

## Sample Email to Policymakers about Workforce Compensation

This template is offered as a guide to communicate with [your own legislators](#) and other [key legislators](#) in the NC General Assembly. Please edit this to personalize it, and feel free to use the [talking points](#) in the Worthy Wages Campaign Toolkit. Remember, sharing your own personal story about how this is impacting you and your community is always the most effective way to communicate with policymakers.

**Items that are highlighted are where you should add in your own information and must be changed.**

Dear Rep. [OR] Sen. [INSERT CORRECT TITLE AND NAME],

The COVID-19 crisis has made it clear to everyone that child care is essential – for young children, working families, and our state’s economy. Early educators are the workforce behind the workforce, and they have been on the frontlines of the pandemic from day one. Yet despite their essential role, child care teachers earn an average of just \$12 per hour even with a degree, and one in five doesn’t have health insurance. Still these early childhood teachers have remained in the classrooms, risking their own health to care for the children of working families.

[SAY WHO YOU ARE, WHERE YOU LIVE, AND/OR WHAT YOU DO].

*For example:*

- *I work at [NAME OF CHLD CARE PROGRAM] in [TOWN/COUNTY]. I am an early childhood teacher but I can’t support my family on my child care salary; or*
- *I am a child care center director in [TOWN/COUNTY] and I know my teachers deserve more but I’m struggling to keep my program open.*
- *I am a parent of a toddler in [TOWN/COUNTY] and I can’t find high-quality child care because the programs in my area can’t find qualified teachers.*

In [YOUR TOWN/COUNTY/CHILD CARE PROGRAM], I am very concerned about [SAY WHAT MATTERS TO YOU AND WHAT YOU KNOW IS HAPPENING LOCALLY].

*For example: not being able to support yourself on your early educator salary, no longer receiving bonus/hazard pay during COVID-19 and why it was so important to you, how your program or child’s program can’t find qualified teachers, etc.*

[INSERT STORY OR DETAILS ABOUT YOUR CONCERN]

A child's earliest years are a critical window of brain development, and early learning opportunities with educated and experienced teachers lay the foundation for future success in school and in life. But the teachers caring for our state’s future workers, innovators, and leaders simply can’t afford to stay in the classroom any longer if they remain underpaid and undervalued.

Professional compensation and benefits are urgently needed to attract and retain a high-quality early childhood workforce, stabilize child care programs, and improve access to high-quality early learning opportunities for young children in all 100 counties.

Sincerely,

[NAME]

[TITLE/ORGANIZATION NAME]

[ADDRESS]