



March 6, 2025

The Honorable Katie Britt
United States Senate
Washington, DC 20510

The Honorable Mike Lawler
U.S. House of Representatives
Washington, DC 20515

The Honorable Tim Kaine
United States Senate
Washington, DC 20510

The Honorable Salud Carbajal
U.S. House of Representatives
Washington, DC 20515

Dear Senators Britt and Kaine and Representatives Carbajal and Lawler,

The U.S. Chamber of Commerce applauds your introduction of the Child Care Affordability and Accessibility Act of 2025.

This bipartisan, bicameral legislation expands current childcare programs that make childcare more affordable and accessible to American workers.

Childcare is an essential work support system for both families and employers. The strength and stability of the childcare sector is key to economic development in a community. Without sufficient and affordable childcare, many parents face challenges staying in or entering the workforce which in turn impacts employers' ability to attract and retain workers. Additionally, when employees do not have access to childcare, they are more likely to reduce hours or leave the workforce, which leads to losses for employers and the economy overall.

The Child Care Affordability and Accessibility Act of 2025 improves three critical childcare programs designed to help parents enter and remain in the workforce. The legislation increases the Employer-Provided Childcare Credit (45F) maximum credit amount from \$150,000 to \$500,000. The bill further increases the maximum credit amount for small employers to \$600,000. The legislation also raises the maximum annual contribution to Dependent Care Assistance Programs from \$5,000 to \$7,500. Additionally, it expands the Child and Dependent Care Tax Credit by increasing the maximum credit to \$5,000 for one qualifying individual and \$8,000 for two or more and makes the credit refundable.

These improvements to childcare programs bring assistance to families who are navigating the current childcare system and would further incentivize employers to make impactful investments in childcare.

We appreciate your dedicated support of childcare programs and look forward to working with you, Members of the Committees, and Congress to move this important piece of legislation forward.

Sincerely,

A handwritten signature in blue ink, appearing to read "Neil L. Bradley", with a large, stylized flourish at the end.

Neil L. Bradley
Executive Vice President, Chief Policy Officer
and Head of Strategic Advocacy
U.S. Chamber of Commerce