



## **Resolution Regarding Child Care**

Resolution #2025.09

**WHEREAS**, care work lays the foundation for a thriving society, yet is fundamentally invisible, radically undervalued, and taken as a given by governments and businesses; and,

**WHEREAS**, this undermines the health and well-being of care workers, primarily women and girls, and limits their economic prosperity by fueling gender gaps in employment and wages, while also leaving them time-poor, unable to meet their basic needs or to participate in social and political activities; and,

**WHEREAS**, working parents need a safe, engaging place for their children to learn, and children need stable, long-term relationships with caregivers, and individual attention with a caregiver helps develop foundational learning and social-emotional skills for lifetime success; and,

**WHEREAS**, historic undervaluing of care work and the lack of foundational public investment means this critical workforce earns poverty wages with few benefits, leading to high turnover and overall instability in the care economy; and,

**WHEREAS**, 63% of Washington residents live in a “childcare desert” meaning there is low or no availability for childcare, with the state is facing the 6th most severe childcare shortage in the country; and,

**WHEREAS**, finding affordable and quality childcare for children is challenging for working people, and even more challenging for those who work long hours, outside of traditional working hours, or who may routinely travel to different worksites; and,

**WHEREAS**, the affiliates of the Washington State Labor Council, AFL-CIO have a shared acknowledgement that the current system of caregiving in this country is rooted in systemic racism and upholds practices that continue to harm BIPOC communities. Today’s system remains stigmatizing, insufficient, narrow, and pays unsustainably low-wages to providers. Therefore, any steps we take together must be in service of realizing our vision, rather than upholding a fundamentally flawed system. We will not get stuck in only what seems “possible” today; now, therefore, be it,

**RESOLVED**, the Washington State Labor Council, AFL-CIO will work hand-in-hand with care workers and their unions to reform and improve these systems to meet the needs of providers and consumers; and be it further,

**RESOLVED**, that the Washington State Labor Council, AFL-CIO will advocate for robust public, progressive funding to expand access to licensed quality care and help make these good, union jobs for providers. This includes but is not limited to advocating for robust worker representation through collective bargaining or standards boards; subsidy rates that reflect the costs to deliver quality care; and expansion of subsidy eligibility for more working families; and be it further,

**RESOLVED**, the Washington State Labor Council, AFL-CIO will work with affiliates to convene a table to share resources, provide best practices for opening childcare facilities that are responsive to our members, provide model language, and create a toolkit for effective bargaining around care; and be it further,

**RESOLVED**, that the Washington State Labor Council, AFL-CIO will promote the need for care work to our Governor, the Washington State Legislature and Congressional Delegation, statewide elected officials, and relevant federal, state and local government agencies; and be it finally,

**RESOLVED**, that the Washington State Labor Council, AFL-CIO forward this resolution to the AFL-CIO, the Washington state congressional delegation.