

**From:** [John Burbank](#)  
**To:** [Turla, Alexis](#)  
**Subject:** RE: A Pandemic Wage Increase for Child Care Workers  
**Date:** Tuesday, May 04, 2021 10:07:01 PM

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**CAUTION: External Email**

I don't know if anyone chimed in this afternoon. I know I was already booked....

As to description and statistics, how is this?

1. Child care workers are essential workers, designated as such by the Governor and recognized by government officials, education leaders, and the general public.
  2. Child care workers are paid minimum wages. In 2018, the average wage for a child care lead teacher in our state was \$14.23 an hour.
  3. Child care workers are overwhelmingly women and disproportionately BIPOC women. Compensation at this poverty level embeds racial and gender inequity.
  4. Our society depends on child care workers to care for and educate our youngest and school-aged children, enabling the work and efforts of other essential workers.
  5. Child care workers cared for and guided school-aged kids when K-12 schools were closed in the pandemic.
  6. Child care workers have literally put their lives on the line in this pandemic, continuing their care for and education of young children.
  7. Tuition costs for infants, toddlers, and pre-K children in Seattle are between \$1,000 and \$2,000 a month. Parents cannot afford to pay pandemic wage increases on top of tuition.
  8. The city has already mandated \$4 an hour pandemic wage increases for grocery store workers.
  9. The city has received \$239 million in funding from the federal American Rescue Plan.
  10. In recognition of this, the City of Seattle should fund a \$2 an hour pandemic wage increase for all workers in licensed child care, inclusive of child care centers, family homes, school-age care, and ECEAP.
  11. This \$2 an hour wage increase will require \$6 million in funding from the city in 2021. (2500 workers at \$2 an hour for half a year (.5 FTE): July – December, with 15% on top to enable employers to cover FICA and administrative costs)
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**From:** Turla, Alexis <Alexis.Turla@seattle.gov>  
**Sent:** Tuesday, May 4, 2021 10:50 AM  
**To:** John Burbank <john@opportunityinstitute.org>  
**Subject:** Re: A Pandemic Wage Increase for Child Care Workers

Hello John,

I connected with our central staff about ARPA budget bill. At this point, it would be helpful for a short description of the budget request. It would be helpful to include some brief statistics that were shared on the call on the childcare workforce and how many workers would be supported by the request.

Central staff are asking for this information by the end of the week. I hope that is enough time to provide us with a few sentences describing the budget request.

And as stated before, I will keep you posted on next steps in the process.

Thank you so much,

Alexis

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**From:** John Burbank <[john@opportunityinstitute.org](mailto:john@opportunityinstitute.org)>  
**Sent:** Tuesday, May 4, 2021 9:48 AM  
**To:** Turla, Alexis <[Alexis.Turla@seattle.gov](mailto:Alexis.Turla@seattle.gov)>; [tammy.j.morales@gmail.com](mailto:tammy.j.morales@gmail.com) <[Tammy.J.Morales@gmail.com](mailto:Tammy.J.Morales@gmail.com)>; Morales, Tammy <[Tammy.Morales@seattle.gov](mailto:Tammy.Morales@seattle.gov)>  
**Cc:** Susan Brown ([susanb@kidscompany.org](mailto:susanb@kidscompany.org)) <[susanb@kidscompany.org](mailto:susanb@kidscompany.org)>; Brandee Paisano <[bpaisano@positiveplace.org](mailto:bpaisano@positiveplace.org)>; Angie Hicks-Maxi ([akmaxie@tinytotsdc.org](mailto:akmaxie@tinytotsdc.org)) <[akmaxie@tinytotsdc.org](mailto:akmaxie@tinytotsdc.org)>; Angela Griffin <[Angela.Griffin@launchlearning.org](mailto:Angela.Griffin@launchlearning.org)>; Farmer, LaKecia <[LaKecia.Farmer@seattle.gov](mailto:LaKecia.Farmer@seattle.gov)>; Silvernail, Devin <[Devin.Silvernail@seattle.gov](mailto:Devin.Silvernail@seattle.gov)>; Touch, Darozyl <[Darozyl.Touch@seattle.gov](mailto:Darozyl.Touch@seattle.gov)>; Katie Wilson <[katie@transitriders.org](mailto:katie@transitriders.org)>; Summer Stinson ([summerstinson@gmail.com](mailto:summerstinson@gmail.com)) <[summerstinson@gmail.com](mailto:summerstinson@gmail.com)>  
**Subject:** RE: A Pandemic Wage Increase for Child Care Workers

**CAUTION: External Email**

Thanks. We will try to get some people to sign up.

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**From:** Turla, Alexis <[Alexis.Turla@seattle.gov](mailto:Alexis.Turla@seattle.gov)>  
**Sent:** Monday, May 3, 2021 11:06 PM  
**To:** John Burbank <[john@opportunityinstitute.org](mailto:john@opportunityinstitute.org)>; [tammy.j.morales@gmail.com](mailto:tammy.j.morales@gmail.com); Morales, Tammy <[Tammy.Morales@seattle.gov](mailto:Tammy.Morales@seattle.gov)>  
**Cc:** Susan Brown ([susanb@kidscompany.org](mailto:susanb@kidscompany.org)) <[susanb@kidscompany.org](mailto:susanb@kidscompany.org)>; Brandee Paisano <[bpaisano@positiveplace.org](mailto:bpaisano@positiveplace.org)>; Angie Hicks-Maxi ([akmaxie@tinytotsdc.org](mailto:akmaxie@tinytotsdc.org)) <[akmaxie@tinytotsdc.org](mailto:akmaxie@tinytotsdc.org)>; Angela Griffin <[Angela.Griffin@launchlearning.org](mailto:Angela.Griffin@launchlearning.org)>; Farmer, LaKecia <[LaKecia.Farmer@seattle.gov](mailto:LaKecia.Farmer@seattle.gov)>; Silvernail, Devin <[Devin.Silvernail@seattle.gov](mailto:Devin.Silvernail@seattle.gov)>; Touch, Darozyl

<[DarozyL.Touch@seattle.gov](mailto:DarozyL.Touch@seattle.gov)>; Katie Wilson <[katie@transitriders.org](mailto:katie@transitriders.org)>; Summer Stinson  
([summerstinson@gmail.com](mailto:summerstinson@gmail.com)) <[summerstinson@gmail.com](mailto:summerstinson@gmail.com)>

**Subject:** Re: A Pandemic Wage Increase for Child Care Workers

Hello everyone,

My sincere apologies for the late notice. However, the council will have a special Finance and Housing meeting tomorrow at 5:30 p.m. The meeting is an opportunity for community to voice their ARPA funding priorities.

Interested parties can sign up for public comment 2 hours before the committee meeting on our website-<https://www.seattle.gov/council>.

This is an opportunity to weigh into the conversation prior to staff finalizing the initial draft of the budget. There will be other opportunities to weight in during budget deliberations. We will keep you posted on the finalized timeline.

Alexis

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**From:** John Burbank <[john@opportunityinstitute.org](mailto:john@opportunityinstitute.org)>

**Sent:** Tuesday, April 20, 2021 4:45 PM

**To:** [tammy.j.morales@gmail.com](mailto:tammy.j.morales@gmail.com) <[Tammy.J.Morales@gmail.com](mailto:Tammy.J.Morales@gmail.com)>; Morales, Tammy  
<[Tammy.Morales@seattle.gov](mailto:Tammy.Morales@seattle.gov)>

**Cc:** Susan Brown ([susanb@kidscompany.org](mailto:susanb@kidscompany.org)) <[susanb@kidscompany.org](mailto:susanb@kidscompany.org)>; Brandee Paisano  
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<[summerstinson@gmail.com](mailto:summerstinson@gmail.com)>

**Subject:** A Pandemic Wage Increase for Child Care Workers

**CAUTION: External Email**

Dear Tammy,

I have been talking with child care providers who make up the Seattle Child Care Business Coalition. They are stressed to the breaking point, particularly in filling some of the gaps within the Seattle Public Schools. They also recognize the need to keep on staff highly qualified child care teachers and caregivers, and yet the financing of child care does not enable appropriate compensation.

The City Council, rightly, has mandated \$4.00 an hour pandemic wage increases for grocery store workers. That is paid by the employers. What we would like to propose is that a slice of the federal money Seattle is receiving would go to \$2.00 an hour pandemic wage increases for child care workers in the city. The mechanism is fairly simple. The child care employer sends to the city the

payroll with hours worked, and the city cuts a check for the employer at \$2 an hour per employee, plus 15% for administration and FICA taxes. We did this with the career and wage ladder, and child care providers know how to do this.

\$12 million would cover a \$2 an hour wage increase for 2,500 child care workers in the city.

A good day to announce this would be on May 7, 2021, which is National Child Care Provider Day.

I think this can fit into the City Council Resolution identifying the City Council's priorities to maximize local use of future federal funding to support COVID-19 relief and recovery efforts.

"...Child care

1. Financial assistance to family child care providers and child care centers through 2021;
2. Resources to support the construction of new child care centers or to assist with capital improvements to existing child care centers;
3. Investments in mentoring and other programs designed to assist child care providers in obtaining licensing and navigating the process of establishing child care programs; and
4. Investments in training and coaching for child care workers to support their professional development and expand career opportunities...." and

"...Small businesses, worker assistance, and workforce recovery

.....

3. Hazard pay for essential workers funded through City contracts..."

I have also sent this request along to Teresa, and will also to Lisa, Lorena, and other members of the council.

I would be happy to talk with you about this in more detail.

I am looking forward to hearing from you.

Thanks.

John

In compassion and solidarity. BLACK LIVES MATTER.

Let's make good trouble.

John R. Burbank

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***Building an economy that works - for everyone.***