

Bill as Introduced

HB 1271 - AS INTRODUCED

2010 SESSION

10-2583
05/03

HOUSE BILL **1271**

AN ACT extending the task force on work and family and amending its membership and duties.

SPONSORS: Rep. Gile, Merr 10; Rep. R. Holden, Hills 7; Sen. Roberge, Dist 9; Sen. Fuller Clark, Dist 24

COMMITTEE: Labor, Industrial and Rehabilitative Services

ANALYSIS

This bill extends the task force on work and family to November 1, 2012, and revises its membership and duties.

Explanation: Matter added to current law appears in *bold italics*.
Matter removed from current law appears [~~in brackets and struck through~~].
Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.

STATE OF NEW HAMPSHIRE

In the Year of Our Lord Two Thousand Ten

AN ACT extending the task force on work and family and amending its membership and duties.

Be it Enacted by the Senate and House of Representatives in General Court convened:

1 1 New Subparagraphs; Task Force on Work and Family; Members Added. Amend 2007, 373:3, I
2 by inserting after subparagraph (bb) the following new subparagraphs:

3 (cc) A representative of the New Hampshire Small Business Development Center at the
4 University of New Hampshire, appointed by the center.

5 (dd) A representative of a young professionals network within a local chamber of
6 commerce, appointed by the New Hampshire Association of Chamber of Commerce Executives.

7 2 Task Force on Work and Family; Duties. 2007, 373:4 is repealed and reenacted to read as follows:
8 373:4 Duties.

9 I. The task force shall:

10 (a) Collect data and information concerning work-family issues, including employer
11 policies and practices that enable employees to balance work responsibilities and family
12 commitments and also help employers improve productivity.

13 (b) Survey businesses to identify barriers to implementing family-responsive
14 employment policies and practices.

15 (c) Develop and promote a system of incentives and rewards such as the Alfred P. Sloan
16 Awards for businesses that provide family-responsive benefits.

17 (d) Research programs and benefits that attract and retain young professionals and
18 skilled workers and also provide opportunities for elders to continue working on reduced schedules.

19 (e) Continue to provide public education on work-family issues and on the need for
20 workplace policies and practices that support the well-being of families and promote a strong and
21 prosperous economy.

22 II. The task force shall hold at least 4 hearings, one of which shall be held after July 1, 2010,
23 in different geographic regions of the state to solicit information and testimony from employers,
24 employees, state agencies, and interested councils and organizations.

25 3 Task Force on Work and Family. Amend 2007, 373:6 as amended by 2009, 202:13, to read as
26 follows:

27 373:6 Report. The task force shall submit interim reports of its findings and any
28 recommendations for proposed legislation to the speaker of the house of representatives, the senate
29 president, the house clerk, the senate clerk, the governor, and the state library on or before
30 November 1, 2007 [~~and~~], November 1, 2009, **and November 1, 2010** and shall submit a final report
31 on or before November 1, [~~2010~~] **2012**.

32 4 Effective Date. This act shall take effect 60 days after its passage.

Amendments

Amendment to HB 1271

1 Amend the title of the bill by replacing it with the following:

2

3 AN ACT establishing a task force on work and family.

4

5 Amend the bill by replacing all after the enacting clause with the following:

6

7 1 New Chapter; Task Force on Work and Family. Amend RSA by inserting after chapter 276-E
8 the following new chapter:

9

CHAPTER 276-F

10

TASK FORCE ON WORK AND FAMILY

11 276-F:1 Task Force on Work and Family Established. There is established a task force on work
12 and family, the purpose of which is to identify the multiple barriers which keep New Hampshire
13 workers from achieving economic security and maximizing their contributions to the state's economy
14 as well as attending to family responsibilities.

15 276-F:2 Membership; Compensation; Terms.

16 I. The members of the task force shall be as follows:

17 (a) Two members of the house of representatives, appointed by the speaker of the house
18 of representatives.

19 (b) Two members of the senate, appointed by the president of the senate.

20 (c) One member appointed by the governor.

21 (d) A representative of Early Learning NH, appointed by that organization.

22 (e) A representative of the commission on the status of women, appointed by the
23 commission.

24 (f) A representative of the commission on the status of men, appointed by the
25 commission.

26 (g) The commissioner of the department of employment security, or designee.

27 (h) The commissioner of labor, or designee.

28 (i) The commissioner of the department of health and human services, or designee.

29 (j) A representative of the New Hampshire Women's Lobby, appointed by that
30 organization.

31 (k) A representative of the Business and Industry Association of New Hampshire,

1 appointed by the association.

2 (l) A representative of the New Hampshire Small Business Association, appointed by
3 that organization.

4 (m) A representative of the New Hampshire Small Business Development Center at the
5 university of New Hampshire, appointed by the center.

6 (n) A representative of a local chamber of commerce, appointed by the governor.

7 (o) A representative of a young professionals and skilled workers network within a local
8 chamber of commerce, appointed by the New Hampshire Association of Chamber of Commerce
9 Executives.

10 (p) A representative of the Greater New Hampshire Human Resource Association,
11 appointed by the association.

12 (q) A representative of the university of New Hampshire, Carsey Institute, appointed by
13 the institute.

14 (r) A representative of the New Hampshire Children's Trust Fund, appointed by that
15 organization.

16 (s) A representative of New Hampshire Legal Assistance, appointed by the executive
17 director.

18 (t) A representative of the university of New Hampshire cooperative extension,
19 appointed by the extension.

20 (u) A member of the Women's Business Center, appointed by that organization.

21 (v) A representative of Child and Family Services, appointed by that organization.

22 (w) A representative of the New Hampshire Children's Alliance, appointed by that
23 organization.

24 (x) The commissioner of the department of education, or designee.

25 (y) A member of the Workforce Opportunity Council, appointed by the council's
26 chairperson.

27 (z) A member of the New Hampshire AFL-CIO, appointed by the chapter president.

28 II. Members of the task force shall serve without compensation, except that legislative
29 members shall receive mileage at the legislative rate when attending to the duties of the task force.

30 III. Members of the task force on work and family established in 2007, 373, (HB 306 of the
31 2007 legislative session) on the effective date of this section may continue to serve on the task force
32 established in this chapter until January 1, 2011. Thereafter, members shall be appointed as
33 provided in paragraph I. Non-legislative members of the task force shall serve a 2-year term,
34 beginning January 1, 2011, except that the initial appointment of 12 such members shall be for one
35 year. Legislative members of the task force shall serve a term co-terminous with their term in office.
36 Any vacancy shall be filled in the same manner as the original appointment.

37 276:3 Duties.

Amendment to HB 1271

- Page 3 -

1 I. The task force shall:

2 (a) Collect data and information concerning work-family issues, including employer
3 policies and practices that enable employees to balance work responsibilities and family
4 commitments and also help employers improve productivity.

5 (b) Survey businesses to identify barriers to implementing family-responsive
6 employment policies and practices.

7 (c) Develop and promote a system of incentives and rewards, such as the Alfred P. Sloan
8 Awards, for businesses that provide family-responsive benefits.

9 (d) Research programs and benefits that attract and retain young professionals and
10 skilled workers and also provide opportunities for elders to continue working on reduced schedules.

11 (e) Continue to provide public education on work-family issues and on the need for
12 workplace policies and practices that support the well-being of families and promote a strong and
13 prosperous economy.

14 II. The task force shall periodically hold hearings in different geographic regions of the state
15 to solicit information and testimony from employers, employees, state agencies, and interested
16 councils and organizations.

17 276-F:4 Chairperson; Quorum. The members of the task force shall elect a chairperson from
18 among the members. The first meeting of the task force shall be called by the first-named house
19 member and shall be held within 45 days of the effective date of this section. Thereafter the task
20 force shall meet at the call of the chair. Twelve members of the task force shall constitute a quorum.

21 276-F:5 Report. On or before November 1, 2010, and each year thereafter, the task force shall
22 submit an annual report its activities and findings, including any recommendations for proposed
23 legislation, to the speaker of the house of representatives, the senate president, the house clerk, the
24 senate clerk, the governor, and the state library.

25 2 Effective Date. This act shall take effect upon its passage.

2010-0346h

AMENDED ANALYSIS

This bill establishes a statutory task force on work and family.

Speakers

Hearing Minutes

HOUSE COMMITTEE ON LABOR, INDUSTRIAL AND REHABILITATIVE SERVICES

PUBLIC HEARING ON HB 1271

BILL TITLE: extending the task force on work and family and amending its membership and duties.

DATE: January 7, 2010

LOB ROOM: 307 **Time Public Hearing Called to Order:** 1:09 p.m.
Time Adjourned: 1:50 p.m.

(please circle if present)

Committee Members: Reps. Goley, S. Kelly, Gorman, Hofemann, J. Knowles, M. Knowles, Brennan, Craig, Weed, Rice, Mears, Infantine, Daniels, Bishop, Bridle, Gleason, Dumaine, H. Richardson, Pellegrino and Sedensky

Bill Sponsors: Rep. Gile, Merr 10; Rep. R. Holden, Hills 7; Sen. Roberge, Dist 9; Sen. Fuller Clark, Dist 24

TESTIMONY

* Use asterisk if written testimony and/or amendments are submitted.

Rep. Mary Stuart Gile - Prime sponsor of the bill. This bill was introduced to continue fact finding on New Hampshire families. The current bill was enacted under charter rules. The current bill was enacted under charter rules. The task force met with businesses to see what was going on in terms of family-friendly work places. They learned that there was a grant available through the cooperative extension division of UNH. It is a work in progress. Rep. Gile distributed the Task Force Report, and she feels there is a real need to continue the work. They've established that there is concern and serious problems to address. This bill adds two people to the current make-up, and to expand the duties. They would also like to survey businesses more fully and formally, and are interested in looking for incentives and rewards for family-friendly businesses. New Hampshire is experiencing a changing demographic and aging work force, and there is an ongoing need for fact-finding and problem-solving. The task force understood that they needed approval for continuing their work, and it was finally approved.

Q: Who will the new members represent? ANS: Small businesses and young professionals.

Q: How about young people in the building trades? ANS: They are certainly in the group, and a representative for them.

Q: How does this affect the rule we just passed that limits task force membership to legislators? ANS: If these issues on work and families continues, perhaps the task force should be made statutory. There is very good attendance and interest.

Q: I would be happy to introduce that as an amendment. ASN: Thank you.

Mark MacKenzie, NH AFL-CIO - Supports the bill. There is currently a member of the AFL-CIO on the task force. Their only concern is that there is a whole other perspective of workers who aren't young professionals, and it is a separate track -- apprenticeship training is important, so they hope a blue-collar track would be included.

Dr. Malcolm Smith, UNH Coop Extension - Supports the bill. He is a "blue-collar scholar," and wants to share the findings of research in family science. The balance of work and family is crucial. When there is too much stress at work, families suffer. He hopes the task force can continue at least long enough to hold a second summit.

Q: Do you poll family businesses? ANS: Yes, we use family resource centers to get representative samples.

Q: What is the New Hampshire advantage? ANS: The advantage is when business and family work together to provide accessible work, after-school programs, etc. We have progressive employers who understand the need for flexibility, medical leave, etc., and it will become more crucial.

Respectfully submitted,



Rep. Mary Ann Knowles
Clerk

HOUSE COMMITTEE ON LABOR, INDUSTRIAL AND REHABILITATIVE SERVICES

PUBLIC HEARING ON HB 1271

BILL TITLE: extending the task force on work and family and amending its membership and duties.

DATE: 1/7/10

LOB ROOM: 307

Time Public Hearing Called to Order: 1:09

Time Adjourned: 1:50

(please circle if present)

Committee Members: Reps. Goley, S. Kelly, Gorman, Hofemann, J. Knowles, M. Knowles, Brennan, Craig, Weed, Rice, Mears, Infantine, Daniels, Bishop, Bridle, Gleason, Dumaine, H. Richardson, Pellegrino and Sedensky.

Bill Sponsors: Rep. Gile, Merr 10; Rep. R. Holden, Hills 7; Sen. Roberge, Dist 9; Sen. Fuller Clark, Dist 24

TESTIMONY

* Use asterisk if written testimony and/or amendments are submitted.

*① Rep. Mary Gile, Sponsor
This bill was introduced to continue fact-finding on New Hampshire families. The current bill was enacted under charter rules. The task force meant with businesses to see what was going on in terms of family-friendly work places. They learned that there was a grant available through the Cooperative Extension ^{Division} ~~Service~~ of DNH. It is a work in progress. Rep. Gile distributed the Task Force Report, and she feels there is a real need to continue the work. They've established that there is concern and serious problems to address. This bill adds two people to the current make-up, and to expand the duties. They would also like to survey businesses more fully and formally, and interested in looking for incentives and rewards for family-friendly businesses.

NH is experiencing ^a changing demographic and aging work force, and there is an ongoing need for fact-finding and problem-solving.

The Task force understood that they needed approval for continuing their work, and it was finally approved.

Q: Who will the new members represent?

R: Small businesses and young professionals.

Q: How about young people in the building trades?

R: They are certainly in the group, and a representative for them.

Q: How does this affect the rule we just passed that limits task force membership to legislators?

R: If these issues on work and families continues, perhaps the task force should be made statutory. There is very good attendance and interest.

Q: I would be happy to introduce that as an amendment.

R: Thank you.

② Mark MacKenzie, NH AFL-CIO - supports

There is currently a member of the AFL-CIO on the Task Force. Their only concern is that there is a whole other perspective of workers who aren't young professionals, and it is a separate track - apprenticeship training is important, so they hope a blue-collar track would be included.

③ Dr. Malcolm B. Smith, Dept of Family Studies, UNH - supports.

He is a "blue-collar scholar," and wants to share the findings of research in family science. The balance of work and family is crucial. When there is too much stress at work, families suffer. He hopes the Task Force can continue at least long enough to hold a second summit.

Q: Do you poll family businesses?

R: Yes, we use family resource centers to get representative samples.

Q: What is the NH advantage?

The advantage is when business and family work together to provide accessible work, after-school programs, etc. We have progressive employers who understand the need for flexibility, medical leave, etc., and it will become more crucial.

Testimony

TESTIMONY, HB 1271
Submitted January 7, 2010
to the

Committee on Labor, Industrial and Rehabilitative Services

Good Afternoon. For the record, I am Mary Stuart Gile and I represent Merrimack District 10, which is Concord Wards 1, 2, and 3. I am the prime sponsor of HB 1271, an act extending the task force on work and family and amending its membership and duties.

This bill is introduced to continue a fact finding effort to focus on NH's working families. The purpose is to identify the multiple barriers that prevent NH workers from achieving economic security and maximizing their contributions to the state's economy and to their families.

The current task force on work and families was enacted as part of the Chapter Laws of 2007 and charged with specific duties:

1. To collect data and information concerning work-family issues as well as employment policies and practices that enable workers to better balance work responsibilities with family commitments;
2. Examine incentives for employers to encourage family responsive work policies and practices;
3. Provide public education on work and family issues and on the need for policies and practices that support the well-being of families.

The task force was also charged to conduct at least three public hearings in different geographic regions of the state to solicit information and testimony from employers, employees, state agencies and interested councils and organizations.

The attached reports dated November 1, 2008 and November 1 2009 summarize the task force activities to date. Also attached to the 2009 report is a summary of the Phase 1 UNH/Carsey/Department of Employment Security study on work and family, which involved focus groups and the identification of key themes denoting family concerns.

HB 1271 proposes to add two members to the task force and to expand the duties, namely to survey businesses to identify protective factors that enable successful businesses to attract highly talented, creative and skilled employees, and also the barriers to offering family-responsive employment policies and practices. HB 1271 also proposes to develop and promote a system of incentives and awards for businesses that offer family-friendly benefits and to research programs and benefits that attract and retain young workers and at the same time provide opportunities for elders to continue working if they wish. Finally HB 1271 would continue efforts in educating the public about the benefits of workplace policies and practices that support families and promote a strong and prosperous NH economy.

New Hampshire, 2010 as a state is experiencing shifting demographics, an aging workforce, and a recession with economic challenges such as rising unemployment and mortgage foreclosures. Our families are working as hard as they can to cope with the competing demands for work and family responsibilities, some better than others. The goal of the task force is to identify the policies and supports that will help both our working families and our state economy to thrive.



State of New Hampshire

GENERAL COURT

CONCORD

MEMORANDUM

DATE: November 1, 2008

TO: Honorable John H. Lynch, Governor
Honorable Terie Norelli, Speaker of the House
Honorable Sylvia B. Larsen, President of the Senate
Honorable Karen O. Wadsworth, House Clerk
Tammy L. Wright, Senate Clerk
Michael York, State Librarian

FROM: Representative Mary Stuart Gile, Chair

SUBJECT: Report on HB 306, Chapter Law 373:2,
Laws of 2007

AN ACT establishing a Task Force on work and family

PREAMBLE

Pursuant to HB 306, Chapter Law 373:2, Laws of 2007, enclosed please find a report on the progress of the Task Force on Work and Family. Legislation was filed October 3, 2008 (LSR 2009-H-0171-R) to extend the deadline of the final report until November 1, 2010. Attached is a summary of the Task Force's activities responding to the required duties as well as the rationale for the request for an extension. Should you have any questions or comments regarding the enclosed, please do not hesitate to contact me.

REPORT

November 1, 2008

TASK FORCE ON WORK AND FAMILY (HB 306, Chapter Law 373:2, Laws of 2007)

Members of the Task Force
(Available Upon Request)

PURPOSE

HB 306 established a Task Force on Work and Family to identify the multiple barriers which keep New Hampshire workers from achieving economic security and maximizing their contributions to the state's economy as well as attending to family responsibilities.

The Task Force met for the first time on September 5, 2007 to address the charge of the legislation. Duties defined in Chapter 373:4-I, were as follows:

- a) Identify groups with an interest in resolving specific work and family issues and devise ways to bring them together to promote mutual understanding.
- b) Collect data and information concerning work-family issues, including employer policies and practices that enable employees to balance work responsibilities and family commitments.
- c) Examine possible incentives that could be initiated by the state to encourage the successful policies which have been identified as effective.
- d) Consider changes to statutes or rules which would allow for greater flexibility on the part of businesses to accommodate to the changing needs of employees and their families.
- d) Provide public education on work and family issues and on the need for public policies and workplace practices that support the well-being of families.

Chapter 373:3-II also required the Task Force to conduct three hearings in different geographic regions of the state to solicit information and testimony on work and family issues.

ACTIVITIES TO DATE

The Task Force on Work and Family convened monthly from September, 2007, through November 3, 2008. Agenda and minutes of meetings are available upon request. The composition of the Task Force addressed Chapter 373:4-I- (a) and time was spent in the earliest months having each appointed member describe their employer's mission and their individual responsibilities. Early discussions also focused on who else should be involved.

In response to Chapter 373:4-I-(b), the Task Force met with state agency and business leaders, including the director of economic development, chief executive officers and human resource directors from small and large, for-profit and non-profit organizations. Among those interviewed or presenting at meetings or at the Summit were Northeast Delta Dental, Timberland, Elektrisola, Community Loan and Trust Fund, Page Belting, Bonnie CLAC, Hypertherm, Badger Balm, and Citizen's Bank. Topics included but were not limited to best practices, advantages and disadvantages of family-friendly employment policies and practices, and, barriers to implementing such practices as flex-time, family leave and paid medical leave. The Task Force also heard from organized labor, AFL-CIO and a national organization, **EVERY CHILD MATTERS**.

In responding to Chapter 373:4-I-(c) and (d), the Task Force on Work and Family discussed criteria used by *Business, NH Magazine* to identify the 100 Best Places to Work in New Hampshire as well as incentive-driven criteria used by state, public and private funding agencies in awarding contracts or grants. No actions were taken because it was recognized that such initiatives require further study. Members of the Task Force also agreed that the best approach to (d) would be one of caution and continued discussion.

Chapter 373:4-I-(e) evolved as the Task Force's major activity. In the spring of 2008, the Task Force represented by the member of the University of New Hampshire Cooperative Extension Department, applied for and received a Strategic Initiatives Grant from UNH. Funds were used to plan and implement the 1st Legislative Summit on Work and Family, in partnership with the University of New Hampshire Cooperative Extension Department. Two hundred and fifty participants attended the day-long event on October 29, 2008. Included were legislators, business leaders, work/family advocates, human resource professionals, academics and NH workers. The agenda is available upon request. A portion of the Strategic Initiatives grant is dedicated to completing the first major survey of NH businesses and working families to further study barriers to promoting improvements in the workplace. In addition, characteristics of employment that fully engage workers and at the same time encourage harmony between work and family responsibilities will be identified and documented.

Chapter 373:4-II required the Task Force to hold at least three hearings in geographic regions of the state to solicit information and testimony from employers, employees, state agencies, and interested councils and organizations. These were held in Manchester, (June), Stratham, (August) and Gorham, (October). Members of the Task Force attended different hearings. Testimony provided information about working families meeting requirements imposed by Temporary Assistance to Needy Families (TANF), refugee families and parents trying to combine work and family responsibilities with taking college courses. This experience combined with a presentation by a Task Force member representing Child and Family Services added a deeper dimension and insight into the variations and stresses experienced by younger working families.

REASON FOR REQUEST FOR EXTENSION TO NOVEMBER, 2010

The survey funded through the Strategic Initiatives grant, UNH Cooperative Extension Department, is in progress and will be completed by the fall of 2009. This survey will explore in greater depth the workplace barriers facing working families. Further, it will define more clearly the characteristics of employment that engage and retain workers, promote productivity, healthy families and a better quality of life. This information, combined with research from state and national organizations will be available in an effort to keep NH competitive and address demographic and other challenges.

The survey is a joint activity involving members of the Task Force appointed by UNH Cooperative Extension, Carsey Center, Department of Employment Security and others.

The next two years will also enable the Task Force to further research ways of promoting more family-friendly employment policies and practices within the NH business community, particularly service-related industries. Current statutes, both federal and state, assessment of incentive-driven criteria and incentives generally, as a means of promoting family-friendly work policies and practices need additional study.

The Task Force members are fully committed to ensuring that New Hampshire remains competitive and attractive to young families as a place to work and raise children. We hope that our legislation requesting an extension of the deadline for a final report will pass and that Chapter Study 373, Laws of 2007 will continue.

Respectfully submitted,

Representative Mary Stuart Gile, Chair



State of New Hampshire

GENERAL COURT

CONCORD

MEMORANDUM

DATE: November 1, 2009

TO: Honorable John H. Lynch, Governor
Honorable Terie Norelli, Speaker of the House
Honorable Sylvia B. Larsen, President of the Senate
Honorable Karen O. Wadsworth, House Clerk
Tammy L. Wright, Senate Clerk
Michael York, State Librarian

FROM: Representative Mary Stuart Gile, Chair

SUBJECT: Interim Report on HB 306, Chapter Law 373:2, Laws of 2007,
Extended by HB 245, Chapter 202:13, Laws of 2009

Pursuant to Chapter 373:2, Laws of 2007, Extended by HB 245, Chapter 202:13, Laws of 2009, enclosed please find the Interim Report of the Task Force on Work and Family

Should you have any questions or comments regarding this report, please do not hesitate to contact me.

MSG/dm

Enclosures: Interim Report
Appendix A - UNH Work and Family Life Survey Phase 1: Key
Themes from Content Analysis of Focus Groups
Appendix B - Minutes of Task Force Meetings of August 10,
September 14 and October 5, 2009

INTERIM REPORT

November 1, 2009

TASK FORCE ON WORK AND FAMILY

(HB 306, Chapter Law 373:2, Laws of 2007,
Extended by HB 245, Chapter 202:13, Laws of 2009)

Members of the Task Force

(Available Upon Request)

PURPOSE

HB 306 established a task force on work and family to identify the multiple barriers which keep New Hampshire workers from achieving economic security and maximizing their contributions to the state's economy as well as attending to family responsibilities.

ACTIVITIES TO DATE

The Task Force reconvened August 10, 2009 after a nine-month hiatus and met again, September 14th and October 5th, 2009. The major focus of the Task Force continues to be the duties proposed in the enabling legislation (373:4).

At the August meeting, members were briefed and updated on the UNH Cooperative Extension/Carsey Center/Department of Employment Security (DES) survey of NH working families. (373:4-I (b)). Appendix A includes an overview of process and general themes identified in the survey. Review, analysis and reporting data and findings from the survey will take time. Anticipated publication of the report is April, 2010.

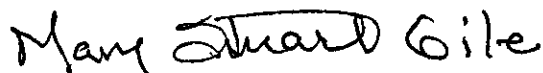
Discussions have also focused on planning a second summit to fulfill duties in 373:4-I (e). Other information shared with Task Force members has included federal and state legislation related to work and family.

Finally, the Task Force on Work and Family has identified speakers and goals for 2010 to address key issues affecting employers and employees during this recession. Of special interest are the identification of protective factors that enable successful businesses to attract highly talented and skilled employees, offer family responsive policies and benefits and improve productivity and financial outcomes. Related to this activity will be the impact of incentives such as the Sloan Award for **When Work Works**, that provides national recognition for employers who promote family-friendly work environments.

Public hearings are planned for Laconia, Keene and Concord.

Appendices include an interim report on the UNH Cooperative Extension/Carsey Center/DES Survey and Minutes of meetings held 8/10/09, 9/14/09 and 10/05/09

Respectfully submitted,



Representative Mary Stuart Gile, Chair

UNIVERSITY of NEW HAMPSHIRE
COOPERATIVE EXTENSION

Malcolm L. Smith, PhD, CFLE
Extension Associate Professor
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UNH WORK AND FAMILY LIFE SURVEY PHASE 1:

KEY THEMES FROM CONTENT ANALYSIS OF FOCUS GROUPS

During October, November and December of 2008, focus groups of parents participating in parent education and support programs at family resource centers were convened in the following New Hampshire locations: Portsmouth (Families First, low income and homeless families); Dover (The Hub Family Center, father's group); Derry (The Upper Room FRC, Mother's Day Out group); Berlin (Family Resource Center, court-ordered parent group); and Claremont (Good Beginnings FRC, Young mother's group). These groups were led by Dr. Malcolm Smith, UNH Cooperative Extension and Dr. Ben Amsden, with the Center for Rural Partnerships at Plymouth State University. The following themes emerged from content analysis involving two investigators and three outside readers:

Theme #1: The Flexibility Trap: On more than one occasion, focus group participants suggested that they can't move to a higher paying or more interesting job because they are afraid of losing the flexibility and relationships they have already established in their current job.

Theme #2: Irregular Schedules: Many of the focus group participants worked schedules outside the 8-5 time period. I think it's important to ask about schedules because then we can see if schedules impact the number of days taken off, stress, etc. For instance, perhaps we'll find that people who work second and third shift are more likely to have missed time to care for a family member than those working on first shift. A corollary to this theme is the availability of off-hours child care, and its influence on when/where to work.

Theme #3: Complicated Daily Travel: The focus groups revealed that many people have complicated daily travel routines that are "non-triangular" – meaning that instead of a route consisting of home to day-care to work, parents often travel from home to babysitter to work to grandma's house to work to friend's house to home etc. It would be interesting to see if people who have more complicated daily travel routes are more (or less) likely to report a lack of work/life fit. In addition, much of this travel occurs at off-hours – either early in the morning or late in the day.

Theme #4: The Need for Streamlined Services: Focus group participants suggested that the difficult nature of navigating social services is an obstacle to achieving work/life fit and balance. Problems included 1) the length of time spent on waiting lists for either child care or affordable housing, 2) income thresholds that are based on gross earnings instead of net earnings, and 3) the availability of affordable/adequate health care.

Theme #5: Policy-making Disconnect: Evidenced in part by the finding above, many of the focus group participants seemed to be very familiar with the "system" and its associated agencies, assistance programs, rules and regulations, etc. There seemed, however, to be confusion about who sets the rules regarding these programs and who has the ability to make changes.

Theme #6 Workplace "rigidity": Many of the focus group participants described their job using language that suggests a measure of rigidity in terms of how and when they can attend to family issues. For

instance, the re-occurrence of terms such as “break time,” “paid time off,” or “clock out” suggest that many workplaces provide only certain times when employees can attend to family matters, and that employees must follow certain procedures when they do. It would be interesting to somehow measure how many people have these types of jobs, versus how many have more flexible jobs, where they can just come and go as long as their work gets done. This might correlate to family/life stress or lack of balance.

Theme #7: The Importance and Fragility of Family/Community Support Networks: Parents in the focus groups frequently commented on their need to rely on relatives to provide care for, transportation of, or response to children while they were working. Several mothers and fathers made statements like one single father who said; “Without my mom being close enough to care for the kids, I couldn’t work at all. When she’s not feeling well, the whole thing breaks down.”

Theme #8: Can’t Afford to Work: Several mothers, most of whom had more than one young child, told us that they had dropped out of the work force because when they weighed the cost of child care and transportation against staying at home, it was more economical for them to stay at home. Related to this theme was a frequent worry among these women that they would earn far less than their peers when they did return to work because they were trading experience and skill advancement for the needs of their family.

Theme #9: Isolation: Some of the younger participants who were mothers mentioned that because they had chosen to stay at home to care for young children to save money (see theme #8), and since their partners were working inflexible jobs, they often felt isolated and alone with their children. They also commented on the importance of parenting group participation at family resource centers as being stress and isolation relieving. This theme is related to one of the parental protective factors.

Theme #10: Gender and Family Flexibility: Another key theme that arose from content analysis was the perception by several participants that employers are more flexible when men ask for time to deal with family issues than they are to women. In the one father’s group, the dads even commented that they did not tell potential employers that they had sole custody of their children, because they felt it might hinder their chances of being hired but that assumption was often assumed about women applying for similar jobs.

Theme #11: Lack of Affordable Resources: Several of the focus group participants felt that family stress and workplace productivity were hampered by the fact that there was lack of affordable housing, a shortage of affordable quality child care, or a lack of public transportation in their community/region. These community issues, they felt, affected their ability to balance work and family responsibilities.

Theme #12: Supervisor Variability: One emergent theme identified in the content analysis was that there appears to be a wide margin of leeway in the flexibility of a job that is controlled by mid-level supervisors. Some respondents reported working for companies that said they were “family-friendly” but the participants felt that this was mitigated by a supervisor who was not sympathetic. We also heard from participants who noted that flexibility varied greatly according to who your individual supervisor happened to be.

Voting Sheets

HOUSE COMMITTEE ON LABOR, INDUSTRIAL AND REHABILITATIVE SERVICES

EXECUTIVE SESSION on HB 1271

BILL TITLE: extending the task force on work and family and amending its membership and duties.

DATE: January 28, 2010

LOB ROOM: 307

Amendments:

Sponsor: Rep. Gile and H. Richardson OLS Document #: 2010 0346h

Sponsor: Rep. OLS Document #:

Sponsor: Rep. OLS Document #:

Motions: OTP, OTR/AITL, Interim Study (Please circle one.)

Moved by Rep. Richardson

Seconded by Rep. Weed

Vote: 13-0 (Please attach record of roll call vote.)

Motions: OTP, OTR/AITL, Interim Study (Please circle one.)

Moved by Rep. Richardson

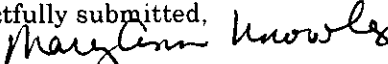
Seconded by Rep. Weed

Vote: 13-0 (Please attach record of roll call vote.)

CONSENT CALENDAR VOTE: 13-0

(Vote to place on Consent Calendar must be unanimous.)

Statement of Intent: Refer to Committee Report

Respectfully submitted,

Rep. Mary Ann Knowles, Clerk

HOUSE COMMITTEE ON LABOR, INDUSTRIAL AND REHABILITATIVE SERVICES

EXECUTIVE SESSION on HB 1271

BILL TITLE: extending the task force on work and family and amending its membership and duties.

DATE: 1/28/10

LOB ROOM: 307

Amendments:

Sponsor: Rep. Richardson OLS Document #: 2010-3046 h
Sponsor: Rep. ~~Weed~~ OLS Document #:
Sponsor: Rep. OLS Document #:

Motions: (OTP) OTP/A, ITL, Interim Study (Please circle one.)

Moved by Rep. Richardson

Seconded by Rep. Weed

Vote: (Please attach record of roll call vote.) 13-0

Motions: OTP, (OTP/A), ITL, Interim Study (Please circle one.)

Moved by Rep. Richardson

Seconded by Rep. Weed

Vote: (Please attach record of roll call vote.) 13-0

CONSENT CALENDAR VOTE: 13-0

(Vote to place on Consent Calendar must be unanimous.)

Statement of Intent: Refer to Committee Report

Respectfully submitted,

Rep. Mary Ann Knowles, Clerk

LABOR, INDUSTRIAL AND REHABILITATIVE SERVICES

Bill #: HB 1271 Title: extending the task force on work and family
and amending its membership and duties

PH Date: 1 / 7 / 10

Exec Session Date: 1 / 28 / 10

Motion: OTP

Amendment #: 2010-3046 h

MEMBER	YEAS	NAYS
Goley, Jeffrey P, Chairman	✓	
Kelly, Sally H, V Chairman	✓	
Gorman, Mary J	✓	
Hofemann, Roland P	✓	
Knowles, John	✓	
Knowles, Mary Ann, Clerk	✓	
Brennan, William P		
Craig, James W	✓	
Weed, Charles F	✓	
Rice, Chip L		
Mears, Lucy E	✓	
Infantine, William J		
Daniels, Gary L		
Bishop, Franklin C		
Bridle, Russell D	✓	
Gleason, John P		
Dumaine, Dudley D		
Richardson, Herbert D	✓	
Pellegrino, Tony J	✓	
Sedensky, John B	✓	
	13	0
TOTAL VOTE:		

LABOR, INDUSTRIAL AND REHABILITATIVE SERVICES

Bill #: HB 1271 Title: extending the task force on work and family and amending its membership and duties

PH Date: 1 / 7 / 10 Exec Session Date: 1 / 28 / 10

Motion: OTR/A Amendment #: _____

MEMBER	YEAS	NAYS
Goley, Jeffrey P, Chairman	✓	
Kelly, Sally H, V Chairman	✓	
Gorman, Mary J	✓	
Hofemann, Roland P	✓	
Knowles, John	✓	
Knowles, Mary Ann, Clerk	✓	
Brennan, William P		
Craig, James W	✓	
Weed, Charles F	✓	
Rice, Chip L		
Mears, Lucy E	✓	
Infantine, William J		
Daniels, Gary L		
Bishop, Franklin C		
Bridle, Russell D	✓	
Gleason, John P		
Dumaine, Dudley D		
Richardson, Herbert D	✓	
Pellegrino, Tony J	✓	
Sedensky, John B	✓	
	13	0
TOTAL VOTE:		

Committee Report

CONSENT CALENDAR

January 28, 2010

HOUSE OF REPRESENTATIVES

REPORT OF COMMITTEE

**The Committee on LABOR, INDUSTRIAL AND
REHABILITATIVE SERVICES to which was referred
HB1271,**

**AN ACT extending the task force on work and family
and amending its membership and duties. Having
considered the same, report the same with the following
amendment, and the recommendation that the bill
OUGHT TO PASS WITH AMENDMENT.**

Rep. Herbert D Richardson

FOR THE COMMITTEE

COMMITTEE REPORT

Committee:	LABOR, INDUSTRIAL AND REHABILITATIVE SERVICES
Bill Number:	HB1271
Title:	extending the task force on work and family and amending its membership and duties.
Date:	January 28, 2010
Consent Calendar:	YES
Recommendation:	OUGHT TO PASS WITH AMENDMENT

STATEMENT OF INTENT

HB 1271 amends the Task Force on Work and Family enacted in the session laws of 2007 (HB 306) and establishes it in New Hampshire Chapter Law RSA 276-F. The Committee recognizes the importance of continuing Task Force duties as reported in 2007, 2008 and 2009 Annual Reports and agrees with the need to promote and support policies that enable New Hampshire working families to fulfill their responsibilities to their employers, to the state's economic growth and to the well-being of their families.

Vote 13-0.

Rep. Herbert D Richardson
FOR THE COMMITTEE

Original: House Clerk
Cc: Committee Bill File

CONSENT CALENDAR

LABOR, INDUSTRIAL AND REHABILITATIVE SERVICES

HB1271, extending the task force on work and family and amending its membership and duties.
OUGHT TO PASS WITH AMENDMENT.

Rep. Herbert D Richardson for **LABOR, INDUSTRIAL AND REHABILITATIVE SERVICES**. **HB 1271** amends the Task Force on Work and Family enacted in the session laws of 2007 (HB 306) and establishes it in New Hampshire Chapter Law RSA 276-F. The Committee recognizes the importance of continuing Task Force duties as reported in 2007, 2008 and 2009 Annual Reports and agrees with the need to promote and support policies that enable New Hampshire working families to fulfill their responsibilities to their employers, to the state's economic growth and to the well-being of their families. **Vote 13-0.**

Original: House Clerk
Cc: Committee Bill File

HB 1271

OTP/A

HB 1271 amends the Task Force on Work and Family enacted in the session laws of 2007 (HB 306) and establishes it in New Hampshire Chapter Law RSA 276-F. The Committee recognizes the importance of continuing Task Force duties as reported in 2007, 2008 and 2009 Annual Reports and agrees with the need to promote and support policies that enable New Hampshire working families to fulfill their responsibilities to their employers, to the state's economic growth and to the well-being of their families.

Herb Richardson

A handwritten signature in black ink, appearing to be the initials 'HR' or a similar stylized representation of the name Herb Richardson.

Billrb

HB 1271 amends the Task Force on Work & Family enacted in the session laws of 2007 (HB 306) & establishes it in NH Chapter Law RSA 276-F. The Committee recognizes the importance of continuing Task Force ~~state~~ duties as reported in 2007, 2008 & 2009 Annual reports ^{and} agrees with the need to promote and support policies that enable NH working families to fulfill their responsibilities to their employers, to the State's economic growth and to the well-being of their families.

Rep. H. Richardson

COMMITTEE REPORT

COMMITTEE: LABOR, INDUSTRIAL AND REHABILITATIVE SERVICES

BILL NUMBER: HB 1271

TITLE: _____

DATE: 1/28/10 CONSENT CALENDAR: YES NO

- OUGHT TO PASS
- OUGHT TO PASS W/ AMENDMENT
- INEXPEDIENT TO LEGISLATE
- RE-REFER
- INTERIM STUDY (Available only 2nd year of biennium)

Amendment No.
2010-0346h

STATEMENT OF INTENT:

COMMITTEE VOTE: _____

- Copy to Committee Bill File
- Use Another Report for Minority Report

RESPECTFULLY SUBMITTED,

Rep. Herbert O Richardson
For the Committee