

# **SEIU Local 500 Testimony in Support of HB 430 - Se**

Uploaded by: Elly Colmers

Position: FAV



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.

**HB 430 Testimony 3-25-26.pdf**

Uploaded by: Rebecca Hancock

Position: FAV



Testimony Concerning HB 430 – Family Child Care Providers

Reserve Component Members – Substitute Providers

Submitted to the Senate Education, Energy and the Environment  
Committee

March 25, 2026

Position: Support

The Maryland State Family Child Care Association (MSFCCA) is a non-profit association advocating on behalf of registered family child care providers in Maryland. These small businesses are a vital part of the child care delivery and the early education system in Maryland. Family child care offers a unique learning environment, flexible enough to meet each child's needs individually and the special relationships formed by children of various ages in family child care enhances the learning experience for all.

Currently, Maryland is experiencing a child care crisis, especially for those families who have children under the age of two (2) with family child care providers leaving the field at an alarming rate. One of the struggles for family child care providers is finding and keeping qualified substitutes and the ability to use them beyond the current twenty (20) days without approval from the Maryland State Department of Education (MSDE) (COMAR 13A.15.6.03.C(2)).

Maryland's Family Child Care Providers who have chosen to serve their county and remain in the reserves have an additional challenge when they are required to complete their annual training or called up for active duty service, and that is the ability to use their substitute beyond the twenty (20) day currently allowed in COMAR 13A.15.6.03.C(2). HB 430 will help Maryland's Family Child Care Providers who are also military reservists continue to fulfill their obligation in protecting our country without having to close their early childhood education programs and the families that they serve.

MSFCCA has been a consistent leader in early care and education policy and giving HB 430 a favorable vote will be a step forward in saving an industry that is vitally important to Maryland families and the economy.

MSFCCA appreciates the opportunity to comment on this legislation and welcomes any questions or comments. Feel free to contact Rebecca Hancock, the MSFCCA Vice President of Public Policy at (240) 299-0222 (cell), (301) 934-4445 (home), or [kaysplayhousechildcare@gmail.com](mailto:kaysplayhousechildcare@gmail.com) to answer any questions concerning this testimony.

Respectfully,

Rebecca Hancock

Vice-President

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