



Testimony - HB 430, Family Child Care Providers - Reserve Component Members -
Substitute Provider
Favorable
Senate Education, Energy, and the Environment Committee
March 25, 2026
Elly Cowan on Behalf of SEIU Local 500

Honorable Chairman Feldman & Members of the Senate Education, Energy, and the Environment Committee:

SEIU Local 500 represents thousands of child care providers and education workers across Maryland, including family child care providers who operate small businesses out of their homes while delivering essential services to working families. HB 430 recognizes and supports a subset of these providers who also serve our country as members of the National Guard and military reserves.

This bill takes a commonsense and practical approach by requiring family child care providers who are called to required training or active service to designate a qualified substitute to continue providing care in their absence. By allowing the use of a substitute for up to 45 working days per year, HB 430 ensures continuity of care for children and stability for families who rely on these providers every day.

For working parents, especially those with young children, disruptions in child care can mean missed work, lost wages, or even job loss. This legislation helps prevent those disruptions by maintaining consistent care arrangements, even when providers are fulfilling their military obligations.

At the same time, the bill supports the economic stability of family child care providers. Without a mechanism like this, providers who are called to serve could lose income or risk permanently losing the families they serve. HB 430 ensures that these small business owners are not forced to choose between their livelihood and their service to the country.

Importantly, the bill preserves the authority of the State to set appropriate standards and qualifications for substitute providers, ensuring that children continue to receive safe, high-quality care.

SEIU Local 500 strongly supports policies that strengthen the child care workforce while promoting stability for families. HB 430 does both. It honors the service of National Guard and reserve members, protects child care businesses, and ensures that Maryland families continue to have reliable access to care.

For these reasons, we urge a favorable report on House Bill 430.

Thank you for your time and consideration.