONSORS OF BILL:

Rep. Nicholas Menapace

SPONSORS OF BILL:

Committee on Children

REASONS FOR BILL:

This bill aims to help people not already receiving childcare assistance by capping childcare costs at seven percent of that family's annual income. The Early Childhood Care and Education fund Advisory Commission would subsidize costs for participating care centers. It would be required that the Commission tracks how many families and providers are eligible and how many are utilizing the program. Employers at the places providing childcare will implement a one and a half percent tax on payroll expenses, and that money will go to the Commission. Employers would also receive a grant for the salary enhancement of their employees. There would be an online portal in which families can check eligibility and enroll.

The goal of this bill is to make childcare more affordable for families without that help being at the cost of childcare workers. While this bill would cap the cost of childcare for working families, it would increase the pay of childcare workers.

RESPONSE FROM ADMINISTRATION/AGENCY:

None expressed.

NATURE AND SOURCES OF SUPPORT:

[Aida Garcia](#) supports this bill.

[Kaitlyn Allen](#) supports this bill because it removes barriers so that parents can go to work while still ensuring that their child is being adequately cared for. This would benefit the work force and the children.

[Amy Angelo](#) supports this bill because many families struggle to afford childcare, and this bill would help those families while also ensuring better pay for childcare employees.

[Carli Arnold](#) supports this bill because it would make childcare more affordable while also helping the workforce.

[Gabrielle Bellaby](#) supports this bill because it makes childcare accessible to more families, and it benefits childcare workers.

[Fairfield County's Community Foundation President & CEO, Mendi Blue Paca](#) supports this bill because it is a step towards a better system in which childcare is affordable and early educators receive fair wages.

[Angela Brock](#) supports this bill because it aims to fix an issue that affects families, the workforce, and the economy.

[Amanda Calder](#) supports this bill because they understand the struggle of not being able to afford childcare, and they believe this bill can help with that.

[Jennifer Carman](#) supports this bill because they and many other families cannot afford childcare for their children and have even had to delay growing their family due to childcare costs. They believe this bill may help them with those struggles.

[Sharon Cloutier](#) supports this bill because they have worked in childcare for over twenty-five years and have seen the struggles of both families and employees. Costs have risen while salaries have remained the same, and this bill would change that.

[Tashieanna O'Connor](#) supports this bill because their family has struggled with the costs associated with childcare, and this bill would eliminate much of that burden.

[Lynn Dasent](#) supports this bill because many families struggle to afford childcare costs, and this bill would help those families and childcare workers.

[Adrian Davis](#) supports this bill because it would make childcare more affordable and accessible for Connecticut families.

[Dawn Dubay](#) supports this bill because rising costs of childcare have been negatively affecting families while low wages have been hurting childcare workers. This bill addresses both of those issues.

[Michael Eathorne](#) supports this bill because in their experiences as a parent and a childcare worker, the expenses associated with receiving or working in childcare are too high.

Childcare is not affordable for many parents. Childcare workers would need a bachelor's degree just to receive a \$0.50 pay raise. This bill would help both families and employees.

[Nahid Farhad](#) supports this bill because childcare is not currently accessible for families, and this bill would make it affordable while also helping employees.

[Michelle Finlayson](#) supports this bill because childcare is an important issue, and this bill will help both families and the workforce with this issue.

[Isabella Garcia](#) supports this bill because providing children with access to high-quality early education improves the outcomes of their lives.

[Mindy Gold](#) supports this bill because families should not have to choose between working or having adequate care for their children. This bill would help working families get access to sufficient childcare.

[Lauren Gray](#) supports this bill because it is important to help working families with childcare. Childcare takes up a significant amount of parents' incomes, and this bill would prevent that.

[Linda Herman](#) supports this bill because as a nursery school director, they cannot currently afford to pay employees fair wages. They believe the grants outlines in this bill will help with that.

[Elizabeth Kazlauskas](#) supports this bill because the costs of childcare are increasing, and they are already not affordable for most families. They have seen the impact that preschool has had on their eldest child, and they support this bill because without it they will be unable to afford it for their youngest two.

[Shannon Knudsen](#) supports this bill because it would make childcare more accessible and help childcare workers receive more fair wages.

[Community Foundation of Eastern Connecticut Access Community Action Agency, Kathleen Krider](#) supports this bill.

[Claudia Gelli Larsson](#) supports this bill because they had to leave the workforce when their kids were younger, and this bill would prevent other families from having to do the same.

[Danaisha Lawrence](#) supports this bill because it will make childcare more affordable with increasing the wages of childcare workers.

[Charlene Lee](#) supports this bill because many parents lose opportunities at work because they cannot afford to increase childcare. This bill would ease that burden and allow them to take the opportunities.

[Jessie Legere](#) supports this bill because many families struggle with rising costs of childcare, and this bill would help them with that issue.

[Rayann Lezama](#) supports this bill because they have seen many families struggle to afford childcare. They have been unable to help, but this bill would help those families.

[Jennifer Madley](#) supports this bill because they, like many families, have struggled with the cost of childcare. This bill would help them.

[Kelsey Mailhot](#) supports this bill because this bill would combat both issues of rising childcare costs and unfair wages for childcare workers.

[Maybelin Martinez](#) supports this bill because it would help both families and employees with rising childcare costs and insufficient wages.

[Stanley McMillen](#) supports this bill because childcare is the best investment a state can make in its families. This will help working families that struggle to afford childcare while they work.

[Dawn McQuade](#) supports this bill because it strengthens the childcare workforces while helping families afford childcare.

[Jennifer Minor](#) supports this bill because they know families that cannot afford childcare and childcare workers who could not afford to stay in the field. This bill would help resolve both of those issues.

[Kay Munoz](#) supports this bill because they had to miss a lot of school when they were young to take care of their younger siblings. This bill would help parents afford childcare so that situations like that will no longer occur.

[Chelsey Parsons](#) supports this bill because childcare takes up a significant portion of their income, and this bill would prevent that.

[Rocio Pena](#) supports this bill because it will impact children, families, and employees.

[Robert Pozo](#) supports this bill because childcare costs take up a significant amount of parents' incomes, and this bill will help prevent that.

[Thayer Quoos](#) supports this bill because their family and many other families have struggled with the high costs associated with childcare. This bill would lower those costs.

[Yamilkys Ramirez](#) supports this bill because it would ease the burden on childcare costs on families.

[Shante Rhomes](#) supports this bill because it will lower childcare costs while increasing wages for childcare workers.

[Rebecca Rodriguez](#) supports this bill because their family has been affected by high childcare costs and this bill would help them.

[Alexandra Ruiz](#) supports this bill because rising childcare costs are affecting families, and this bill will help lower those costs.

[Mini Santosh](#) supports this bill because equal access to early childhood education levels the playing field for kids. It also benefits Connecticut because parents would be able to work with their kids in childcare.

[Friends Center for Children Executive Director, Allyx Schiavone](#) supports this bill because it will lower the financial burden on families. This will allow parents to work and have a positive financial impact on Connecticut. This bill would also increase wages for childcare workers which will benefit the workforce as well.

[Natasha Smith](#) supports this bill because they and others have experienced difficulty with high childcare costs. This bill would help alleviate that stress.

[Just a Helping Hand LLC Owner, Davette Stephens](#) supports this bill because both families and childcare providers are struggling financially. Parents want to work, but all their income would go to childcare. There are people who want to work in childcare but need a job with a higher pay. This bill would help both families and employees.

[Deborah Strehle](#) supports this bill because their family has tried multiple things to make childcare more affordable, but it remains too expensive. This bill would help make it more affordable.

[Miriam Sutton](#) supports this bill because their household has struggled due to high childcare costs and this bill would lessen that struggle.

[Susan Taddei](#) supports this bill because it will make it possible to provide affordable, high-quality education while paying employees fair wages.

[Joy Talotta](#) supports this bill because they operate a home daycare, and it is expensive. After the costs associated with running the daycare, they do not make enough to live off. They also have no benefits.

[Ivonne Vargas](#) supports this bill because the rising costs of childcare are a huge struggle for families, and this bill would cap those costs.

[Jacqueline Velez](#) supports this bill because it would help to make childcare more affordable for families.

[Steve Whinfield](#) supports this bill because it is an investment in both the families and the employees of this state.

[Kyle Williams](#) supports this bill because it will make childcare more accessible with families while also improving wages for childcare employees.

[Child Care for Connecticut Executive Director, Eva Bermudez Zimmerman](#) supports this bill because it would provide relief to both families and employees. Some parents spend more than 30% of their income on childcare, but this bill would prevent that. Many childcare employees have faced instability, and this bill would help with that as well.

[Houn Abdulrazak](#) supports this bill because many families pay more for childcare than for their mortgages, and they had to stay home from work when their kids were young. This bill would help solve those problems.

[Cora D'Alessandro](#) supports this bill because they are a teacher for a childcare program at UConn, and they have seen firsthand the hesitation from students to join the field because of low wages. This bill could revamp interest by increasing wages.

[Nyia Harris Biscette](#) supports this bill because they have had to turn down promotions because their family could not afford additional childcare. This bill would help with that by capping childcare costs.

[Amee Borys](#) supports this bill because it would make childcare more affordable for families but would also allow childcare providers to pay their employees better wages.

[Rachel Bryan](#) supports this bill because it aids Connecticut families while also strengthening the workforce.

[Jacqueline Cabrera](#) supports this bill because it would help to make childcare more affordable by capping childcare costs.

[Shaquanta Campbell](#) supports this bill because it addresses the issue of childcare for families and employees.

[Veronica Clark](#) supports this bill because it would combat the rising costs of childcare for struggling families.

[Daniel Colon](#) supports the bill because they grew up without many resources, and access to childcare was life changing. They believe all families should have access to good childcare.

[Chareice Cunningham](#) supports this bill because they run a family daycare and have a child that would struggle with high childcare costs if she could not rely on them. This bill would help make things easier for families who do not have that support.

[Johanna Colon Davila](#) supports this bill because their family and many other families struggle to afford childcare. This bill would help those families.

[Nicole DePaoli](#) supports this bill because at the childcare center where they work, families struggle to pay for care and teachers must work multiple jobs to make ends meet.

[Kelly Duque](#) supports this bill because childcare takes up a significant portion of their family's incomes. This bill would make childcare more affordable and allow their family to save and invest in their futures.

[Shereleys Bare Espinal](#) supports this bill because it would relieve some of the burden on families struggling to afford childcare.

[Gina Federico](#) supports this bill because their family has four children, and high costs of childcare force them to get by on very little money. This bill would allow them to use less of their income on childcare.

[Monique Ford](#) supports this bill because it would decrease the cost for childcare for families while raising wages for childcare workers.

[Gloria Gaskins](#) supports this bill because it would cap childcare costs for families who may be struggling to afford childcare.

[Marianne Godfrey](#) supports this bill because it would make childcare more accessible for families.

[Maria Hawke](#) supports this bill because it would allow working parents to remain in the workforce by giving them access to appropriate care for their children.

[NyiCanta Henry](#) supports this bill because it would improve conditions for families and workers and overall improve the Connecticut workforce.

[Jeannette Johnson](#) supports this bill because it would make childcare more affordable and accessible as well as improving wages for childcare employees.

[Sarah Kiel](#) supports this bill because it would lessen the costs of childcare for families by capping childcare costs.

[Casey Koveleski](#) supports this bill because their family has struggled with childcare costs. They work full-time and so does their spouse, but they are still left struggling after paying their childcare costs. This bill would lessen that burden on them.

[Carmen Lanche](#) supports this bill because it would make childcare more affordable and accessible for families by capping childcare costs.

[Elizabeth Lawal](#) supports this bill because it would lower the costs of childcare for families while increasing the wages for childcare employees.

[Zak Leavy](#) supports this bill because childcare is out of reach for many working families. This bill is a good solution to that problem.

[Tanya Lee](#) supports this bill because their family struggles with the high costs of childcare and this bill would lower those costs.

[Samantha Lew](#) supports this bill because it would make childcare more affordable for families and make wages better for childcare workers.

[Kit Luckey](#) supports this bill because it would cap childcare costs which would help many struggling families, including their own.

[Lynley Maher](#) supports this bill because it allows parent to worry less about the stress of affording childcare by capping childcare costs.

[Caitlin Mainville](#) supports this bill because it would fix the issues with the broken childcare system by helping both families and employees.

[Taylor McCaughan](#) supports this bill because they work at a daycare and cannot afford to send their son their due to both childcare costs and low wages. This bill would address both of those issues.

[Jaime Myers McPhail](#) supports this bill because childcare costs are like a second mortgage for their family and this bill would lessen the cost of childcare.

[Diona Michael](#) supports this bill because it would make childcare more accessible for more families.

[Marangelly Morales](#) supports this bill because it would lower childcare costs, which are currently a struggle for many families.

[Yahaira Munoz](#) supports this bill because the issues in this bill affect families, children, and the workforce. This bill could have a positive impact statewide.

[Concerned Parent](#) supports this bill because childcare costs take up 30% of their income. This bill would cap childcare costs at 7% of a parent's income.

[Sonny Parsons](#) supports this bill because it would make childcare more affordable for families.

[Debbie Plourde](#) supports this bill because they are the director of a care center and struggle to make ends meet. The care of children is important, and they believe this bill will allow for care providers to take better care of children due to improved resources.

[Samantha Purushotham](#) supports this bill because better resources are needed for care providers so that children can get a good early childhood education. This bill will provide those resources and get children better set up for their futures.

[Emily Rasgo](#) supports this bill because many working families need to reduce hours or even leave their jobs due to how expensive childcare is. This bill would reduce the costs and allow families to work, which benefits both the family and the economy.

[Ivette Reyes](#) supports this bill because many families struggle to afford childcare, and this bill would help the workforce and families by helping to resolve that problem.

[Elyssa Romero](#) supports this bill because many parents work full time and still have a hard time paying for childcare. This bill would make it easier and leave them with money left over to invest and save.

[Adrienne Sandiford](#) supports this bill because childcare is difficult for the average family to afford, and this bill aims to fix that problem.

[Jessica Sarnoski](#) supports this bill because it would improve the affordability and accessibility of childcare.

[Dellon Singh](#) supports this bill because they ran an at-home childcare center, and they could barely afford to pay their staff. They started the center because they needed to leave their job due to the high costs of having their kids in childcare while they worked.

[Chevanne Spencer](#) supports this bill because it would make childcare more affordable while raising wages for childcare employees.

[Heather Stetson](#) supports this bill because their family has been unable to expand since childcare costs 16% of their income with just one child. This bill would cap those costs at 7% and allow them to expand their family.

[Marquet Sutton](#) supports this bill because their family struggles with childcare costs, and they are looking for the kind of assistance this bill can provide.

[Aundrea Tabbs](#) supports this bill because they use a significant portion of their income to pay for childcare and that has left them unable to save their money. This bill would allow them to contribute some of that money to savings instead.

[Mike Takach](#) supports this bill because it would cap childcare costs and make childcare more affordable for families.

[Troy Taylor](#) supports this bill because it makes childcare more affordable and accessible for families and gives better wages to employees.

[Alicia Van Campen](#) supports this bill because their family was able to save a lot of money before they had to pay for childcare, and now childcare costs don't allow them to save money. This bill would allow them to start saving again by capping costs.

[Francheska Velazquez](#) supports this bill because many teachers that loved their jobs had to leave due to low wages. This bill would help them do the job they love and still make livable wages.

[Child Care for Connecticut Director of Organizing and Strategic Partnerships, Terra Volpe](#) supports this bill because they and many others who studied early childhood education do not want to go into childcare because of how low the wages are. This bill would improve those wages, and people would be able to start taking those jobs.

[Ashley White](#) supports this bill because making childcare expenses more affordable would allow them to have kids of their own.

[Adam Yagaloff](#) supports this bill because parents need to know that they can put their kids in safe and affordable childcare before they can go to work.

NATURE AND SOURCES OF OPPOSITION:

[Maegan Adams](#) opposes this bill because while they agree with the objectives of the bill, they take issue with the 1.5% tax and from the separation of the Workforce Childcare fund from

the general Early Childhood Care and Education fund. They believe these things would contribute to issues with funding for childcare providers down the line.

[Connecticut Voices for Children Executive Director, Emily Byrne](#) opposes this bill because of the creation of a separate fund. They agree with the objectives of this bill but disagree with the way the bill would achieve those objectives. They believe the payroll tax places an unnecessary burden on small businesses.

[Angelica Cervantes](#) opposes this bill because they think it is unnecessary to create a new fund when there is already an existing fund. They also do not think the 1.5% tax is fair to childcare providers.

[Connecticut Early Childhood Alliance executive Director, Merrill Gay](#) opposes this bill because they do not believe the bill is effective. The grants to help with payroll enhancements would come months after the pay increases are required. This bill would also only help parents who are currently working and not parents who need childcare so they can enter the workforce. They are also concerned about the increase in employer's costs due to the 1.5% tax.

[Connecticut AFL-CIO President, Ed Hawthorne](#) opposes this bill because they believe the 1.5% tax is unnecessary. While they support the goals of this bill, they believe that an additional tax should not be enacted while there is a projected surplus.

[Jacqueline Oulloa](#) opposes this bill because of its timeline. It would require pay increases for workers before any funding is given to employers. They also do not like the idea of a new fund because they already fought hard to get family childcare providers a say in the existing one.

[Sleeping Giant Daycare, Inc. Director, Edie Reichard](#) opposes this bill because the timeline may bankrupt childcare providers. A different timeline is needed to allow providers to receive funding and adjust before they can pay their employees more. The 1.5% tax is a concern as well because it may burden providers unnecessarily. They support the intent behind this bill and would support the bill with different language.

[The Connecticut Project Action Fund Policy and Advocacy Strategist, Coralys Santana](#) opposes this bill because while they support the benefits of this bill, they cannot support the 1.5% tax. They would support this bill with an alternate revenue fund.

[Andrea Valdez](#) opposes this bill because it would require employers to increase wages for their employees before funding is given to them. Their own home daycare center would also suffer from the 1.5% tax.

[Maria Amado](#) opposes this bill because requiring wage increases before funds are distributed would hurt employers, and so would the 1.5% tax. Also, creating a new fund with a new board is not necessary.

[Christopher Badenhop](#) opposes this bill because the tax outlines in the bill would harm small businesses.

[Mary Cecchinato](#) opposes this bill because the timeline of raising wages would harm small childcare businesses. They payroll tax would harm them as well.

[Connecticut Business and Industry Association Public Policy Associate, Jenna Grasso](#) opposes this bill because of the 1.5% payroll tax. They would support the bill with this section removed.

[Connecticut Association for the Education of Young Children Executive Director, Karen Rainville](#) opposes this bill. They support the bill as a concept and appreciate the objectives of the bill. However, they are opposed to the creation of a new fund and would rather bolster the existing fund. They are also opposed to the 1.5% tax as it would be a burden on employers who are already facing uncertainty in funding. This burden could lead to cut hours or laying off employees.

[Connecticut Association of Public School Superintendents Executive Director Fran Rabinowitz](#) opposes this bill because they believe the ideas expressed in the bill would be better implemented in Governor Lamont's Early Childhood Endowment.

[Adrean Rodriguez](#) opposes this bill because it would require businesses to increase wages before they receive the funding necessary to do so. They also believe there should be a less regressive tax than the payroll tax that is currently outlines. With these things fixed, they would support the bill.

[Rosa Santana](#) opposes this bill because the deadline for increasing wages comes before when money would be distributed to care providers, the payroll tax is a burden on care providers, and a new fund and board are unnecessary.

Reported by: Julia Cabral

Date: 3/17/2025