Child care is an economic necessity for working families, employs a large workforce of women, and provides a critical environment for child development. However, the child care system in Massachusetts is difficult to navigate and deeply inequitable. While child care in Massachusetts is among the most expensive in the country, public subsidies cover only a small portion of the cost. Eligible families face a long waiting list. While Massachusetts has been imposing increasingly high requirements and standards on child care providers, the wages of child care providers remain low.

Care That Works is a new coalition convened by Community Labor United and comprised of community-based organizations and labor unions coming together to confront the child care crisis in Massachusetts. The strength of our coalition lies in the joining of interests of both child care providers and working families who both lose under an underfunded child care system. The Care That Works Coalition is preparing for a long-term campaign to transform the provision of child care in Massachusetts in a way that meets the needs of families as well as child care providers and the workforce.

The following principles unite our coalition:

1. Child care should be affordable and accessible to any parent that needs it.

2. Child care is a collective need of our society, so it should be a collective responsibility to pay for it with families, businesses, and government all playing a part.

3. Child care should be provided by a diverse network of trusted providers including child care centers, family child care providers, nannies, and family/friends/neighbors (including providers that can offer care during non-standard hours).

4. Child care providers should earn family-sustaining wages and benefits.

5. Parents and providers should have a voice at any table where decisions are made about child care.

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