

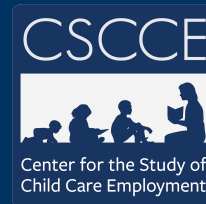
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# Bold on Early Educator Compensation

## Convening #5: Increasing Access to Health Benefits

April 1, 2022

**Center for the Study of  
Child Care Employment**  
University of California, Berkeley

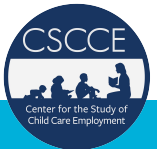


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# Today's Desired Results

Learning Community will:

- Learn about their peers' efforts to provide benefits to child care workforce.
- Discuss what was tried and discuss which efforts were bold, successful or challenging.



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# Agenda for today

- Icebreaker: share Hooray moments!
- Synthesis of Homework
- Washington State and New Mexico stories
- Small Group discussion
- Report out
- Feedback
- Adjourn

# HOORAY MOMENT



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# Definition of Benefits

- The Bureau of Labor Statistics identifies benefits as nonwage compensation provided to employees.
- The National Compensation Survey groups benefits into five categories:
  - **paid leave** (vacations, holidays, sick leave);
  - **supplementary pay** (premium pay for overtime and work on holidays and weekends, shift differentials, nonproduction bonuses);
  - **retirement** (defined benefit and defined contribution plans);
  - **insurance** (life insurance, health benefits, short-term disability, and long-term disability insurance) and
  - **legally required benefits** (Social Security and Medicare, Federal and State unemployment insurance taxes, and workers' compensation)

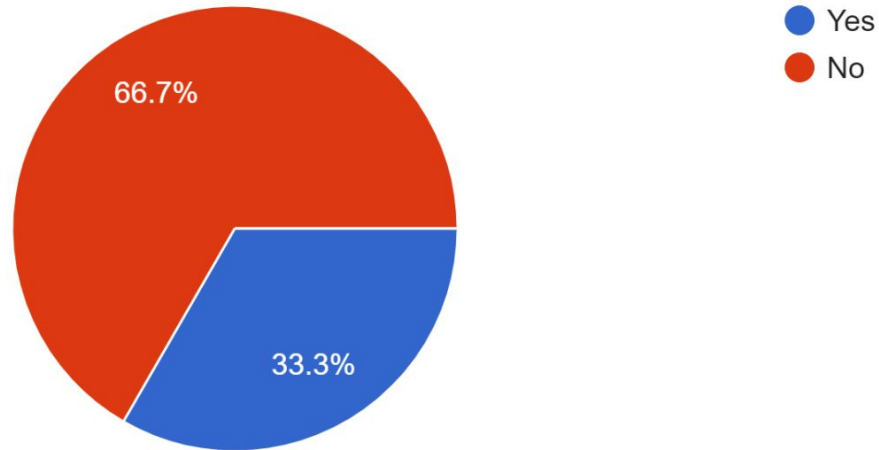


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# Homework Results

Has your State done anything related to benefits? If so, please describe your efforts in the questions below.

9 responses



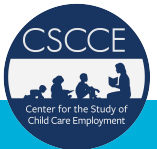
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# What did you do?

- Health Insurance assistance (3 responses)
- Benefits as option through Stabilization grants (1 response)
- Paid leave (1 response)

# Who was involved?

- Advocates, health insurance stakeholders, child care providers, state ECE agencies





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# Washington and New Mexico Stories



**Representative  
Tana Senn,  
Washington  
State**



**Matthew  
Henderson,  
New Mexico**

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# Breakout Rooms: Small Discussion

- Ngozi -Breakout Room 1 [Link to Notes](#)
- Anna -Breakout Room 2 [Link to Notes](#)
- Caitlin-Breakout Room 3 [Link to Notes](#)
- Krista / Annie -Breakout Room 4 [Link to Notes](#)

## Questions:

- What was tried?
- What was bold?
- What was challenging?
- What was successful?
- What was not successful?

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# Report Out

- What was tried?
- What was bold?
- What was challenging?
- What was successful?
- What was not successful?

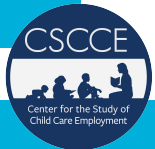
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# Feedback on Learning Community

What is working?  
What do you want  
more of?

What is not  
working?  
What do you want  
less of?

What can we  
improve?  
Are there any  
access needs that  
you want us to be  
aware of?



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# Next Steps

- **Next Meeting: April 15 - Increasing Benefits**
- **Keep sending us Hooray Moments!**



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# Adjourn

## Thank you!

# Follow us @CSCCEUCB



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