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Consumer Advocates for RCFE Reform, Women's Employment Rights Clinic (WERC), Santa Clara County Wage Theft Coalition and 6 Beds, Inc.

AB 3313 (BONTA) Caregiver Employment Education Act

Fact Sheet

Why This Bill?

Employment law education is required to improve poor working conditions for caregivers and direct care staff, improve wage compliance, and alleviate caregiver intimidation. Employment law in the residential care setting is complicated, therefore training will assure the providers have a baseline knowledge and awareness of employment law that governs the residential care industry.

Specifically, licensees and administrators will receive training on wage and employment law compliance, including Wage Order 5, as it applies to caregivers and direct care staff working in licensed residential care settings, and workplace safety to assure caregivers and direct care staff of fair employment practices they are entitled to under the law.

Caregivers and direct care staff will receive training in fair employment requirements under the law and how to protect themselves from unlawful employment practices.

Key Bill Provisions

This bill would require:

3 hours initial mandatory training (within the RCFE Core of Knowledge) on employment laws for licensees, owners, and administrators, and 2 hours of continuing education every two years on employment laws.

2 hours initial mandatory training on employment laws for caregivers and direct care staff, and 1 hour of continuing education every two years on employment laws. These hours do not increase the total

number of hours required under existing statutes.

A Winning Strategy

This legislation provides a winning strategy for providers, caregivers and residents of residential settings. *Providers* trained in basic employment laws will improve compliance in the residential care industry, and will assure a more competitive playing field among resident care providers.

Caregivers and staff will be assured they know the jurisdictional minimum wage, have other workplace rights, and that they work in safe and dignified settings. Lives of vulnerable residents of CCLD-licensed residential home care setting will be improved and their safety will be enhanced by having educated licensees, administrators and direct care staff - each of whom understands both the requirements of the law and the consequences for regulatory failures.

For More Information

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