

Legislative Brief: Opposition to SB 5062

Redundant Child Care Workforce Labor Standards Board Poses Fiscal and Administrative Risks



Overview

SB 5062 proposes a new Child Care Workforce Labor Standards Board. While well-intentioned, this board is:

- **Unnecessary** – duplicating existing oversight.
- **Costly** – requiring new state funding.
- **Burdening providers & families** – adding administrative and financial strain.



1 Existing Oversight Already Protects Workers

Washington State already has **multiple agencies and workgroups** addressing child care workforce standards, wages, and professional development:

- **Department of Labor & Industries (L&I):** Wage, hour, and workplace safety enforcement.
- **DCYF Licensing Regulations:** Staffing ratios, qualifications, and compliance oversight.
- **DCYF Early Learning Advisory Council & Provider Supports:** Guidance, technical assistance, and policy recommendations.
- **HB 1648 Staff Qualifications Workgroup & Wage/Compensation Design Team:** Developing staff pathways and compensation strategies.



Key Point: SB 5062 would largely duplicate these existing functions.



2 Administrative & Financial Burdens

- Additional **reporting, audits, and compliance requirements** for providers.
- **Significant state funding required** for staffing and operations.
- **Washington faces a budget shortfall**, with early learning programs already at risk of funding cuts.

3 Unfunded Mandates in a Market-Based System

- Washington child care is **market-based**, with minimal direct government funding.
- Any wage or working conditions imposed by the board = **unfunded mandates**.
- **Costs fall directly on providers and families**, both already financially stretched, threatening access and quality.

4 Risk of Conflicting Policy

- Multiple boards with overlapping authority could issue **conflicting rules or guidance**.
- Existing agencies already coordinate workforce standards effectively.

5 Conclusion

- SB 5062 = **redundant, costly, and administratively burdensome**.
- Given the **state budget shortfall** and the market-based nature of child care, this board would **divert resources** without unique benefit.
- **Recommendation:** Oppose SB 5062 and focus on **strengthening existing oversight mechanisms** that already serve providers, staff, and families.