



# Supporting Working Families April 21, 2025

gotta have **CHILD CARE**



**Virginia Promise Partnership**



## CHILD CARE

*“Early care and education of young children is linked to academic success and workforce readiness”  
– Virginia ECCE*

Virginia’s publicly-funded child care system only serves about **42%** of all eligible children ages birth-to-five.

There are over **12,000** children waiting for publicly-funded child care services in Virginia.

Median annual cost for child care services in Virginia (2024) ranges from **\$14,560** for preschool to **\$18,759** for infants.

Families need to earn between **\$208,000 and 267,986** per year to afford child care.

*“Virginia’s Future Depends on Child Care” - VPP*

# Child Labor Advocacy & Educational Resources

# KNOW YOUR RIGHTS

**Congratulations on your new job! You are now a worker, that means you need to know your rights!**

For more information and details about these laws, scan the QR code.

Scan me

**Make sure your boss pays you correctly, on time, and doesn't make you pay for extras, like uniforms, without your written consent. You have the right to a safe workplace.**

**DON'T GET PAID IN CASH!**  
 You could get scammed! Your employer has to give you a pay stub showing your hourly wage, the hours you worked, your available paid sick leave, taxes, and other deductions.

Sample Company Name		EARNINGS STATEMENT					
123 E Indian School Rd Phoenix, AZ 85014							
EMPLOYEE NAME	SSN	EMPLOYEE ID	CHECK NO.	PAY PERIOD	PAY DATE		
Sample Employee Name	1234	DC002023	456788	12/3/2023 - 12/9/2023	12/10/2023		
INCOME	RATE	HOURS	CURRENT TOTAL	DEDUCTIONS	CURRENT TOTAL	YEAR-TO-DATE	
GROSS WAGES	38.00	40.00	1,520.00	PICA MED TAX	22.04	1,079.96	
				PICA SS TAX	94.24	4,617.76	
				FED TAX	185.56	9,092.44	
				VA ST TAX	76.04	3,725.96	
YTD GROSS	YTD DEDUCTIONS	YTD NET PAY	CURRENT TOTAL	CURRENT DEDUCTIONS	YTD TOTAL		
74,480.00	18,516.12	55,963.88	1,520.00	377.88	1.1		

# CHILD LABOR

*“As a society, we want our children to learn good work skills and have employment opportunities, but not at the expense of their education or health.”*

In 2024, VICPP published a report titled: The Rise of Child Labor in Virginia.

FOIA data on child labor violations in Virginia showed that child labor cases almost tripped from 2021-2022.

The New York Times reported on a 14-year old boy who was maimed while cleaning a conveyor belt at a slaughterhouse in Accomack County.

# CHILD LABOR

*Continued*

HB100 became a law in Virginia to increase fines for child labor violations, and to provide additional resources to the Department of Labor and Industry.

Stronger laws are needed to protect youth, **educate and empower young workers** to report violations and support state agencies who are in charge of enforcing child labor laws.

## Surprise us, Gov. Youngkin. Sign the paid sick days bill.

The measure before the governor is good for the state's economy and for the health of all Virginians, writes guest columnist Kim Bobo

| KIM BOBO

MARCH 10, 2025 5:48 AM



📷 (Photo by sestovic/Getty Images)

The 2025 General Assembly has ended and legislators sent Gov. Glenn Youngkin a modest bill that would allow all workers in

## PAID SICK DAYS

*“Everybody gets sick”*

Approximately 1.2 million workers in Virginia have no paid sick days or any paid time off (PTO). This creates a crisis for low-wage workers who must choose between taking a sick day for themselves or their children and getting paid.

This year HB1921, the Paid Sick Days bill, passed both the house and senate but the governor vetoed it.

In 2026, we need a Governor that will make Paid Sick Days a priority.





**804-821-1768**

Every worker has rights regardless of their immigration status. If you believe that your rights have been violated, our wage theft resources can help.

[Submit a wage theft complaint form](#)

[Hacer una queja de robo de salarios](#)

**Se habla español**

# WAGE THEFT

*"Wage theft is the illegal underpayment or nonpayment of a worker's wages."*

Not paying the minimum wage.

Not paying the overtime.

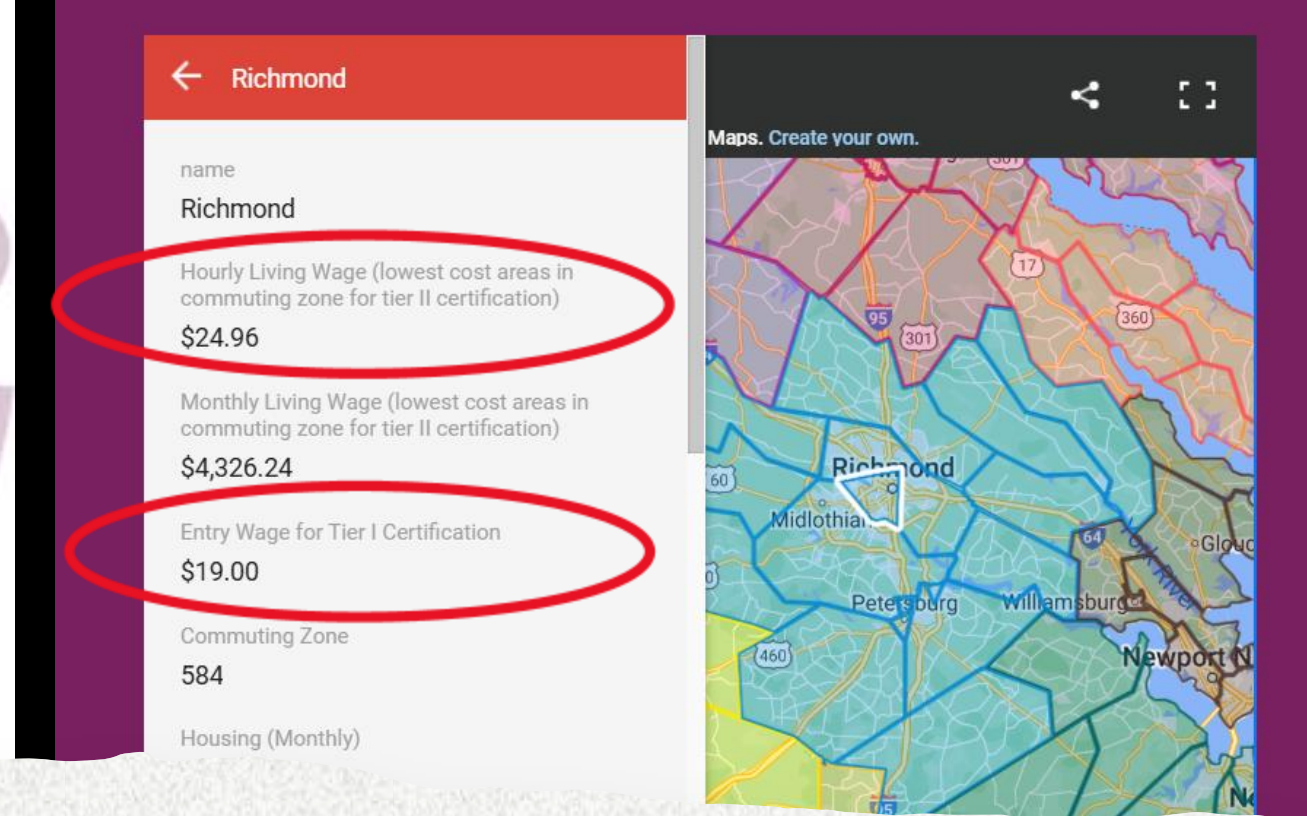
Stealing workers' tips.

Not paying for all hours worked.

Calling workers independent contractors when they are really employees.

Taking illegal deductions from workers' pay.

Giving workers paychecks that bounce.



## Living Wage Certification Programs

*Living Wage Virginia is proud to be joining a global movement for a just, standardized, living wage rate and methodology through our On-Up partnership with Living Wage for Us*

# LIVING WAGE PROGRAM 2025

*"To recognize employers that are committed to paying living wages"*

## **Living Wage Virginia tier system:**

*Aspiring – Equivalent to at least \$15 per hour*

*Silver – Equivalent of Tier 1 with Living Wage for Us*

*Gold – Equivalent of Tier 2 with Living Wage for Us*

## **Employer-provided benefits:**

*Child care \* collective bargaining agreements \* disability insurance \**

*health insurance \* housing assistance \* paid sick days \* paid time off \* parental leave \**

*retirement plans \* continuing education support \* second chance employment*





**Got Food?  
Thank a  
Farmworker!**

## OTHER ISSUES



**Minimum Wage:** Raising the minimum wage to \$15/hour & removing minimum wage exemptions for low wage workers including farmworkers.



**Supporting Workers' Rights to Organize:** unions, overtime protections, employee retention, etc.



**Heat Illness Prevention:** Goal to work with the Safety and Health Codes Board to adopt regulations establishing reasonable standards designed to protect employees from heat illness and establish a list of high-hazard industries, as defined in the bill.

## HOW TO GET INVOLVED

Do you have a faith-based child care center?

**Join the Virginia Promise Partnership!**

Do you have a youth group program?

**Help us educate young workers about their rights!**

Are you hosting or attending a candidate forum?

**Ask them to make Paid Sick Days a priority!**

# HOW TO GET INVOLVED

Do you know anybody that has been a victim of Wage Theft?

**Contact VICPP or VELA to start a claim!**

Are you an employer paying living wages?

**Apply for Living Wage Certification!**

Want to support farmworkers working in the heat?

**Donate Air Conditioning units for farmworkers this summer!**





May 12,  
2025  
Zoom

11:00 AM -  
12:00 PM



**FAITH-BASED**  
**CHILD CARE**



**SAVE THE DATE!**

# Economic Justice Organizer

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He/Him/El

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