

November 19, 2025

CALIFORNIA DEPARTMENT OF SOCIAL SERVICES

**EXECUTIVE SUMMARY**

**CHILD CARE BULLETIN (CCB) NO. 25-31**

The purpose of this Child Care Bulletin (CCB) is to provide information to clarify the business relationship between Family Child Care Providers and the State.



JENNIFER TROIA  
DIRECTOR

CALIFORNIA HEALTH & HUMAN SERVICES AGENCY  
**DEPARTMENT OF SOCIAL SERVICES**  
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GAVIN NEWSOM  
GOVERNOR

November 19, 2025

CHILD CARE BULLETIN (CCB) NO. 25-31

GUIDANCE TYPE: INFORMATIVE

TO: ALL COUNTY WELFARE DIRECTORS  
ALL COUNTY CHILD CARE COORDINATORS  
ALL CHILD CARE AND DEVELOPMENT CONTRACTORS

SUBJECT: CLARIFICATION ON THE BUSINESS RELATIONSHIP BETWEEN  
THE STATE AND FAMILY CHILD CARE PROVIDERS

APPLICABLE  
PROGRAMS:

CALIFORNIA ALTERNATIVE PAYMENT PROGRAMS (CAPP)  
MIGRANT ALTERNATIVE PAYMENT PROGRAMS (CMAP)  
CALIFORNIA WORK OPPORTUNITY AND RESPONSIBILITY TO  
KIDS (CALWORKS) STAGES ONE, TWO (C2AP), AND THREE  
(C3AP)  
EMERGENCY CHILD CARE BRIDGE PROGRAM FOR FOSTER  
CHILDREN (BRIDGE PROGRAM)  
GENERAL CHILD CARE AND DEVELOPMENT PROGRAMS  
(CCTR)  
FAMILY CHILD CARE HOME EDUCATION NETWORKS (CFCC)  
MIGRANT CHILD CARE AND DEVELOPMENT PROGRAM  
(CMIG)  
CHILD CARE AND DEVELOPMENT PROGRAMS FOR  
CHILDREN WITH SEVERE DISABILITIES (CHAN)

REFERENCE: [WELFARE AND INSTITUTIONS CODE \(WIC\) SECTION 10423;](#)  
[WELFARE AND INSTITUTIONS CODE \(WIC\) SECTION 10421\(b\)](#)

## **Purpose**

The purpose of this Child Care Bulletin (CCB) is to provide counties and contractors with clarification regarding the business relationship between the State and family child care providers.

## **Background**

Pursuant to [Welfare and Institutions Code \(WIC\) § 10423](#), family child care providers (as defined by [WIC § 10421 \(b\)](#)):

- Are not public employees, and
- Do not have an employer-employee relationship with the State, agencies or departments of the State, political subdivisions of the State (including counties), or contractors or subcontractors administering state-funded early care and education programs (including Alternative Payment Program agencies).

## **Guidance**

Pursuant to [WIC § 10423](#), family child care providers are not public employees and their participation in a state-funded early care and education program does not create an employer-employee relationship with the State; any agency, department, or political subdivision of the State; or a contractor or subcontractor administering the programs, for purposes that include, but are not limited to:

- Eligibility for health or retirement benefits,
- Workers' compensation,
- Unemployment insurance,
- Liability under the Labor Code or state wage orders, and
- Vicarious liability in tort.

If you have any questions or need additional guidance regarding the information in this letter, contact the Child Care and Development Division at [CCPB@dss.ca.gov](mailto:CCPB@dss.ca.gov).

Sincerely,

### ***Original Document Signed By***

LUPE JAIME-MILEHAM, EdD  
Deputy Director  
Child Care and Development Division