

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Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.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7 2 Task Force on Work and Family; Duties. 2007, 373:4 is repealed and reenacted to read as
8 follows:

9 373:4 Duties.

10 I. The task force shall:

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

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

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

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

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

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

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

28 373:6 Report. The task force shall submit interim reports of its findings and any
29 recommendations for proposed legislation to the speaker of the house of representatives, the senate
30 president, the house clerk, the senate clerk, the governor, and the state library on or before

HB 1271 - AS INTRODUCED

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- 1 November 1, 2007 [~~and~~], November 1, 2009, *and November 1, 2010* and shall submit a final report
- 2 on or before November 1, [~~2010~~] *2012*.
- 3 4 Effective Date. This act shall take effect 60 days after its passage.

HB 1271 - AS AMENDED BY THE HOUSE

17Feb2010... 0346h

2010 SESSION

10-2583
05/03

HOUSE BILL **1271**

AN ACT establishing a task force on work and family.

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

AMENDED ANALYSIS

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

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 establishing a task force on work and family.

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

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

3 CHAPTER 276-F

4 TASK FORCE ON WORK AND FAMILY

5 276-F:1 Task Force on Work and Family Established. There is established a task force on work
6 and family, the purpose of which is to identify the multiple barriers which keep New Hampshire
7 workers from achieving economic security and maximizing their contributions to the state's economy
8 as well as attending to family responsibilities.

9 276-F:2 Membership; Compensation; Terms.

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

11 (a) Two members of the house of representatives, appointed by the speaker of the house
12 of representatives.

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

14 (c) One member appointed by the governor.

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

16 (e) A representative of the commission on the status of women, appointed by the
17 commission.

18 (f) A representative of the commission on the status of men, appointed by the
19 commission.

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

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

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

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

25 (k) A representative of the Business and Industry Association of New Hampshire,
26 appointed by the association.

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

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

- 1 (n) A representative of a local chamber of commerce, appointed by the governor.
- 2 (o) A representative of a young professionals and skilled workers network within a local
3 chamber of commerce, appointed by the New Hampshire Association of Chamber of Commerce
4 Executives.
- 5 (p) A representative of the Greater New Hampshire Human Resource Association,
6 appointed by the association.
- 7 (q) A representative of the university of New Hampshire, Carsey Institute, appointed by
8 the institute.
- 9 (r) A representative of the New Hampshire Children's Trust Fund, appointed by that
10 organization.
- 11 (s) A representative of New Hampshire Legal Assistance, appointed by the executive
12 director.
- 13 (t) A representative of the university of New Hampshire cooperative extension,
14 appointed by the extension.
- 15 (u) A member of the Women's Business Center, appointed by that organization.
- 16 (v) A representative of Child and Family Services, appointed by that organization.
- 17 (w) A representative of the New Hampshire Children's Alliance, appointed by that
18 organization.
- 19 (x) The commissioner of the department of education, or designee.
- 20 (y) A member of the Workforce Opportunity Council, appointed by the council's
21 chairperson.
- 22 (z) A member of the New Hampshire AFL-CIO, appointed by the chapter president.

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

25 III. Members of the task force on work and family established in 2007, 373, (HB 306 of the
26 2007 legislative session) on the effective date of this section may continue to serve on the task force
27 established in this chapter until January 1, 2011. Thereafter, members shall be appointed as
28 provided in paragraph I. Non-legislative members of the task force shall serve a 2-year term,
29 beginning January 1, 2011, except that the initial appointment of 12 such members shall be for one
30 year. Legislative members of the task force shall serve a term co-terminous with their term in office.
31 Any vacancy shall be filled in the same manner as the original appointment.

32 276:3 Duties.

33 I. The task force shall:

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

37 (b) Survey businesses to identify barriers to implementing family-responsive

1 employment policies and practices.

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

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

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

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

12 276-F:4 Chairperson; Quorum. The members of the task force shall elect a chairperson from
13 among the members. The first meeting of the task force shall be called by the first-named house
14 member and shall be held within 45 days of the effective date of this section. Thereafter the task
15 force shall meet at the call of the chair. Twelve members of the task force shall constitute a quorum.

16 276-F:5 Report. On or before November 1, 2010, and each year thereafter, the task force shall
17 submit an annual report its activities and findings, including any recommendations for proposed
18 legislation, to the speaker of the house of representatives, the senate president, the house clerk, the
19 senate clerk, the governor, and the state library.

20 2 Effective Date. This act shall take effect upon its passage.

CHAPTER 255
HB 1271 - FINAL VERSION

17Feb2010... 0346h
04/28/10 1372s
02Jun2010... 2287eba

2010 SESSION

10-2583
05/03

HOUSE BILL ***1271***

AN ACT establishing a task force on work and family.

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

AMENDED ANALYSIS

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

.....

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CHAPTER 255
HB 1271 - FINAL VERSION

17Feb2010... 0346h
04/28/10 1372s
02Jun2010... 2287eba

10-2583
05/03

STATE OF NEW HAMPSHIRE

In the Year of Our Lord Two Thousand Ten

AN ACT establishing a task force on work and family.

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

1 255:1 New Chapter; Task Force on Work and Family. Amend RSA by inserting after chapter
2 276-E the following new chapter:

3 CHAPTER 276-F

4 TASK FORCE ON WORK AND FAMILY

5 276-F:1 Task Force on Work and Family Established. There is established a task force on work
6 and family, the purpose of which is to identify the multiple barriers which keep New Hampshire
7 workers from achieving economic security and maximizing their contributions to the state's economy
8 as well as attending to family responsibilities.

9 276-F:2 Membership; Compensation; Terms.

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

11 (a) Two members of the house of representatives, appointed by the speaker of the house
12 of representatives.

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

14 (c) One member appointed by the governor.

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

16 (e) A representative of the commission on the status of women, appointed by the
17 commission.

18 (f) A representative of the commission on the status of men, appointed by the
19 commission.

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

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

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

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

25 (k) A representative of the Business and Industry Association of New Hampshire,
26 appointed by the association.

27 (l) A representative of the New Hampshire Small Business Association, appointed by

CHAPTER 255
HB 1271 – FINAL VERSION
- Page 2 -

1 that organization.

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

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

5 (o) 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 (p) A representative of the Greater New Hampshire Human Resource Association,
8 appointed by the association.

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

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

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

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

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

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

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

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

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

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

25 (aa) A representative of skilled workers, appointed by the New Hampshire State
26 Building and Construction Trades Council.

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

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

36 276-F:3 Duties.

CHAPTER 255
HB 1271 – FINAL VERSION
- 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 of 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.

25 255:2 Effective Date. This act shall take effect upon its passage.

26 Approved: July 6, 2010

27 Effective Date: July 6, 2010

Amendments

Rep. Gile, Merr. 10
April 13, 2010
2010-1333h
05/10

Amendment to HB 1271

1 Amend RSA 276-F:2, I as inserted by section 2 of the bill by inserting after subparagraph (z) the
2 following new subparagraph:

3

4 (aa) A representative of skilled workers, appointed by the New Hampshire State
5 Building and Construction Trades Council.

Senate Executive Departments and Administration
April 14, 2010
2010-1372s
05/10

Amendment to HB 1271

1 Amend RSA 276-F:2, I(o) as inserted by section 1 of the bill by replacing it with the following:

2

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

5

6 Amend RSA 276-F:2, I as inserted by section 1 of the bill by inserting after subparagraph (z) the
7 following new subparagraph:

8

9 (aa) A representative of skilled workers, appointed by the New Hampshire State
10 Building and Construction Trades Council.

Committee Minutes

**SENATE CALENDAR NOTICE
EXECUTIVE DEPARTMENTS AND ADMINISTRATION**

Senator Jacalyn Cilley Chairman ✓
 Senator Martha Fuller Clark V Chairman ✓
 Senator Betsi DeVries ✓
 Senator Michael Downing ✓
 Senator Sharon Carson ✓

start 2:31 pm
end 2:56 pm

For Use by Senate Clerk's Office ONLY	
<input type="checkbox"/>	Bill Status
<input type="checkbox"/>	Docket
<input type="checkbox"/>	Calendar
Proof: <input type="checkbox"/>	Calendar <input type="checkbox"/> Bill Status

Date: April 7, 2010

HEARINGS

Tuesday

4/13/2010

EXECUTIVE DEPARTMENTS AND ADMINISTRATION

LOB 101

2:00 PM

(Name of Committee)

(Place)

(Time)

EXECUTIVE SESSION MAY FOLLOW

2:00 PM	HB510	relative to the position of director of vital records administration.
2:15 PM	HB1158	changing the name of the institutional review board to the vital records privacy board for health-related research.
2:30 PM	HB1271	(New Title) establishing a task force on work and family.
2:45 PM	HB1304	(New Title) extending the task force on homeless teenagers, the commission to study alternate fuel vehicles, the task force to study access to dental care, and the committee to study the certificate of need process.
3:00 PM	HB1415	relative to the donation of official records of state governors and members of Congress to the state of New Hampshire.

Sponsors:

HB510

Rep. Maurice Pilotte

Rep. Don Petterson

HB1158

Rep. Maurice Pilotte

Rep. Joan Schulze

Rep. Joan Flurey

HB1271

Rep. Mary Gile

Sen. Sheila Roberge

Sen. Martha Fuller Clark

Rep. Rip Holden

HB1304

Rep. Barbara Shaw

Rep. Julie Brown

Rep. Jane Johnson

HB1415

Rep. James Splaine

Rep. Paul McEachern

Executive Departments & Administration Committee Hearing Report

TO: Members of the Senate

FROM: Patrick Murphy, *Legislative Aide*

RE: Hearing report on HB1271 establishing a task force on work and family.

HEARING DATE: April 13, 2010

MEMBERS OF THE COMMITTEE PRESENT:

Senator Cilley (Dist 6), Senator Fuller Clark (Dist 24), Senator DeVries (Dist 18),
Senator Downing (Dist 22), Senator Carson (Dist 14)

MEMBERS OF THE COMMITTEE ABSENT:

None

Sponsor(s):

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

What the bill does:

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

Supporters of the bill:

Rep. Gile, Merr 10; Sen. Fuller Clark, Dist 24; Jackie Cowell, Early Learning NH; Ellen Fineberg, NH Children's Alliance; Dr. Malcolm Smith, UNH; Martin Capodice, NH EMP Society; Jessica Clark, NH AFL-CIO

Those in opposition to the bill:

None

Speaking to the bill/Neutral:

None

Summary of testimony received:

Jessica Clark, NH AFL-CIO

- We support HB 1271 but would like to request an amendment.
- We support this legislation so that it may continue its work for the purpose of identifying the barriers which keep NH workers from achieving economic security and maximizing their contributions to the state's economy, as well as attending to family responsibilities.

- Our organization has had the ability to work with this committee on many issues that impact working families in NH and this task force creates a table in which we can further discuss and promote policies beneficial to working families.
- We believe that the skilled worker appointment that was included as a House amendment should be appointed by the NH Building and Construction Trades Council. The Council is in the position to be able to access numerous registered apprenticeship training programs and members in order to fill the position of the skilled worker position.

Representative Gile, Merr 10

- This bill is introduced to continue the Task Force on Work and Family initiated in the Chapter Laws of 2007, section 373:3, which focused on NH's working families and workplace employment policies and practices. The purpose was and continues to be, to identify working environments that allow NH workers to achieve economic security and maximize their contributions to the state's economy as well as to their families.
- The task force is charged with the following duties:
 - 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;
 - Examine incentives for employers to encourage family responsive work policies and practices;
 - Provide public education on work and family issues and on the need for policies and practices that support the well-being of families.
- HB 1271 originally proposed 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.

Dr. Malcolm Smith, UNH

- Maybe the real NH advantage is that NH is a great place to live and raise a family. This task force is an example of Government at its best. We can't afford to not continue this task force.

Senator Fuller Clark, Dist 24

- When this group was first created it was done with skepticism. Now this group is recognized for doing groundbreaking work.

Funding:

None

Action:

Senator Fuller Clark made a motion of ought to pass with amendment and was seconded by Senator DeVries. The vote was 5-0; Senator Fuller Clark will report this bill to the floor.

Date: April 13, 2010
Time: 2:31 p.m.
Room: LOB 101

The Senate Committee on Executive Departments and Administration held a hearing on the following:

HB 1271 (New Title) establishing a task force on work and family.

Members of Committee present: Senator Cilley
Senator Fuller Clark
Senator DeVries
Senator Downing
Senator Carson

The Vice Chair, Senator Martha Fuller Clark, opened the hearing on HB 1271 and invited Jessica Clark to speak on the legislation.

Senator Martha Fuller Clark, D. 24: I will now open the hearing on 1271, establishing a task force on work and family. And is Jessica Clark here? Thank you, Jessica.

Ms. Jessica Clark: Thank you. My name's Jessica Clark, I'm with the New Hampshire AFL-CIO. Unfortunately Mark McKenzie, our President, wanted to testify but wasn't here, so our written testimony reflects his name. But we are in support of extending the Work and Family Task force. We would ask for one amendment, however. In the House, we testified in terms of having a skilled worker also join this committee to represent the apprenticeship training voice. And that actually came from my recommendation, sitting on the Governor's Task Force for Young Work Force. And I would point you to page 24 regarding the encouragement of use of apprenticeship training programs from that task force. So we really just wanted to create another voice on this, regarding the skilled workers. And would ask that that person be appointed in addition as this Committee moves forward.

So that was all I had today. See written testimony of Mark Mackenzie attached hereto and hereafter referred to as Attachment 1.

Senator Martha Fuller Clark, D. 24: So are there questions for Jessica from members of the Committee? Senator DeVries.

Senator Betsi DeVries, D. 18: Let me just clarify, this is a re-authorization ...

Ms. Clark: Yes.

Senator Betsi DeVries, D. 18: ...of an existing task force.

Ms. Clark: Yes. And in the House we had testified. They actually made the amendment and made the appointment, they included the skilled worker in that language. However, they made the appointment part of the Chamber of Commerce's appointment. We would like to make a recommendation that that be amended to its own line for a skilled worker, and be appointed by the Building and Construction Trades Council.

Senator Betsi DeVries, D. 18: Okay, I need to slow you down, because I'm, if I could ask you about that again.

Ms. Clark: Yup.

Senator Betsi DeVries, D. 18: If I could follow up with a question, the initial ...

Senator Martha Fuller Clark, D. 24: Representative Gile.

Representative Mary Gile: Yes, right here.

Senator Martha Fuller Clark, D. 24: Sign you up here.

Representative Mary Gile: Yes, I'm up, please put me on there.

Senator Betsi DeVries, D. 18: If I could ask, the original task force was established in what year? I mean, how long has that been running? Do you know how many years, a few years?

Ms. Clark: A few years, I believe. I would defer to Representative Gile in terms of its creation.

Senator Betsi DeVries, D. 18: And they just completed their first, oh, it says that right there. It was established in 2007. So they've just completed their first report and need to continue the work of that. And are, maybe Representative Gile is probably better suited to ask some of the questions of,

but is the work product of the Task Force going to be any different? Has it been amended from its original language, are you aware?

Ms. Clark: From this piece, has anything been added from the original?

Senator Betsi DeVries, D. 18: 2007 Task Force as originally, at the point of conception. Has it ...

Ms. Clark: I believe that ...

Senator Betsi DeVries, D. 18: ...evolved to do anything different?

Ms. Clark: I would actually refer to Representative Gile probably, to answer those nitty gritty questions. I know that a young professional's position was included in the House as an amendment, as well as the skilled worker. So I know that that change happened over in the House.

Senator Betsi DeVries, D. 18: Okay. And you are asking for one other change in membership?

Ms. Clark: I, we, I'm basically asking for that the skilled member instead of as written, is being appointed by the Chamber of Commerce, but that be pulled out. Still have a skilled worker having representation, but that that should be appointed by the Building and Construction Trades Council.

Senator Betsi DeVries, D. 18: And that's already been added?

Ms. Clark: Yup.

Senator Betsi DeVries, D. 18: Okay, great.

Ms. Clark: So we want to just kind of clarify that a little bit.

Senator Betsi DeVries, D. 18: Okay. So you support the bill as amended by the House?

Ms. Clark: We support, no, we're asking ...

Senator Martha Fuller Clark, D. 24: She wants a change.

Ms. Clark: ...no, we are requesting the change here in Committee, because the current language in the House, we feel we should have the appointment made by the Building and Construction Trades Council, as opposed by the Chamber of Commerce, in order to reflect an apprenticeship training.

Senator Martha Fuller Clark, D. 24: This is on page 2, line 2 of the bill.

Senator Betsi DeVries, D. 18: That's helpful.

Senator Martha Fuller Clark, D. 24: Okay. And here it says a representative of young professionals and skilled workers network.

Senator Betsi DeVries, D. 18: Was two of them combined into the one line, that my eye just wasn't picking up.

Ms. Clark: Right.

Senator Betsi DeVries, D. 18: So it was the second piece, the skilled workers network.

Senator Martha Fuller Clark, D. 24: We want to separate that skilled worker out and have it appointed by the Building ...

Ms. Clark: Building and Construction Trades Council.

Senator Betsi DeVries, D. 18: Did we catch the appropriate language? Thank you. I'm all set then, thank you very much. Madam Chair, were there any other ...

Senator Martha Fuller Clark, D. 24: Yes, I have some other people who would, Representative Gile, and then I'd like to speak, so I'm going to give it to you.

Senator Betsi DeVries, D. 18: We can do that.

Representative Mary Gile: Thank you, Madam Chair, and I apologize. We were just finishing up in executive session in my committee, and I just wanted to get, make sure that I had all the blurb writers there. I do have handouts and I also did, wait, I don't want you to, well.

Well, good afternoon. I think I may have my head together at this point. 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 House Bill 1271, which is an act extending the Task Force on Work and Family.

This bill is introduced to continue the Task Force on Work and Family initiated in the Chapter Laws of 2007, which is Section 373:3, which focused

on New Hampshire working families and workplace employment policies and practices. The purpose was and continues to be to identify working environments that allow New Hampshire workers to achieve economic security and maximize their contributions to the state's economy as well as to families.

Alright, now you all have a copy of my thing, so I won't continue to read verbatim. But I will draw you to the, where it says the current Task Force on Work and Family was charged with specific duties and I've listed those there. Basically to collect data and information concerning work family issues; to look at the incentives that employers could use to encourage what we call family responsive work policies, and then the third, to provide public education on work and family issues. We were also charged initially to conduct three public hearings in different geographic regions of the state. To, obviously, solicit information and testimony from employers, employees, state agencies, interested councils and so on.

I have attached to your, the data, copies of our report. We submitted a report on November 1st. We submitted a report on November, I'm sorry, 2008 and then we submitted a report on 2009. And I think somewhere in here there's an interim report. And I'll refer to those in just a minute. **See handout from Representative Mary Gile attached hereto and hereafter referred to as Attachment 2.**

I did want to just go down to the, almost the second to last paragraph. 1271 proposed originally to add two members to the Task Force and to expand the duties. Namely, to survey businesses, to identify protective factors that enabled successful businesses to attract highly talented, creative and skilled employees, and also to identify the barriers to offering family responsive employment policies and practices. House Bill 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.

And finally, 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 New Hampshire economy.

Last paragraph does, is just basically that we're experiencing shifting demographics and aging workforce and a recession with economic challenges, such as ... I wrote this before I knew that our unemployment had gone down slightly. And mortgage foreclosures. And we feel our families are working as hard as they can to cope with the competing demands of 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.

I do have in the report, in the first report, if you'd like to look at the second page, I've listed. This has been a very active Task Force on Work and Family. Some of you may see the various activities that we have embarked upon. We've interviewed businesses large and small, for profit and non-profit. We have had publications in New Hampshire Business Magazine. And we also were very fortunate in our first year to be able to apply for a strategic initiatives grant from the University of New Hampshire. And these funds have been used, were used to hold the first Legislative Summit, Legislative and Business Summit on Work and Family in October 2008. We had over 250 people attend that summit and they represented a very broad group of people. We had business, we had human resource professionals, we had family advocates, we had academics. It was a huge and very, very successful day. We also used a portion of that grant, and Dr. Malcolm Smith is here from the University Cooperative Extension Department, to do what will probably be the very first study that's ever been done on work and families in New Hampshire. And that has entailed a whole series of steps that started last fall, I guess. And they will be bringing that report and publishing it at the second summit, Legislative and Business Summit, to be held June 7, 2010. And I was going to email you all an announcement on that, but I thought I better hold back until I presented the bill. I didn't want to ...

So we've held our hearings and we held our first hearing in Manchester, our second hearing in Stratham, of 2008, and our third hearing in Gorham. And you'll never guess where we got the most people. Anyone want to take a try?

Senator Betsi DeVries, D. 18: Gorham.

Representative Gile: Pardon?

Senator Betsi DeVries, D. 18: Gorham.

Representative Gile: Gorham, right. We had a really good sized group up there. But anyway, the rest of the report just goes on. But I wanted to include it to just give you a day, an update, that this group meets monthly and we usually have, we have a large group as you can see. But we usually have between 15 and 20 people in attendance. It has been a very active group. This year, we identified the theme of perspectives on work and family. We had people speak from the legislative leadership, people speak from executive leadership, people with Commissioner Bald, Commissioner

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Reardon. And then we moved out to the community and had Jim Roche from the BIA and Ellen Jackson, Mary Ellen Jackson from the Center for Non Profits. And then this past meeting, we had Mark Mackenzie from Labor, and next month we will be hearing from Molly Hodgdon Smith, who is CEO of the New Hampshire Businesses for Social Responsibility. And they've all sort of addressed the theme.

So I'm hopeful that the Senate will pass the continuation of this, because we're really, I think one group that is looking at the workplace in the 21st century. And I was really pleased, in Washington, I was at the NCSL meeting and went to a workshop sponsored by SHRM, which is the Society for Human Resource Management, and was very impressed with the presentation. And they are also looking at various changes in the workplace. Recognizing that we really want to be able to, and certainly in New Hampshire, to attract the best and the brightest to our state.

Attorney Jessica Parker mentioned an amendment. I have that. I took the initiative, I don't know whether it was the initiative. I didn't know what to do. Did she bring an amendment in?

Senator Martha Fuller Clark, D. 24: Yes, we have that.

Senator Betsi DeVries, D. 18: She spoke to the language, but we haven't seen an actual amendment.

Representative Gile: You haven't seen, alright. So I will ... It's in my name, I know Senator Fuller Clark, you've been a sponsor on this bill in the past. But wait, I guess I just need to keep a copy for my own. And in fact, it does add a representative of skilled workers appointed by the New Hampshire State Building and Construction Trades Council, which we're very glad to see. **See Amendment 2010-1333h attached hereto and hereafter referred to as Attachment 3.**

As a matter of fact, they've been coming to some of our meetings and we're very, we value their input.

Senator Betsi DeVries, D. 18: Okay, thank you.

Representative Gile: So I'd be happy to answer any questions.

Senator Martha Fuller Clark, D. 24: Questions? Yes, Senator DeVries.

Senator Betsi DeVries, D. 18: Thank you, Madam Chair. And my question would be, just with the shift in focus this time to look at maybe some of the

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senior job opportunities. Did you wish to also look at adding membership from, it's a huge commission, task force, but AARP or somebody like that, that might represent the seniors at the table? Or is that already accomplished?

Representative Gile: Thank you for your question. AARP was on the original and they came to one meeting.

Senator Betsi DeVries, D. 18: I see.

Representative Gile: So we asked them, but I think that they're aware that ...

Senator Betsi DeVries, D. 18: They're welcome to attend.

Representative Gile: ...we're addressing their issues and so I think that was, you know, we felt comfortable with that and so did they. So is that

Senator Betsi DeVries, D. 18: Great. Not needed at this time.

Representative Gile: You can tell by the color of my hair that I'm very interested in senior issues.

Senator Betsi DeVries, D. 18: Would you believe that I'm now considered eligible as well to represent those issues?

Representative Gile: Good, good. Any further questions?

Senator Betsi DeVries, D. 18: All set.

Representative Gile: Oh, thank you.

Senator Betsi DeVries, D. 18: Thank you.

Senator Martha Fuller Clark, D. 24: Is there anyone else in the audience who would like to speak to this bill that did not have a chance to sign up? Yes, if you'd like to come forward and give your name.

Dr. Malcolm Smith: Yes, I did sign up but I think the list got stuck there.

Senator Betsi DeVries, D. 18: Oh, I'm, oh my.

Dr. Smith: I'll be very brief. Senators, thank you for this opportunity. My name is Dr. Malcolm Smith, I'm a scientist who studies families, and I have

the most interesting study subject there is. I work both in the Department of Family Studies at UNH and I work for Cooperative Extension, where I'm a family life and family policy specialist.

One of the things that we do often in this state when we consider new legislation, when we consider new bills, is to look at its effect on the environment, its effect on the economy, its effect on many things. But what this task force has really begun to do, which is incredible from the membership, is began to consider legislation, how legislation affects families in our state. And we've come to decide, as a task force, that maybe the New Hampshire advantage just isn't about taxes. But maybe it's because this is and can be and continues to be a great place to work and raise children.

And as a direct result of the Task Force and Representative Gile's leadership, I, my work has been personally affected by this task force. In that it lead myself and Dr. Kristen Smith from the Carson Institute to conduct the first study ever done in New Hampshire of a representative sample of working parents. We interviewed, through the survey center at UNH, after going out and talking in focus groups to 80 working families, we interviewed a representative sample from every county, every economic income. And we're about to announce the results of that study, and in my career as a researcher, it's been the most exciting project.

This is a task force or a committee of government at its best, because it's informing research, it's informing policy, it's making our state stronger, and it's a joy to be a part of. And I know that this is a time when we're looking at reducing government, but this is one you can't afford not to continue.

Senator Martha Fuller Clark, D. 24: Thank you very much. Thank you for your service.

Dr. Smith: Thank you for your time.

Senator Martha Fuller Clark, D. 24: I'd just like to ask Mary Stuart Gile a couple of questions. I got distracted and didn't ask her.

Senator Betsi DeVries, D. 18: Madam Chair, it's your prerogative, certainly.

Senator Martha Fuller Clark, D. 24: Would you come forward?

Representative Gile: Certainly, yup.

Senator Martha Fuller Clark, D. 24: I wanted to ask you two things. One, do you have a website and are your meetings from all of your monthly, the minutes from your meetings or the presentations and so forth, are they available through that website for other people to be able to read and study?

Representative Gile: Not yet. No, we don't have a website. We do have people on the Task Force who are very good at getting information out. But, and we can certainly distribute the minutes, once they've been approved, you know, by the Task Force. That's a good idea.

Senator Martha Fuller Clark, D. 24: I think that, I know I'm not able to come to meetings on Mondays, which I deeply regret. But I do know that having another board that I sit on, on Fridays, that we have a website and that we are able to put up all of that information on that website, which is managed by the PUC. So I think that it would be very helpful if there were a way to do that. And then sort of create a portal on the Legislative website where people would know where to go.

Representative Gile: That's a good suggestion. I didn't realize we could do that.

Senator Martha Fuller Clark, D. 24: I think it would be extremely helpful and I, and just, the second thing I wanted to ask you was, have you worked at all in conjunction with the New Hampshire Women's Policy Institute?

Representative Gile: We did have a representative, but we don't know what's happened to the Women's Policy Institute, Senator Fuller Clark.

Senator Martha Fuller Clark, D. 24: Then I will follow-up and get back to you.

Representative Gile: Okay.

Senator Martha Fuller Clark, D. 24: Because I do believe that that's a very important link.

Representative Gile: Yes.

Senator Martha Fuller Clark, D. 24: And I'm sorry to hear that that's fallen by the wayside, obviously through no fault of your own.

Representative Gile: Well, that agency was represented in our first, on the original Task Force, as was the New Hampshire Women's Lobby and the Commission on the Status of Women. And, but then I think there was a

change and somebody left, and somebody was appointed and then we never heard any more. So the last time I heard ...

Senator Martha Fuller Clark, D. 24: So do they still have a place on the ...?

Representative Gile: I don't know. The last I heard was ...

Dr. Smith: Annie Farnsworth was the representative.

Representative Gile: No, not the Women's Policy Institute. Annie is a commissioner, so, you know, we can follow up.

Senator Martha Fuller Clark, D. 24: Okay.

Representative Gile: I asked once, there was ...

Senator Martha Fuller Clark, D. 24: Well, I think you should check with Jennifer Frizzell.

Representative Gile: Oh, okay.

Senator Martha Fuller Clark, D. 24: Okay, she is currently president or chair of that board, but I know that, and I would certainly also encourage you to look at how you might be able to partner with the Women's' Fund.

Representative Gile: Okay, alright.

Senator Martha Fuller Clark, D. 24: Because I think that, you know, so much of family issues are related to women's issues, women and children, and so I think we don't want to create sort of these silo initiatives going forward, that the more cross-fertilization and support, the better.

Representative Gile: That's a good suggestion. Katie Merrill was the first representative from the Women's Policy Institute.

Senator Martha Fuller Clark, D. 24: Right, and then she left ...

Representative Gile: And she left.

Senator Martha Fuller Clark, D. 24: And then Rachel ..

Representative Gile: And Rachel ...

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Senator Martha Fuller Clark, D. 24: ... came on and then Rachel left, and I don't believe right now they have a paid executive director. But I believe that they could appoint someone from their board.

Representative Gile: Sure, yeah, it's good.

Senator Martha Fuller Clark, D. 24: Great, thank you.

Representative Gile: Senator Cilley.

Senator Martha Fuller Clark, D. 24: I will hand this back and then I will
....

Senator Jacalyn L. Cilley, D. 6: Thank you. So we have heard from, so are there any further questions for Representative Gile? Thank you very much.

Senator Betsi DeVries, D. 18: I think Senator Fuller Clark is looking to testify.

Senator Jacalyn L. Cilley, D. 6: Oh, okay. Recognizing Senator Fuller Clark.

Senator Martha Fuller Clark, D. 24: Thank you very much. For the record, I'm Senator Martha Fuller Clark. I represent District 24, which is the City of Portsmouth and the seven surrounding communities. And I'm here today to speak in support of this bill.

And I have a particular objective, which is that when this legislation to create this task force, work and family, was first passed, it was passed with a great deal of skepticism. And really a sense that, well, we passed this but, you know, the task is too broad, there are too many members on this work force, it's not going to accomplish anything. And I guess I'm here to say that I'd particularly like to commend Representative Mary Stuart Gile for the work that she's done and all of the various entities that she's been able to bring together. And they are really doing groundbreaking work, not just here in New Hampshire, but in relationship to the rest of the country. So it's a very, I think, exciting and very important task force that we should all be following more closely.

I have been privileged to, I've been appointed to that task force. Unfortunately, I have had a lot of conflicts that have made it difficult for me to attend as many meetings as I would like. But I do read the minutes and stay on top of what they're doing. I hope all of us would set aside the day on the 7th of June to be able to go to their next conference. I think that this is

truly groundbreaking work that they're doing and I wanted just the opportunity to be able to testify so that I could tell you, really, as sort of almost a passive participant, observer, how exciting the work is that is being done here.

Senator Jacalyn L. Cilley, D. 6: Thank you. Are there any questions for Senator Fuller Clark? Okay, thank you. I see also, Jessica Clark had, and you've testified?

Senator Martha Fuller Clark, D. 24: She spoke.

Senator Jacalyn L. Cilley, D. 6: Okay. And Dr. Malcolm Smith has spoken, by the looks of it, that's correct?

Senator Martha Fuller Clark, D. 24: Yes, he has.

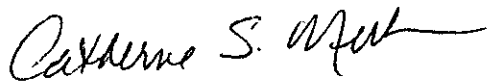
Senator Jacalyn L. Cilley, D. 6: Okay. And those are, I see Marty Capodice is in support but not asking to speak. Hhmm?

Mr. Marty Capodice: I could but it's not necessary.

Senator Jacalyn L. Cilley, D. 6: Okay. Ellen Fineberg of the New Hampshire Children's Alliance is in support, not asking to speak. And Jackie Cowell, Early Learning New Hampshire, in support, not asking to speak. Was there anybody else who intended to speak on this bill? Okay, not seeing anybody else, with that I'll close the hearing.

Hearing concluded at 2:56 p.m.

Respectfully submitted,



Catherine S. Mullen
Senate Secretary
4/15/10

3 Attachments



NEW HAMPSHIRE AFL-CIO

Attachment 7

PRESIDENT
Mark S. MacKenzie

SECRETARY/TREASURER
William A. Stetson

PRESIDENT EMERITUS
Harland W. Eaton

SECRETARY-TREASURER
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April 13, 2010

Dear Chairwoman Cilley and Committee Members,

My name is Mark MacKenzie and I am the President of the NH AFL-CIO. We represent 40,000 union members in the state of New Hampshire in the private, public and federal sector. We appear today in support of to House Bill 1271 but would like to request an amendment be made to the legislation.

We support this legislation so that it may continue its work for the purpose of identify the 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. Our organization has had the ability to work with this committee on many of the issues that impact working families in New Hampshire and this task force creates a table in which we can further discuss and promote policies beneficial to working families.

We believe that the skilled worker appointment that was included as a House amendment should be appointed by the NH Building and Construction Trades Council. The Council is in the position to be able to access numerous registered apprenticeship training programs and members in order to fill the position of the skilled worker position. We appreciate your consideration of this proposed amendment.

TESTIMONY, HB 1271
Submitted April 13, 2010
to the
SENATE EXECUTIVE DEPARTMENTS AND ADMINISTRATION COMMITTEE

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 the Task Force on Work and Family initiated in the Chapter Laws of 2007, section 373:3, which focused on NH's working families and workplace employment policies and practices. The purpose was and continues to be, to identify working environments that allow NH workers to achieve economic security and maximize their contributions to the state's economy as well as to their families.

The current task force on work and families was 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 proposed originally 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), refuge 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.

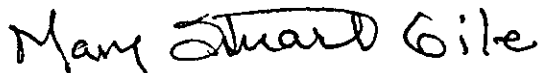
Discussions have also focused on planning a second summit to fulfill duties in 373:4-I (e). Other information shared with Task Force members has included federal and state legislation related to work and family.

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



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.

Attachment B



Rep. Gile, Merr. 10
April 13, 2010
2010-1333h
05/10

Amendment to HB 1271

1 Amend RSA 276-F:2, I as inserted by section 2 of the bill by inserting after subparagraph (z) the
2 following new subparagraph:

3

4 (aa) A representative of skilled workers, appointed by the New Hampshire State
5 Building and Construction Trades Council.

Speakers

Testimony



State of New Hampshire

Rec'd 11/14/11

GENERAL COURT

CONCORD

MEMORANDUM

DATE: November 1, 2011

TO: Honorable John H. Lynch, Governor
Honorable William L. O'Brien, Speaker of the House
Honorable Peter Bragdon, 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: Annual Report of Task Force on Work and Family
RSA 276-B, Chapter 255:1 Laws of 2010

Pursuant to RSA 276-B:5, enclosed please find the Annual Report of the Task Force on Work and Family.

The report summarizes the activities conducted from November, 2010 until November 1, 2011. If there are any questions or comments regarding this report, please do not hesitate to contact me.

MSG/dm
Enclosure

ANNUAL REPORT

November 1, 2011

TASK FORCE ON WORK AND FAMILY

RSA 276-B, Chapter Law 255:1, Laws of 2010

PURPOSE

RSA 276-B is a continuation of the Task Force on Work and Family proposed in HB 306, Chapter Law 373:2, Laws of 2007, and established 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.

PROGRESS TO DATE

The Legislative Task Force on Work and Family reconvened on April 4, 2011 to welcome new appointees and to review the duties defined in RSA 276-B legislation. The agenda also included a guest speaker, Rep. Laurie Sanborn, who spoke on the newly created NH House Business Coalition. The information was very interesting and provided Task Force members with a good introduction to a renewed emphasis on business legislation.

On May 2, 2011, the Task Force met to develop strategies to address the first three duties in RSA 276-B and to hear a second speaker, Rep. Gary Richardson, who is coordinating a Democratic initiative to engage business leaders in developing policies that promote NH's economy.

The specific duties for consideration included:

276-B:3-(a): To collect data and information concerning work-family issues including employer policies and practices that enable employees to balance work responsibilities and family commitments and also help employers improve productivity; and

276-B:3-(b): To survey businesses to identify barriers to implementing family-responsive employment policies and practices; and

276-B:3-(c): To develop and promote a system of incentives and rewards such as the Alfred P. Sloan Awards, for businesses that provide family-responsive benefits, and to discuss policy recommendations in the 2010 Report entitled, *Working Parents and Workplace Flexibility*.

The major task posed in RSA 276-B is to determine to what extent businesses are aware of family-friendly employment policies and practices such as workplace flexibility. Meetings in June and August focused on discussing strategies on how best to reach businesses. Two approaches were defined:

- 1) Include key questions relative to family-friendly benefits in the Department of Employment Security's Economic and Labor Market Information Bureau, (ELMB) survey which has an anticipated distribution to 43,000 for-profit and non-profit businesses in the Fall of 2011; and
- 2) Meet with Chamber of Commerce members and business representatives in Laconia, Keene and Concord to elicit information about the current status of family-friendly employment policies and practices and to learn what the challenges are in implementation of such policies as well as what works.

The Task Force was successful in including specific questions in the ELMB survey. Returns expected are around 25% of the total number distributed, and the results will be available for publication in 2012.

On September 20th, 2011, the Lakes Region Chamber of Commerce and the Task Force cosponsored a presentation and roundtable discussion with local business representatives. Dr. Kristin Smith, Research Assistant Professor with the Carsey Institute and Task Force member, presented the Report, *Working Parents and Workplace Flexibility*. Dr. Malcolm Smith, Family Life and Family Policy Specialist with the UNH Cooperative Extension and Associate Professor of Family Studies at UNH as well as a Task Force member followed with a presentation of the implications for policy. The roundtable format encouraged attendee participation and provided excellent information for Task Force members. The Task Force is most grateful to member, Karmen Gifford, Executive Director of the Lakes Region Chamber of Commerce, for organizing and coordinating logistics and publicity. Future meetings are planned for Keene and Concord.

It is anticipated that the results of the ELMB survey combined with the onsite conversations with business representatives in three NH regions will provide Task Force members with insights into the successes and challenges that employers encounter introducing family-friendly employment policies and practices and will address the duties in RSA 276-B. The information will be important to Task Force members in identifying NH employers to be recognized at the 2012 Summit on NH Working Families referenced below.

Other activities for the 2011-2012 legislative session include maintaining the Task Force website, defining specific activities related to the policy recommendations in the Report, *Working Parents and Workplace Flexibility*, and planning the 3rd Summit on NH Working Families in 2012. The members of the Task Force anticipate a busy and productive year.

Questions as well as further information regarding Task Force membership, minutes of meetings are available upon request. A copy of the enabling legislation is attached.

Respectfully submitted,

A handwritten signature in black ink that reads "Mary Stuart Gile". The signature is written in a cursive style with a large, sweeping initial "M".

Representative Mary Stuart Gile, Ed.D., Chair

1 that organization.

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

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

5 (o) 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 (p) A representative of the Greater New Hampshire Human Resource Association,
8 appointed by the association.

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

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

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

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

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

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

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

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

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

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

25 (aa) A representative of skilled workers, appointed by the New Hampshire State
26 Building and Construction Trades Council.

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

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

36 276-F:3 Duties.

CHAPTER 255
HB 1271 - FINAL VERSION
- 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 of 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.

25 255:2 Effective Date. This act shall take effect upon its passage.

26 Approved: July 6, 2010

27 Effective Date: July 6, 2010



State of New Hampshire

GENERAL COURT

CONCORD

MEMORANDUM

DATE: November 1, 2010

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: Annual Report on Task Force on Work and Family
RSA 276-F, Ch. 255:1, Laws of 2010

PREAMBLE:

Pursuant to Ch.255:1, Laws of 2010, enclosed please find the annual report on the progress of the Task Force on Work and Family. The report summarizes the activities conducted from November, 2009 until November 1, 2010. If there are any questions or comments regarding this report, please do not hesitate to contact me.

REPORT

November 1, 2010

TASK FORCE ON WORK AND FAMILY

RSA 276-F

Members of the Task Force

(Available Upon Request)

PURPOSE:

The Task Force on Work and Family was established with the enactment of HB 306, Chapter Law 373:2, Laws of 2007 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.

In August of 2010, following the passage of HB 1271, establishing a task force on work and family (Ch.255:1, Laws of 2010), meetings continued on a monthly basis through November 1, 2010. The duties addressed in this report include those defined in HB 306, Chapter 373: 4-1, and are as follows. The Task Force will:

- 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 the changing needs of employees and their families;
- e) 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.

HB 306, Chapter 373:3-II required the Task Force to conduct three public hearings in different geographic regions of the state to solicit information and testimony on work and family issues. These were held in Manchester, Stratham, and Gorham in the Spring and Fall of 2008.

ACTIVITIES CONDUCTED NOVEMBER, 2009 – NOVEMBER 1, 2010

For the purposes of this report, the Task Force activities conducted during the period noted above, will be described in accordance with the duties in HB 306, (373:4-I (a-e)).

- (a) Identify groups with an interest in resolving specific work and family issues and devise ways to bring them together to promote mutual understanding.**

Progress to Date:

The composition of the Task Force on Work and Family membership is representative of twenty-two (22) agencies, and organizations. A major effort was made to contact and reach out to CEO's, Human Resource Professionals and others to explore the extent to which employment policies and practices are responsive to workers' needs on the job as well as to their family responsibilities. Several Task Force members were invited to speak on panels and at meetings including a breakfast meeting for businesses in Manchester, sponsored by the Sheehan, Phinney, Bass and Green Law Firm to explain the purpose of the Task Force, its goals and anticipated outcomes.

Meetings held from January through May, 2010 featured state leaders, within the legislative and executive branches of government as well as leaders representing business and labor. Each was invited to share his/her perspective on work and family issues in NH. For the period January through June, speakers included:

January 11, 2010 – Representatives Mary Jane Wallner, Majority Leader, NH House of Representatives and Jeff Goley, Chair, House Labor, Industrial and Rehabilitation Committee;

February 1, 2010- Commissioners George Bald, NH Department of Resources and Economic Development and Tara Reardon, NH Department of Employment Security;
(Commissioner George Copadis NH Department of Labor was invited, however, had an unexpected schedule conflict.)

March 1, 2010 – Jim Roche, President, NH Business and Industry Association and Mary Ellen Jackson, Executive Director, NH Center for Non-Profits;

April 5, 2010 – Mark MacKenzie, Executive Director, NH AFL-CIO

May 3, 2010 – Molly Hodgson-Smith, Executive Director, NH Businesses for Social Responsibility;

- (b) Collect data and information concerning work-family issues, including employer policies and practices that enable employees to balance work responsibilities with family commitments.**

Progress to Date:

The report "*Working Parents and Workplace Flexibility in New Hampshire*," (Attachment A) reflects the Task Force's most significant effort to collect data and information on work and family issues. This publication was a joint effort between the UNH Cooperative Extension and Department of Family Studies, Carsey Institute at the University of New Hampshire, and the NH Department of Employment Security. Principal researchers were Dr. Malcolm Smith, Dr. Kristin Smith, and Martin Capodice, all members of the Task Force, with assistance from Megan Henly, Michelle Stransky and Sabrina Harris, UNH graduate students. Funding was provided through a UNH Strategic Initiatives Grant. The report describes the data, scope of the study, factors contributing to workplace flexibility and recommendations. The Task Force, which has been re-enacted as RSA 276-F:1, plans to conduct regional meetings in the Spring of 2011 to inform the public of the report's findings and to develop a plan to address the recommendations.

(c) Examine possible incentives that could be initiated by the state to encourage the successful policies which have been identified as effective.

Progress to Date:

Task Force members promote incentives, rewards and public recognition as the most effective methods of changing policy. Since its enactment, the Task Force has held meetings and cosponsored two summits (October 29, 2008 & June 7, 2010) featuring local, state and nationally recognized speakers as well as NH businesses, large, small, for-profit and non-profit who are recognized for their family-responsive employment policies. In addition, Task Force members have encouraged and promoted interest in applying for SLOAN* awards.

* SLOAN – This national award is funded by the Alfred P Sloan Foundation to recognize businesses that have adopted innovative approaches to creating new models for the 21st Century Work Place. Businesses receiving the SLOAN award are recognized for their bold changes in employment policies and practices that support the needs of their employees and also lead to the company's success and improved productivity. The businesses receiving the awards are listed in a directory entitled "*When Work Works*" which receives nation-wide distribution.

.....

(d) Consider changes to statutes or rules which would allow for greater flexibility on the part of businesses to accommodate the changing needs of employees and their families.

Progress to Date:

During the summer of 2008, a small group of Task Force members met to work on three pieces of legislation, namely:

- HB 661-FN, relative to family leave insurance
- HB 662-FN, relative to paid sick leave for employees
- HB 663-FN, relative to working families' flexibility

The bills were introduced in the 2009 legislative session with the suggestion by the sponsor that they be retained, studied further and submitted with recommendation in the 2010. This provided time to bring the bills to the full membership of the Task Force in August, 2009 to engage them in discussion of the bills and enlist their support. Task Force members worked on amendments to each bill and several attended meetings to work with the appointed House study committee members. All three bills were recommended for Interim Study and have been recommended for future legislation by the House Commerce (HB 661) and Labor (HBs 662 & 663) committees respectively.

.....

(e) 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.

Progress to Date:

Two major events planned in cooperation with UNH Cooperative Extension have addressed this requirement. The First Legislative Summit on Work and Family was held on October 29, 2008 in Concord. Registration was free and over two hundred and fifty participants attended the day-long event. A summary of this first summit was provided in the report submitted November 1, 2008.

The 2nd Legislative Summit was held on June 7, 2010 in Concord with over one hundred and twenty participants. Regretfully, due to diminished funds, a registration fee was charged. Attendees included legislators, business leaders, work/family advocates, human resource professionals, academics and workers. Speakers included both those who are nationally recognized for their research and publications and representatives from NH businesses identified for their exemplary family-friendly employment policies and practices. An agenda for the June 7, 2010 Summit is attached (Attachment B). Presenters included:

National:

Michael Robbins, U.S. Department of Education, Office of the Secretary
Lois Backon, Families and Work Institute, New York;
Dr. Brad Harrington, Executive Director, The Center on Work and Family, Boston College,
Yvonne Siy, Corporate Voices for Working Families;
Jacqueline Cooke, Women's Bureau, US Department of Labor, Regional Office, Boston;
Dina Bakst, A Better Balance, New York.

New Hampshire

Tara G. Reardon, Commissioner, NH Employment Security
Gary Hirshberg, CE-YO, Stonyfield Farm,
Drs. Kristin Smith, Carsey Institute at UNH and Malcolm Smith, Family Policy Specialist,
UNH Cooperative Extension and Professor, UNH Department of Family Studies, Sabrina
Harris, UNH Master Degree Candidate;
Connie Roy-Czyzowski, Vice President, New England Delta Dental;
Christine Chapman, Company C;
Melissa Clickner, Schleuniger, Inc.;
Mary DeVeau, VNA (Concord);

Amanda Grappone, Grappone Automotive;
Gregg Mikolaities, Appledore Engineering.

THE FUTURE:

In August, 2010, HB 1271- establishing a task force for work and family was enacted to become RSA 276-F:1. The composition of the task force remains essentially the same with minor modifications. The duties will expand to include surveying NH employers to identify barriers to implementing family-responsive benefits, researching programs and benefits that attract and retain young professionals and skilled workers, and highlighting opportunities for elders to continue working on reduced schedules. Efforts in public education will continue by introducing a website, conducting regional meetings to disseminate the report "*Working Parents and Workplace Flexibility in New Hampshire,*" and by showcasing as many as possible successful businesses that feature employment policies and practices that enable NH working parents to achieve a healthy balance between work and family responsibilities.

Lastly, the Task Force will identify criteria to determine specific effects and changes that are occurring in the NH workplace as a result of its programs and goals.

Respectfully submitted,



Representative Mary Stuart Gile, Chair



The 2nd New Hampshire Summit on Work and Family

June 7, 2010 – Grappone Conference Center, Concord, NH

Agenda

- 9:00 Welcome**
Representative Mary Stuart Gile, Chair, NH Legislative Task Force on Work and Family; Dr. Malcolm Smith, UNH Cooperative Extension
- 9:15 President Barack Obama's National Conversation on Responsible Fatherhood and Strong Communities**
Michael Robbins, U.S. Department of Education, Office of the Secretary
- 9:30 Greetings**
Tara G. Reardon, Commissioner NH Employment Security; Mark MacKenzie, President NH AFLCIO; Jim Roche, NH Business and Industry Association
- 9:45 Why Work/Life Fit Matters Now More Than Ever**
Lois Backon, Families and Work Institute, New York, NY
- 10:15 Break**
- 10:30 A National Perspective on Workplace Flexibility**
Panel Discussion. Led by Jane Seibel, Flex-Friendly
Panelists: *Yvonne Siu, Corporate Voices for Working Families; Jacqueline Cooke, Women's Bureau, U.S. Department of Labor; Dina Bakst, A Better Balance*
- 11:00 Working Parents and Workplace Flexibility in the Granite State: Findings from the Survey of NH Working Parents**
Dr. Kristin Smith, Family Demographer, Carsey Institute; Dr. Malcolm Smith, Family Education and Policy; Sabrina Harris, M.S., Child Advocacy and Family Policy
- 11:45 Lunch**
- 12:15 Keynote Address: Sustainable Business Means Sustainable Families!**
Gary Hirshberg, CE-YO, Stonyfield Farm
- 1:00 Keynote Address: The Changing Role of Men in Work and Family Life**
Dr. Brad Harrington, Executive Director, The Center on Work and Family Life, Boston College
- 1:30 Best Practices in Work and Family in New Hampshire**
Panel Discussion. Led by Connie Roy-Czyzowski, NE Delta Dental
Panelists: *Christine Chapman, Company C; Melissa Clickner, Schleuniger Inc; Amanda Grappone, Grappone Automotive; Mary DeVeau, Concord Regional Visiting Nurses Association; Gregg Mikolaities, Appledore Engineering*
- 2:30 Closing Remarks**
Dr. Malcolm Smith, UNH Cooperative Extension
- 2:45 Adjournment**

Working Parents and Workplace Flexibility in New Hampshire



UNIVERSITY of NEW HAMPSHIRE
COOPERATIVE EXTENSION

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INSTITUTE
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Working Parents and Workplace Flexibility in New Hampshire

Kristin Smith and Malcolm Smith

Some would argue that the widely touted New Hampshire advantage that has attracted and kept many profitable small and large businesses in New Hampshire is all about not having state taxes.¹ Others believe it has more to do with the New Hampshire way, the way of life that the Granite State offers those of us who work and live here and who chose to raise our families here. There are some real advantages to living in the Granite State. Our beautiful mountains and lakes and natural spaces, our abundant resources, our sense of community and fairness, our courteous driving habits and our fierce independent spirit all contribute to making New Hampshire a unique place to live.

In the past, our economic environment has also made New Hampshire a great place to live and raise a family. The Annie E. Casey Foundation has consistently ranked New Hampshire, in their national Kids Count program, as one of the best places to raise children. With the state in the throes of an economic crisis and with an aging population, crucial questions have arisen related to what attracts and sustains working families in our state. How can we maintain our economy while ensuring that New Hampshire remains a great place to live and raise healthy, vibrant children who will also want to make their lives here? At this crucial time in our history, it appears that there needs to be another facet of the New Hampshire way, one that will keep the Granite State a great place to live and work.

"I'm just hanging on to everything by some tiny threads. If one of those threads breaks, like if my mom is sick and can't look after my son, or my car breaks down, or I get hurt at work, it could all break down and we'd be out on the street." — *A father in Berlin, describing the relationship between his work and family life during a focus group.*

Key Findings:

- About half of working parents in New Hampshire stated that their job was "very flexible," while another one-third stated it was "somewhat flexible," and only 8 percent believed their job was "not too flexible."
- Fifty-five percent of working parents in New Hampshire strongly agreed or somewhat agreed that the main reason they are staying in their job is because of the flexibility it offers. Twenty-three percent passed up a promotion for a better job because of uncertainty of being able to negotiate job flexibility.
- Some working parents appear to be making a trade-off between holding a flexible job and having access to paid leave benefits. For example, parents working part-time have more job flexibility but less access to paid leave, while the inverse is true for parents working full-time.
- Working parents' reports of job flexibility increased the longer they have been with an organization.

New Hampshire's current economic well-being, its future as a leader in New England's commerce, and the viability of its quality of life depend upon its ability to attract, sustain, and adequately reward working families. When working parents are content, firmly planted, and able to manage the complexity of both caring for a family and enjoying a productive work life, the state's economy and the productivity of its businesses also win.² Parents' ability to contribute productively to the economy depends on a partnership between individuals, organizations, communities, and state policy makers to provide simple but important supports for working families. When employers and policy makers come together, they can create powerful momentum. To maintain the New Hampshire way, policy makers and employers need to support ways for workers to find balance between their work, family, and personal needs.

Research has shown that workplace flexibility, particularly in regard to where and how work gets done, benefits employers (in the form of financial benefits and competitive advantage) and employees (in the form of more productivity, lower turnover, and less stress).³ In the spring of 2010, the White House launched its first national dialogue on the importance of workplace flexibility in maintaining a healthy U.S. economy. The release of the President's Council of Economic Advisors first report on work-life balance and flexibility signaled a firm national commitment to the issues contained in this brief. New Hampshire, in many ways, is well ahead of this clear national trend, with the ongoing work of the New Hampshire Legislative Task Force on Work and Family, as well as the work of many New Hampshire employers who are leading the call to create more flexible and family friendly work environments.

Our research aims to further examine, understand, and define how New Hampshire's working parents manage the dual challenges of work and family. Through their statements, opinions, and perceptions, we hope to understand the real New Hampshire advantage. This advantage could be endangered by the rapid changes in the nature of employment, changes that strain working families and communities struggling to maintain minimum services to families. By listening to the voices of working parents and

enacting sound policies in the statehouse and in business boardrooms based on parents' expressed needs, the New Hampshire way will extend to all working parents in the Granite State.

Developing the Survey of New Hampshire Working Families

The Survey of New Hampshire Working Families was grounded from the beginning in the voices of New Hampshire's working parents. The process of designing questions for the survey began with a series of focus groups at five of New Hampshire's twenty-three community-based family resource centers. We questioned diverse groups of working parents, from economically challenged single parents to young mothers to a fathers' support group, about their work and family lives. In total, eighty-eight parents participated in these initial focus groups.⁴

After hearing and recording the voices of these parents, who spoke openly and candidly, we analyzed the content and discovered a series of themes that guided the development of our survey.

Theme 1: Rigidity versus Flexibility in the Workplace

"The other day, my youngest got sick at school," one working mom told us, "and when I tried to take a minute off the front counter to call the school, my supervisor took my cell phone away."

One of the themes expressed repeatedly and dramatically was the rigidity of some working environments toward issues of tending to family. While some parents told us that their own or their spouse's workplace flexibility allowed them to attend to family matters during work hours, others reported rigid rules that required clocking out, resulted in the loss of pay, or even caused firings when an employee needed to tend to a family member.

Theme 2: Variability among Supervisors in Supporting Work/Family Fit

“It’s like, when we hear the CEO talk he tells us we’re all about flex time,” said one young mother in New Hampshire’s North Country, “but when I tried to get time off when my husband got hurt, my supervisor refused to let me make up the hours. He just didn’t care.”

Some of the working families we listened to described their workplace as being “family friendly” in spirit but told us that their supervisors were often inconsistent or unsympathetic in interpreting those company policies. Participants reported that factors such as gender, longevity, and familiarity with the supervisor influenced interpretation of the company’s flexibility policy.

Theme 3: Gender and Family Flexibility

A frequent theme emerging from both male and female participants was the idea that men have more flexibility to deal with family issues than women in New Hampshire workplaces. One father described it this way:

“Even though I’m a single dad, I didn’t tell my boss that when I got custody of my boy. I’ve seen how they treat the women out at the plant. When they interview women, they kind of assume they are going to miss a lot of work for family stuff, and they make it hard on them from the start. I waited until I had some pull as a reliable guy, then I told ‘em I had to be gone for my son and it was no problem.”

Theme 4: Fragility and Importance of Family and Community Support

Many parents in the focus groups described intricate webs of family and community involvement in their working lives. When asked to describe her work day, one mother said she has to drive nearly thirty miles to drop her child off at a relative’s house for care, and then drive her husband to work twelve miles in another

direction, before returning to her town to drive a school bus all morning.

Working families list a host of community resources among the many supports they rely on to piece together work and family balance, including relatives, neighbors, older siblings, neighborhood child care, family resource centers, home visiting programs, and the work of the Department of Employment Security offices.

Theme 5: Lack of Affordable Resources

One young mother described her living arrangements to us this way: “It is hard to concentrate on work when you live in a two-room house with your husband, your parents and your two children. We’ve been waiting on public housing for a year and subsidized day care for another year. Something’s got to give.”

A litany of lacks was a repeated theme in the focus groups, including a lack of affordable child care, lack of affordable housing, and a lack of other community resources. In some cases, mothers and fathers described living in other nearby states and commuting to their jobs in New Hampshire because the adjoining state offered better child care or housing prices and other support mechanisms.

Theme 6: Uneven Access to Job Flexibility

An unexpected theme also emerged during the focus groups: Some parents reported their reluctance to seek other employment because of the flexibility of their present job. “I’m not really happy [at my job],” one mother told us, “but if I ever left, I know I couldn’t find a place that lets me take care of my kids like this job does.”

Some of the participants who worked in family friendly settings described the employer allegiance that family friendly policies generated, an allegiance to the policy but not to the job or the company itself. Working parents may fear that their job is the only one that is flexible and hold that flexibility as key to their ability to manage their work and family responsibilities.

It was clear to these parents that not all companies have the same flexible workplace policies, nor do they have the same workplace cultures. Companies

that provide flexibility and create a culture that understands the dynamic link between work/life balance and employee allegiance not only keep their employees but also keep them willingly.

Theme 7: Disconnect about Policy Making

While participants were quick to point out their needs for individual, workplace, community, and state policies and practices that might help them better balance their work and family lives, they weren't clear about who best could help them. When asked whom they might consult about making changes to benefit their work and family lives, the answers we heard most often were "the U.S. president" or "the governor." Participants often

minimized the roles of their companies, their bosses, their communities, and state policy makers or local government in making these changes.

These seven themes laid the foundation for the questions we developed for the first Survey of New Hampshire Working Families. While the limitations of sample size and the difficulties accessing low-income working families prevented us from fully addressing all the themes, these voices informed and grounded the structure, definition, and focus of the survey. They are, after all, the voices of New Hampshire's real advantage, the families who live and work within the state's borders.

	All	Marital status		Sex	
		Single parents	Married or cohabiting parents	Fathers	Mothers
All	100	13	87	50	51
Education level					
High school or less	40	56	38	46	34
Some college	28	24	28	22	33
College graduate	21	14	22	21	21
Postgraduate work	12	7	12	11	12
Total household income					
Less than \$45,000	17	50	11	9	25
\$45,000 to \$59,999	14	5	15	13	14
\$60,000 to \$74,999	17	26	16	21	14
\$75,000 to \$99,999	20	2	23	22	17
\$100,000 or more	33	17	36	35	31
Age (average)	42	38	43	43	42
Number of children					
One	46	66	43	38	54
Two	39	26	41	46	32
Three or more	15	8	16	16	15
Region					
Northern NH	14	15	13	16	11
Western NH	10	13	9	11	9
Central/lakes	15	20	15	16	15
Hillsborough County	30	27	30	28	32
Seacoast	32	25	33	30	34

Source: Survey of New Hampshire Working Families

Who Are New Hampshire's Working Parents?

The majority of New Hampshire's working parents in our survey were married or cohabiting with a partner (see Table 1).⁵ Among the 13 percent who were single parents, 4 percent were single fathers and 9 percent were single mothers.⁶ Approximately 75 percent were dual-earning couples (data not shown).⁷

The average age of respondents was 42, and most had one or two children. Single parents were more likely to have only one child living with them, while married parents were equally likely to have one or two children.

In general, married parents had higher education levels than single parents, with one third of married parents having earned a college degree. In contrast, 21 percent of single parents were college graduates. Married parents also had higher family incomes compared with their single counterparts—36 percent of married parents had annual family incomes of \$100,000 or more, while only half as many (17 percent) of single parents reported incomes at this level. Consistent with most studies of mothers in the United

States and New Hampshire, the working mothers in our sample, though more highly educated, reported lower total household income than working fathers.

Three-quarters of our participants worked full-time (thirty-five or more hours per week) during the summer of 2009 (see Table 2). Married parents and single parents were equally likely to work full-time, yet married parents worked on average six more hours per week than single parents. A majority of both fathers and mothers worked full-time, yet mothers worked fewer hours than fathers on average. Thirty-five percent of working parents were salaried employees, with fathers having a greater propensity for holding salaried jobs than mothers. Working parents had worked in their jobs for 9 years, on average.

While the majority of working parents worked a regular day shift, a sizable minority had work schedules that varied according to either their employers' needs or their own. Fathers were twice as likely as mothers to have schedules that varied according to their employer's needs. Single parents were less likely to work regular day shifts compared with married parents.

Half of New Hampshire working parents worked in for-profit firms. A greater proportion of single parents than married parents said they worked for a for-profit firm. Fathers were more likely to work for a for-profit firm or to be self-employed than mothers, and mothers were twice as likely to work for not-for-profit organizations. This larger representation of working mothers in not-for-profits is driven by the fact that not-for-profit organizations employ

more married mothers than single mothers (data not shown). The government sector employed 15 percent of the working parents in New Hampshire. Roughly 17 percent were self-employed.

The largest proportion of working parents, about four in ten, was employed by large employers (250 or more employees). Married parents were more likely to work for large employers than single parents (39 percent and 22 percent, respectively). One in five working parents in New Hampshire worked for employers who have less than ten employees.

Table 2. Job characteristics of working parents, NH 2009

	All	Marital status		Sex	
		Single parents	Married or cohabiting parents	Fathers	Mothers
All	100	13	87	50	51
Hours work					
Full time	77	72	78	90	65
Hours (average)	41	36	42	46	36
Salaried workers	35	21	37	45	26
Tenure at job (average in years)	9	7	9	9	8
Work schedule					
Regular, daytime	68	58	69	68	68
Regular, non-daytime	10	11	10	6	14
Variable, employer's needs	9	13	9	14	5
Variable, employee's needs	13	18	12	12	14
Firm size (number of employees)					
Less than 10	20	13	21	22	17
10 to 25	12	23	10	11	13
26 to 99	17	28	16	18	17
100 to 249	14	14	14	14	15
250 or more	37	22	39	35	39
Type of employer					
Self-employed	17	17	17	21	13
For-profit	53	60	52	57	49
Not-for-profit	14	4	15	9	18
Government	15	15	15	12	17
Other	2	4	1	1	3

Source: Survey of New Hampshire Working Families

Note: Full-time hours are thirty-five or more hours per week.

Family and Community Support for Working Families

“Well, we, my husband and I looked at it really hard. I’d really like to go back to work,” one mother of three in Claremont said, “but when we figured out what it would cost for child care, and then when we looked around at the waiting lists for the good places, we just couldn’t do it. I love my kids, but I feel like I’m missing out and it will be harder on me to go back when they are in school.”

The importance of family and community supports for working families was one of the themes coming out of the focus groups. Affordable, quality child care is vital to helping parents find employment and remain employed. In particular, the reliance among working parents on both relatives and non-relative home care arrangements to care for their children when they work demonstrates that families create patchworks of child care to meet work obligations. Having stable and reliable, as well as affordable child care arrangements is crucial, as it allows parents to get to work on time and stay at work and offers them peace of mind while they are at work.

Child Care Arrangements

Working parents use a variety of non-parental child care arrangements to care for their children while they work.⁸ Twenty-nine percent of working parents relied on grandparent care while they worked, and single parents relied on grandparent care to a larger extent than married parents (50 percent compared with 26 percent) (data not shown). In addition, 18 percent of children under age 14 were cared for by family daycare providers, 21 percent were in organized care facilities, and another 21 percent were in the care of other non-relatives, such as au pairs, babysitters, neighbors, and friends.

When child care arrangements are grouped into two categories – non-relative care arrangements (which includes family daycare providers, organized care facilities, and other non-relatives, such as au pairs, babysitters, neighbors, and friends) and relative care arrangements (which includes grandparents and other relatives but excludes parent care), working parents were more likely to rely on non-relative care arrangements than relative care arrangements (46 percent and 34 percent, respectively) (see Table 3). Since working parents may use more than one child care arrangement during a typical week while they work, the totals in Table 3 do not add up to 100 percent. A larger proportion of single parents relied on non-relative care arrangements while they worked than married parents. Single parents also relied on relatives to care for their children to a large extent, with grandparent care being an important arrangement. Families with very high income levels (\$100,000 or more) were more likely to rely on non-relative care than relative care arrangements, while families earning \$45,000 or less relied on both non-relative and relative care for their children.

Child Care Costs

Working parents in New Hampshire who pay for child care, paid an average of \$149 per week for the care of their youngest child.⁹ Parents paid an average of \$38 more per week to care for their preschoolers than they paid for their grade school-age children (understandably, as older children spend a large proportion of their day in school).

Child care costs rise as parental education increases. Parents with some post graduate college education paid \$185 per week, while parents with high school degrees or less paid \$148 per week. Similarly, parents with higher incomes paid more for child care. Child care costs also vary depending on where one lives in the state. Working parents living on the Seacoast paid the highest amount per week for child care (\$182 per week), followed by working parents in the north (\$144 per week).

Reliable Child Care

When it comes to reliability of child care arrangements, working parents in New Hampshire gave their providers high marks. Eighty-nine

percent of working parents rated their child care arrangements as very reliable. Single mothers were less likely to feel their child care arrangements were very reliable compared with married mothers (68 percent and 90 percent, respectively) (data not shown). Nearly all parents with very high education levels rated their child care arrangements as very reliable, and working parents with high household incomes were similarly pleased with the reliability of their arrangements. This is not surprising because more expensive child care tends to be more reliable.

The “Glue” that Holds it All Together

We asked working parents in New Hampshire to pick one aspect of their work and family life that allows them to maintain a fit between the two—the glue that holds their work and family lives together.¹⁰ Seven broad categories emerged from the responses: spouse or partner (38 percent); work flexibility (10 percent); family (10 percent); personal strengths (9 percent); children (5 percent); income (3 percent); and religion (3 percent) (data not shown). An additional 14 percent gave other reasons, 8 percent did not know, and 3 percent did not answer the question.

Table 3. Child care arrangements, costs, and reliability, NH 2009

	Child care arrangements		Child care costs per week	Very reliable child care
	Relative care	Non-relative care		
All	34	46	\$149	89
Marital status				
Single parents	57	69	\$144	79
Married/cohabiting parents	32	43	\$150	90
Age of youngest child				
Under 6 years	34	53	\$163	92
6 to 14 years	35	42	\$125	87
Education level				
High school or less	34	47	\$148	89
Some college	42	46	\$115	86
College graduate	27	41	\$160	88
Postgraduate work	33	53	\$185	97
Total household income				
Less than \$45,000	50	54	\$123	80
\$45,000 to \$59,999	36	42	\$152	83
\$60,000 to \$74,999	39	54	\$98	89
\$75,000 to \$99,999	44	46	\$190	91
\$100,000 or more	17	41	\$154	91
Region				
Northern NH	35	49	\$144	88
Western NH	42	57	\$94	88
Central/lakes	33	53	\$141	79
Hillsborough County	34	39	\$141	93
Seacoast	32	44	\$182	92

Source: Survey of New Hampshire Working Families

Note: Relative care arrangements include grandparents and aunts, uncles, or other relatives but exclude parents. Non-relative care arrangements include family daycare providers, organized care facilities, and other non-relatives, such as au pairs, babysitters, neighbors, and friends. Parents were asked to name all child care arrangements used to care for their youngest child while they work. Since working parents may use more than one child care arrangement while they work, the totals do not add up to 100 percent. Child care costs rounded to nearest dollar.

The most common response among married parents was their spouse or partner, followed by work flexibility (see Figures 1A and 1B). In contrast, the glue that holds it all together for single parents is much more varied, with one-quarter saying that family is the one thing that keeps it all together, 13 percent saying their own personal strength, and 9 percent saying work flexibility. A larger proportion of single than married parents could not identify the one thing that held their work and family lives together (19 percent and 6 percent, respectively). Similar proportions of single and married parents stated that work flexibility was holding their lives together. Only 4 percent of single parents said their spouse or partner was the one thing holding their work and family lives in balance.

There were significant gender differences in perceptions of supports voiced by women and men in the survey. Although the most common response given by both fathers and mothers was their spouse or partner, a larger proportion of fathers gave this response than mothers (see Figures 2A and 2B). Mothers, on the other hand, were twice as likely as fathers to respond that work flexibility held

Figure 1A. The "Glue" that Holds it Together: Married Parents

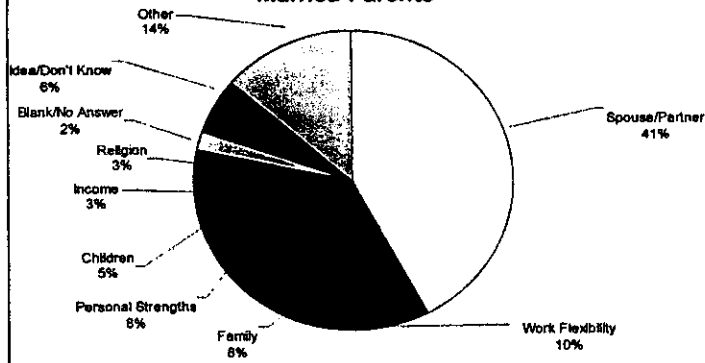


Figure 1B. The "Glue" that Holds it Together: Single Parents

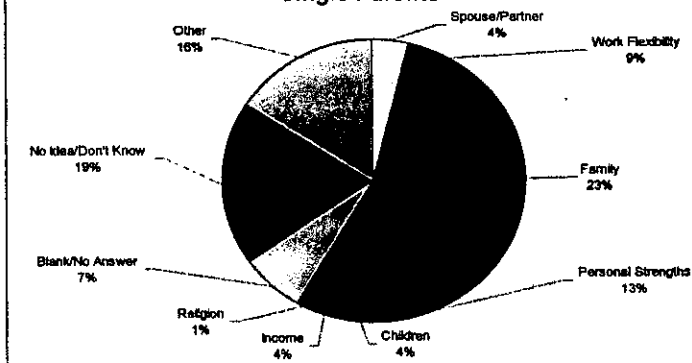


Figure 2A. The "Glue" that Holds it Together: Fathers

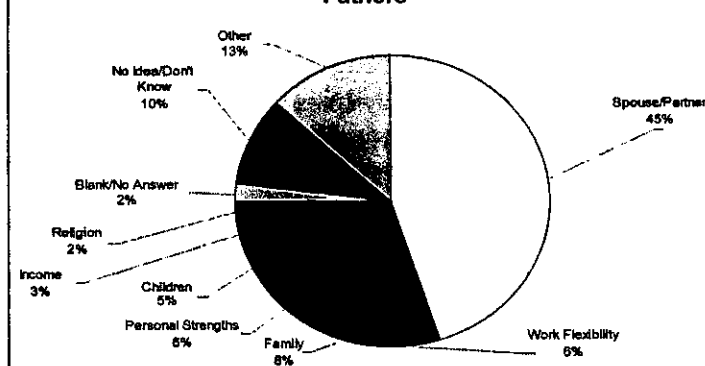
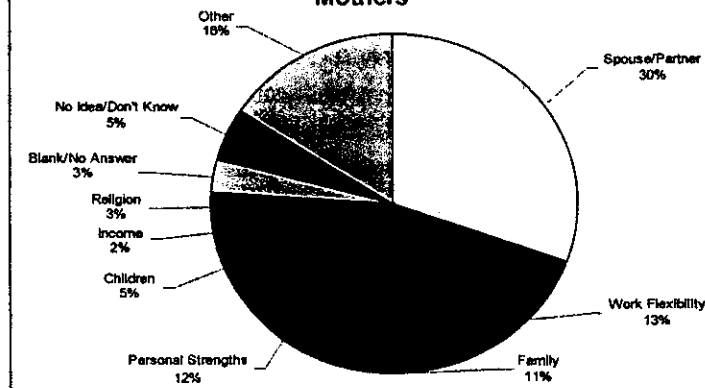


Figure 2B. The "Glue" that Holds it Together: Mothers



their work and family lives together. Mothers were also more likely than fathers to identify personal strengths or family as the glue. It is not surprising that almost half of fathers responded that their spouse or partner is the one thing holding their work and family lives in balance. Despite the increased time today's fathers spend doing housework, mothers still play the central roles of primary caretaker and family organizer.¹¹

These data show that a variety of factors hold the work and family lives of working parents together, suggesting that a one-size-fits-all approach will not meet the needs of all working parents seeking to balance their work and family lives.

Community Resources

Working families also rely on community resources for support. In total, 11 percent of working parents have participated in a family resource center event supported by UNH Cooperative Extension and 7 percent have attended a UNH Cooperative Extension event related to family issues or parenting (data not shown). While similar proportions of fathers and mothers attended a family resource center event (11 percent), a larger proportion of mothers than fathers attended UNH Cooperative Extension events (9 percent and 5 percent, respectively).

Workplace Support for Working Families

"It's just plain crazy. We get some real bad storms here in the winter and I'm afraid to drive," said one mother in Gorham. "Then the winter flu season hits. Last year, if it wasn't for my boss letting me take some work home and work late some days to catch up, I would have had to quit. Not everybody has that."

Flexibility in the Workplace

Life happens. Kids get sick. Family members need to go to the dentist. The furnace breaks down and the service

person needs to come to the house. Working parents find themselves weighing their family needs and their work obligations, and many times family comes up short. Workers can be reluctant to take time off if the leave is unpaid or if the workplace culture demands setting the needs of work over family.^{12,13} They may also fear that tending to family responsibilities will hurt their chances for promotion.¹⁴

Yet, job flexibility has been shown to have strong positive benefits for both workers and for employers. Workplace flexibility has been found to reduce stress and improve family relationships,¹⁵ decrease absenteeism and turnover,¹⁶ and increase job satisfaction and perceptions of work and family balance.¹⁷ However, some aspects of job flexibility may have some negative implications for family life, such as flexible work hours and telecommuting, which are associated with longer work hours and the tendency for work to spill over into home life.¹⁸ Thus, the questions of balance and work/life fit are not solved completely by flexibility alone but may require adjustments in the workplace culture.

For employers, the benefits of offering job flexibility, such as flexible schedules and locations, can outweigh the costs in the form of more productive and focused employees, heightened public approval, greater employee loyalty to the organization, and lower turnover.¹⁹ Potential challenges to employers include the added responsibility of balancing the needs of clients with those of employees and new complexities in managing and scheduling.

Workplace flexibility and access to paid leave are important work supports for all workers but are particularly salient for working parents. There are many different types of flexible work options that offer a variety of ways to vary when, where, and how work gets completed. Some employers may have formal, on-the-books policies, such as paid vacation time or compressed work schedules, which workers can use to tend to family needs when they arise during regular business hours. Whereas other employers may have more informal policies that help parents, e.g., the ability to change their work schedule every now and then, coming in or leaving early or late, or bringing a child to work during a

school closing. Flexibility in its many forms appears to be crucial to many working families in allowing them to navigate between their two worlds. Workers who have some control over their schedules to meet the particular demands over their own lives seem to benefit the most.

For some workers, the best arrangement is having the ability to choose which shift to work. For others it is a company policy that allows them to telecommute or to manage their own schedule. For others it is a flexible leave policy that allows for paid personal time, or paid leave to be used by the employee at the employee's discretion. And for others, it is simply the ability to call home to check on children after school without penalty. The following sections describe New Hampshire working parents' access to paid leave and flexible workplace policies, along with their perceptions of their workplace climate regarding family and work life.

Paid Leave Policies

The most common paid leave benefit accessible to working parents in the Granite State was paid vacation time (71 percent) (see Table 4). Similar proportions had access to paid sick leave and paid personal time (65 percent and 63 percent, respectively). Far fewer, less than half, had access to paid family leave.²⁰ Yet, access to paid leave is unequally distributed among working parents, leaving some in a bind when family emergencies arise.

Across the board, working parents with lower education levels or lower income levels were less likely to have access to paid time off options. For example, 55 percent of working parents with a high school degree or less reported having access to paid sick leave, while 86 percent of those with some postgraduate education could take paid sick leave when they were sick. This same pattern of increasing access to paid leave options as education level increases can be seen for paid vacation, paid family leave, and paid personal time. Fathers were more likely to have access to paid vacation leave than mothers.

Full-time working parents were much more likely to have access to paid time off than their part-time counterparts. For example, 72 percent of full-time working parents had paid sick leave and 81 percent

had paid vacation days. In contrast, only 37 percent of part-time working parents had access to paid sick leave or to paid vacation days. Single parents, who work on average fewer hours per week than married parents in New Hampshire, have less access to paid sick leave or paid vacation days compared with

married parents. This lack of paid time off combined with their less-reliable child care arrangements can put them in a bind when family emergencies arise.

Larger firms were more likely to offer formal workplace policies that covered paid time off. As the size of the firm

increased, working parents were more likely to report access to paid sick leave, paid vacation days, paid family leave, and paid personal days—workers in firms of 250 or more employees were twice as likely to have access to paid sick leave or paid family leave than workers in firms with fewer than ten employees.

Across the board, the self-employed reported the lowest levels of access to all types of paid leave. Over three-quarters of working parents employed in for-profit companies, not-for-profit organizations, and the government had access to paid vacation days. Access to paid sick leave was similar among working parents employed by not-for-profit organizations and government-sector workers but lower among workers employed at for-profit companies. Workers employed in for-profit companies had lower access to paid family leave than government sector employees and lower access to paid personal time than workers employed in not-for-profit organizations.

Flexible Workplace Policies

The most common flexible workplace policy available to working parents was the ability to occasionally change the time they start or stop work (64 percent) (see Table 5). Fewer working parents were able to choose the shift they work (50 percent), work a compressed work schedule (43 percent),²¹ request a part-time or reduced work schedule (43 percent), or telecommute or work from home (25 percent).

Working mothers and fathers were equally likely to have the flexibility to

Table 4. Access to paid leave benefits among working parents, NH 2009

	Paid vacation days	Paid sick leave	Paid personal time	Paid parental/family leave
All	71	65	63	44
Sex				
Fathers	75	66	64	47
Mothers	66	63	62	42
Marital status				
Single parents	54	50	62	42
Married/cohabiting parents	73	67	63	45
Education level				
High school or less	65	55	55	36
Some college	74	62	65	44
College graduate	72	75	69	55
Postgraduate work	81	86	76	56
Total household income				
Less than \$45,000	57	47	56	34
\$45,000 to \$59,999	57	48	36	32
\$60,000 to \$74,999	76	65	72	44
\$75,000 to \$99,999	85	82	73	59
\$100,000 or more	74	68	64	47
Hours work				
Part-time	37	37	46	30
Full-time	81	72	68	49
Firm size (number of employees)				
Less than 10	45	36	39	22
10 to 25	57	47	59	29
26 to 99	67	67	67	45
100 to 249	90	74	67	52
250 or more	85	82	75	60
Type of employer				
Self-employed	36	24	31	21
For-profit	77	68	67	46
Not-for-profit	84	83	80	56
Government	76	82	73	57

Source: Survey of New Hampshire Working Families

Note: Full-time hours are thirty-five or more hours per week.

Table 5. Access to flexible workplace policies among working parents, NH 2009

	Periodically change start/ stop times	Choice over shifts	Compressed workweek	Request part-time or reduced work schedule	Tele-commute/ work from home
All	64	50	43	43	25
Sex					
Fathers	66	51	47	33	29
Mothers	62	49	38	54	21
Marital status					
Single parents	65	47	40	67	26
Married/cohabiting parents	64	50	43	40	25
Education level					
High school or less	63	50	48	42	20
Some college	65	53	35	43	17
College graduate	67	49	42	47	39
Postgraduate work	61	43	43	40	38
Total household income					
Less than \$45,000	62	51	32	60	21
\$45,000 to \$59,999	59	36	56	26	13
\$60,000 to \$74,999	55	47	37	39	17
\$75,000 to \$99,999	69	51	43	35	25
\$100,000 or More	64	46	44	47	32
Region					
Northern NH	56	49	41	43	25
Western NH	58	47	36	40	24
Central/lakes	59	44	44	45	28
Hillsborough County	66	52	39	44	24
Seacoast	70	53	49	43	26
Hours work					
Part-time	65	61	51	70	22
Full-time	64	47	40	35	26
Firm size (number of employees)					
Less than 10	74	65	68	36	32
10 to 25	61	51	54	53	18
26 to 99	69	49	42	52	23
100 to 249	57	37	27	44	19
250 or more	61	46	34	39	28
Type of employer					
Self-employed	82	67	70	46	34
For-profit	66	53	41	48	27
Not-for-profit	56	43	37	43	21
Government	48	29	29	29	19

Source: Survey of New Hampshire Working Families

Note: Full-time hours are thirty-five or more hours per week.

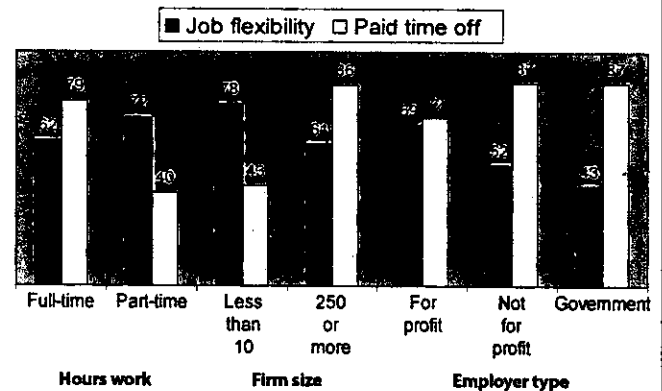
change the time they start and stop work. Working mothers were more likely to be able to request a part-time or reduced schedule, while working fathers were more likely to be able to work a compressed work schedule or work from home, suggesting that women often had to sacrifice pay in order to have the flexibility they might need in their schedule, whereas men were able to change where or when they worked and still maintain their income.

While paid leave benefits were highly correlated with increasing levels of education or income, access to flexible workplace policies were not. In fact, no set pattern emerged. However, highly educated working parents had less ability to choose the shift they worked but a greater ability to work from home. This makes sense because occupations that require higher degrees often are white-collar jobs, less tied to a specific location.

Part-time working parents were more likely to be able to choose their shift, work a compressed work schedule, or request a part-time or reduced work schedule. With the exception of being able to request fewer work hours and work from home, workers employed in small firms had access to these flexible workplace policies to a larger extent than workers employed in large firms.

A large proportion of the self-employed have access to formal flexible workplace policies, this is not surprising because the self-employed regulate their own schedules. In fact, many seek self-employment to be in control of their work schedules. The self-employed had the highest levels of access to changing the time they start or stop work, choosing the shift they work, and working a compressed schedule. In contrast, government sector workers had the lowest levels of access to choosing the shift they work and requesting a part-time or reduced work schedule. Workers in for-profit firms were more likely than government sector workers to have the flexibility to change the time they start or stop work or work a compressed work schedule. Workers in not-for-profit organizations were more likely to be able to choose the shift they work than government sector workers. For-profit and not-for-profit workers had similar access to flexible workplace policies.

Figure 3: Trade-off between job flexibility and paid time off



Source: Survey of New Hampshire Working Families

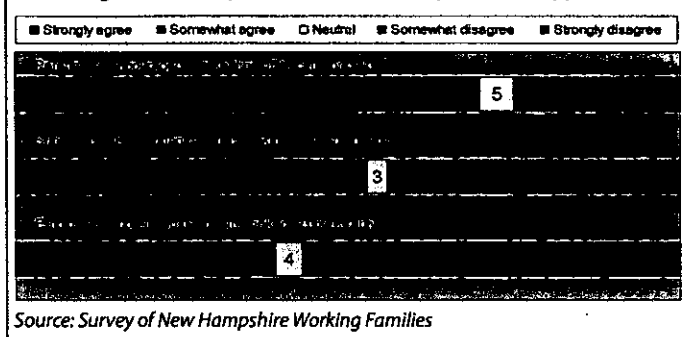
Note: Percent of working parents with two or more of the flexible workplace policies or two or more of the paid leave benefits.

For some working parents, there appears to be a trade-off between holding a flexible job and having access to paid leave benefits. For example, parents working part-time have more job flexibility but less access to paid leave (see Figure 3). In contrast, full-time workers have more access to paid leave but hold jobs with fewer flexible workplace policies. This makes sense for two reasons: First, benefits such as health insurance and paid sick leave or paid vacation tend to be offered to full-time workers only. Second, many working parents move to part-time work to have more job flexibility.

Similar patterns of trading job flexibility for paid time off and vice versa are seen when comparing firm size and employer type. For example, working parents in small firms enjoy more job flexibility but have less access to paid time off, while the inverse is true as firm size increases. In addition, not-for-profit employees and government workers both have access to paid time off but often lack access to other types of job flexibility. However, workers in for-profit firms do not seem to be making a trade-off; they are just as likely to have paid time off as they are to have access to flexible workplace policies.

Work Climate and Supervisor Support

The work climate and informal workplace rules (or guidelines) can make a difference in working parents' ability to manage their work and family responsibilities. Supportive workplace cultures and supervisors have a positive influence on work/life balance and help reduce negative workplace spillover

Figure 4: Workplace climate and supervisor support

into family life.²² Supervisors who allow for workers to bring their children to work when emergencies arise and workplaces that encourage parents to take time off to care for their children offer working parents flexibility as an accepted option when it is necessary. In contrast, if the workplace culture looks unfavorably on employees who need or wish to attend to their families, working parents will have fewer options when emergencies arise.

Forty-eight percent of working parents in the Granite State strongly agreed that in their workplace, parents are encouraged to take time off to care for children, and another 22 percent agreed, although to a lesser extent (see Figure 4). Twelve percent strongly disagreed.

In terms of being able to bring children to work in an emergency, 40 percent of working parents strongly agreed that they would be able to do this. However, 34 percent strongly disagreed, showing great variability in this aspect of workplace cultures across New Hampshire.

Similarly, working parents reported great variability in how their workplace cultures view employees who put their family first. Thirty-six percent of working parents strongly disagreed that employees who put their family first are looked at unfavorably. Yet, 16 percent strongly agreed and another 23 percent agreed somewhat.

Working Parents and Job Flexibility in New Hampshire

“Man, I’d have a hard time leaving my job,” said one Portsmouth father, “They really understand about my kids and the time I need to take. If I left here, I know I couldn’t find that anywhere else.”

How do working parents rate their jobs in terms of job flexibility in New Hampshire? Just over half stated that their job was “very flexible,” while another one-third stated it was “somewhat flexible” (see Table 6). Only 8 percent believed their job was “not too flexible.”

Fathers and mothers had similar perceptions about their job flexibility; yet, married parents were more likely than single parents to perceive their job as very flexible. As their education levels increased, working parents were more likely to state their job was very flexible, and the perception of having a very flexible job increased with income. For example, 46 percent of working parents with household incomes of less than \$45,000 reported their job was very flexible, while 63 percent of those with household incomes of \$100,000 or more rated their job as very flexible.

One common strategy parents, particularly mothers, use to balance their work and family lives is to work fewer hours. This strategy seems to be delivering the intended payoff of flexibility among New Hampshire’s working parents. A larger proportion of part-time working parents stated their job was very flexible (70 percent) compared with their full-time counterparts (52 percent).

Furthermore, workers who are able to vary their schedules according to their own needs by definition will have more job flexibility as they mediate the demands of work and family. Nearly two-thirds of working parents whose work schedules vary according to their own needs felt their jobs were very flexible. In contrast, only about four in ten working parents who work a regular, non-daytime shift or

whose schedules vary according to their employers' needs stated that their jobs were very flexible.

Working a regular, daytime schedule affords predictability in scheduling for child care and other family needs. About six in ten working parents with regular, daytime work schedules stated their job was very flexible. Workers' reports of job flexibility increased the longer they have been with an organization, suggesting that flexibility may be tied in some sense to longevity with a company.

Perceptions of flexibility varied with the size of the firm or organization and the employer type. Working parents

employed by small firms were more likely to state their job was very flexible compared with those employed by large firms (67 percent and 56 percent, respectively). Two-thirds of working parents employed by not-for-profit firms perceived their job to be very flexible, while one half of working parents employed in the government sector reported high job flexibility. Working parents who have access to various flexible workplace policies (e.g., the ability to change start/stop work times, compressed work schedules, choice over shift, and ability to work from home) perceive their job as being very flexible to a greater extent than those who do not have access to these policies. For example, 67 percent of working parents who can periodically change the time they start or stop work believe their job is very flexible, while only 38 percent of those who do not have access to this flexible workplace policy had this high perception of job flexibility (see Figure 5). Figure 5 shows a similar pattern for other workplace policies: a higher perception of job flexibility among those with access to other flexible workplace policies.

The Recession and Workplace Flexibility

We conducted the survey in the summer of 2009, during one of the worst economic recessions in U.S. history. Families have been hit hard with job losses, reduced access to credit, savings losses, mortgage foreclosures, and frozen real estate markets. Given the state of the economy, it is not surprising that more than one-third of working parents in our survey were very or somewhat concerned about losing their jobs (see Table 7).

Working fathers and mothers were similarly concerned about job loss. Working parents with lower levels of household income were more likely to be concerned than their counterparts with household incomes of \$100,000 or more (data not shown). These figures may indicate a high degree of job stress among some working parents in our state, stress that may grow as current economic turmoil continues in the nation and in New Hampshire.

A majority of working parents stated that their employers' workplace flexibility policies had not changed because of the economy. Nonetheless, a sizable minority – 19 percent – of working parents in

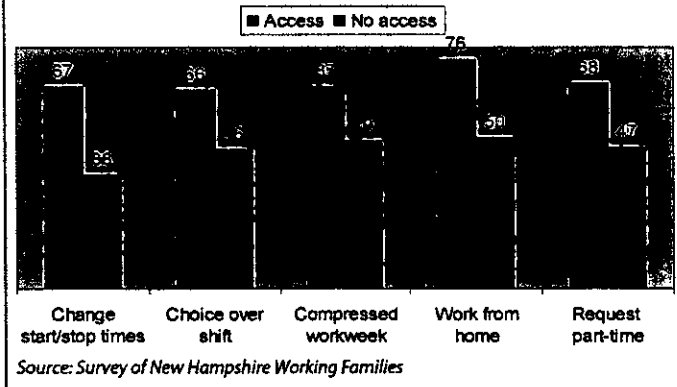
Table 6. Working parents' perception of job flexibility, NH 2009

	Flexibility		
	Very	Somewhat	Not too
Total	56	35	8
Sex			
Fathers	55	37	9
Mothers	58	34	8
Marital status			
Single parents	45	52	3
Married/cohabiting parents	58	33	9
Education level			
High school or less	52	39	8
Some college	54	36	10
College graduate	64	29	8
Postgraduate work	63	31	6
Total household income			
Less than \$45,000	46	44	11
\$45,000 to \$59,999	38	48	15
\$60,000 to \$74,999	51	33	16
\$75,000 to \$99,999	65	30	4
\$100,000 or more	63	32	6
Hours work			
Part-time	70	25	6
Full-time	52	39	9
Work schedule			
Regular, daytime	60	32	8
Regular, non-daytime	42	37	21
Variable, employer's needs	41	51	9
Variable, employee's needs	64	36	0

Source: Survey of New Hampshire Working Families

Note: Full-time hours are thirty-five or more hours per week.

Figure 5. Perceptions of holding a very flexible job, by access to flexible workplace policies



the Granite State believed their workplace flexibility had decreased. Working parents with some college education were more likely to say their workplace flexibility had decreased due to the economy (27 percent), compared with those with more than a college diploma (11 percent) (data not shown).

Work-Family Flexibility Trade-off

In theory, workplace flexibility offers employees the ability to manage family obligations without infringing on work in a way that harms their chances for career advancement and promotions. Yet, because flexible workplace policies are the exception rather than the rule in New Hampshire and across the nation and because more lucrative jobs tend to require long work hours and offer less flexibility, working parents with flexible jobs may be reluctant to move into a more lucrative position, fearing the loss of some of the flexibility. This seems to be the case for working parents in the Granite State.

More than half of working parents in New Hampshire strongly agreed or somewhat agreed that the main reason they are staying in their job is because of the flexibility it offers (see Table 8). Furthermore, almost one-quarter of working parents in New Hampshire passed up a promotion to a better job because of uncertainty of being able to negotiate job flexibility.

This is particularly true among working mothers, with 62 percent staying in their job for the flexibility.

and 28 percent passing up a job promotion in order to keep a job they know to be flexible, suggesting that flexibility, particularly for women, is on par with salary as a leading reason for choosing a job.²³

Working parents who have flexible jobs value that flexibility and remain in their jobs. Seventy-eight percent of part-time working parents were staying in their job because of the flexibility it offered, and three in ten have passed up a promotion due to uncertainty about flexibility in the new job. In contrast, fewer full-time working parents did so. Working parents employed in small businesses and not-for-profit organizations were staying in their jobs because of the job flexibility as well. These numbers speak well for the relationship that exists between workplace flexibility and allegiance to an employer.

Again, the survey data point to the possibility that some working parents are making tradeoffs, in this case between accepting a job promotion with likely higher pay and maintaining the current level of job flexibility. Until workplace flexibility becomes a workplace standard, akin to the minimum wage, some working parents in New Hampshire will continue to make tradeoffs, underscoring the importance of workplace flexibility for all New Hampshire workers, not just the lucky half. At the same time, employers who provide flexibility will continue to experience allegiance from their employees and find that the length of stay of their employees will increase.

Table 7. Perceptions of job stability and workplace flexibility during economic recession, NH 2009

	Total	Marital Status		Sex	
		Single parents	Married or cohabiting parents	Fathers	Mothers
Very concerned	12	10	13	15	10
Somewhat concerned	24	8	26	24	23
Not very concerned	64	82	62	61	67
Change in workplace flexibility					
Increased	8	9	8	8	8
Decreased	19	8	21	23	16
No Change	73	83	71	69	76

Source: Survey of New Hampshire Working Families

Table 8. Remaining in current job because of flexibility among working parents, NH 2009		
	Strongly and somewhat agree:	
	Staying in job because of flexibility	Passed up a promotion because of flexibility
All	55	23
Sex		
Fathers	47	19
Mothers	62	28
Marital status		
Single parents	51	21
Married/cohabiting parents	55	24
Education level		
High school or less	50	16
Some college	54	29
College graduate	63	24
Postgraduate work	56	34
Total household income		
Less than \$45,000	58	27
\$45,000 to \$59,999	53	21
\$60,000 to \$74,999	51	13
\$75,000 to \$99,999	63	30
\$100,000 or more	53	24
Region		
Northern NH	43	21
Western NH	52	19
Central/lakes	56	30
Hillsborough County	53	23
Seacoast	61	23
Hours work		
Part-time	78	31
Full-time	48	21
Firm size (number of employees)		
Less than 10	70	17
10 to 25	53	29
26 to 99	46	19
100 to 249	48	22
250 or more	53	26
Type of employer		
Self-employed	71	23
For-profit	50	22
Not-for-profit	63	31
Government	49	20
Other	33	24
<i>Source: Survey of New Hampshire Working Families</i>		
<i>Note: Full-time hours are thirty-five or more hours per week.</i>		

Policy Implications

The findings above represent the voices of a representative sample of 500 New Hampshire working parents. These initial findings of the Survey of New Hampshire Working Families indicate that the New Hampshire way, the advantage provided in the form of job flexibility by our many employers who understand and encourage a way of work that simultaneously promotes job productivity and healthy families, is only available to about half of all New Hampshire working parents. Based on the results emerging from our survey participants, we articulate five clear implications for policy makers and business leaders.

1. Promote job flexibility for all working parents in New Hampshire.

The most obvious finding from this data is that about half of New Hampshire's working parents see themselves as working in a very flexible work environment, with another third perceiving their workplace as somewhat flexible. These flexible workplace environments allow working parents not only to care for their children but also to take advantage of the many amenities and opportunities New Hampshire communities offer. These workers stay in place and become loyal to their employers, building productive workplaces and healthy communities.

Yet, the flip side is that about half of working parents in New Hampshire do not perceive their workplace as very flexible. These parents work in environments where the workplace culture is less accommodating to family needs, supervisors monitor phone calls home to check in on family, workers report to work sick or send children to school sick because they lack paid sick leave, and work and family needs collide creating stress and job turnover.

Workplace flexibility appears to be tied to longevity on the job. It is possible that workers who have been with an employer for more time prove that they are trustworthy and then are granted more workplace flexibility. But it is also the case that flexible workplaces retain

their workforce as job flexibility reduces stress, decreases absenteeism and turnover, and increases job satisfaction and work and family balance. Employers who offer workplace flexibility gain as well with lower turnover rates, greater employee loyalty, and increased productivity.

Some workers seem to be making tradeoffs between job flexibility and job promotions and higher wages, indicating that working parents hold flexibility as a very important factor in their decision on where to work.

Although we are a very wealthy state, we are also an aging state, and many in the state are focused on creating an atmosphere that will recruit and retain young working families. It is vital to our future and to the viability of our economy that workplace flexibility is offered to all parents, especially parents with young children, for whom flexibility is crucial. Attracting and retaining a younger workforce may be linked to whether younger parents perceive they have access to a way of living that enables them to balance their work and family responsibilities.

Employers who offer workplace flexibility, including flexible work schedules, shift sharing, part-time options, flex-time, and telecommuting earlier in their employees' careers are more likely to create allegiance among those employees and improve those employees' perceptions of their work environment.

2. Involve working parents in creating individualized workplace and community options.

While flexibility is an important ingredient in making New Hampshire a great place for working families, we need to make sure that flexibility, or one flexible workplace policy, is not viewed as the sole "magic ingredient" for a healthy workplace environment. Working parents have different needs and "glue" depending on their situation, thus a one-size-fits-all approach will not provide true flexibility for the entire workforce.

In order to promote job flexibility for all working parents in New Hampshire, employers will need to listen to their employees and craft flexible workplace policies that fit both the employers' and employees' needs. Human resource managers and community leaders will need to involve working parents in creating sound work/life policy development and allow for individualization of those policies.

3. Develop consistent community support for New Hampshire working parents.

Local and state policy makers and employers need to work to ensure that working parents have access to quality, affordable child care, affordable housing, and healthy family and community environments. When these workplace supports are lacking, working families are challenged in their ability to balance work and family.

In addition, the data indicate that roughly 10 percent of working parents in New Hampshire take advantage of parent education programs offered in the state. Many more parents need stable parent education and support programs such as those offered by the UNH Cooperative Extension and our state's family resource centers. Community, county, and state funding for these programs helps families learn what resources are available to them in their community and learn valuable parenting skills, such as stress management, financial resource management, nutrition, and healthy family relationships.

Preemptive parent education in areas such as child rearing and child development, mental health, healthy lifestyles, and money management offered at the job site during breaks or down time will strengthen employees' personal and professional lives. Work cultures that promote prevention and education can increase allegiance, productivity, and employee loyalty.

For example, the data reveal a high reliance by working parents on family members, grandparents, and partners for balancing their work and family responsibilities. It would bode

New Hampshire employers well to pay attention to these complex, dynamic systems of support that foster work/life balance. Providing employees' partners access to education on relationships, healthy lifestyle promotions, financial and resource management programs, for example, could promote healthy relationships and add to the strength of the "glue" that holds workers' personal and professional lives together.

4. Develop and promote legislation that supports family friendly policies in all workplaces.

Access to family friendly working environments should not just be reserved for some working parents in New Hampshire. It is essential to the next generation of New Hampshire workers that their working parents have access to paid sick leave, quality child care, work schedule flexibility, and other workplace options that promote healthy families.

During an economic crisis, it is essential that we not falter in supporting our children and families. Employers and lawmakers must find common ground on matters crucial to raising a healthy, well cared for and well educated new generation of New Hampshire workers.

Policy makers concerned about New Hampshire's aging population should provide incentives and recognition to small and large businesses that provide work cultures attractive to working parents, that offer flexibility, and that understand and support the needs of working parents.

Researchers, human resource professionals, legislators, and managers must consider the quality of family life as essential to the sustainability of the New Hampshire economy and the future of a healthy population.

5. Consistently support and promote work/life balance as an essential ingredient in workplace culture in New Hampshire.

In competitive and stressful economic times, recruiting more companies to create stable

employment and family friendly workplaces for working parents will bolster the economic future of our state. Retaining a competitive advantage is crucial to maintaining the state's status as a leader in the New England economy. Vital to that mission is the perception of New Hampshire as a great place to work and raise a family.

The work of the Legislative Task Force on Work and Family, young-worker initiatives at the state and community levels, and the work of our human resource networks are all essential in promoting work/life initiatives and ideas. Working together at all levels of government and business to promote healthy families, healthy work environments and family friendly communities for all working parents in the Granite State is the New Hampshire way.

Authors

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Acknowledgments

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Data Used

The data for this brief come from the Survey of New Hampshire Working Families, developed in partnership between the Carsey Institute, the UNH Cooperative Extension, the New Hampshire Department of Employment Security, the New Hampshire Legislative Task Force on Work and Family, and the University of New Hampshire Survey Center and funded by the UNH Cooperative Extension Strategic Initiatives Program. Data were collected during the late spring and early summer of 2009, amid the recession, which began in December 2007. At this time, New Hampshire workers had begun to experience the full effects of the recession and employment figures in the state had dropped, but New Hampshire still fared better than national averages. A representative sample of 500 working parents in New Hampshire were interviewed using random-digit dialing methodologies. The survey has a response rate of 48 percent. Please contact Kristin Smith for more information about the sample, data collection, or to view the survey instrument. Data presented in this brief are weighted and were analyzed by the Carsey Institute staff. Comparisons presented in the text are statistically significant at the 0.05 level.

Endnotes

1. A good example of the argument linking low or no taxes to profitable businesses in New Hampshire can be found at www.thenhadvantage.org, one of many groups making this argument in the state.
2. Executive Office of the President, Council of Economic Advisors, "Work-Life Balance and the Economics of Workplace Flexibility," (Washington, D.C. Office of the President of the United States, March, 2010).
3. A Better Balance, "The Business Case for Workplace Flexibility," (New York, NY; March, 2008, Corporate Voices for Working Families, "Business Impacts of Flexibility: An Imperative for Expansion." (Washington, DC 2005); K. A Weeden, "Is there a flexiglass ceiling? Flexible work arrangements and wages in the United States," *Social Science Research*, 34(2), 454-482 (2005); M. Ezra & M. Deckman, "Balancing work and family responsibilities: Flextime and childcare in the federal government," *Public Administration Review*, 56(2) (1996), 174-176; E. Galinsky & A. Johnson, *Reframing the business case for work-life initiatives*, (New York: Families and Work Institute, 1998).
4. The five focus group locations and participants included (1) Families First in Portsmouth: a group of parents who were economically challenged, using subsidized child care, or who were in need of public housing; (2) Good Beginnings in Claremont: a group of young working mothers who met regularly; (3) The Upper Room in Derry: a diverse group of mothers, most were stay-at-home mothers with children who participated in a play group while they met for support; (4) The Family Resource Center in Gorham: a group of mothers and fathers who had been court-ordered to attend parenting classes; and (5) The HUB in Dover/Rochester: a group of fathers who meet regularly in a fathers' support group.
5. For the remainder of this brief, we refer to parents who were married or cohabiting as married.
6. We are unable to provide detailed statistics about single fathers due to the small number of single fathers in our sample (N=18).
7. Comparisons of demographic characteristics of our weighted sample population to working parents in the American Community Survey (ACS) New Hampshire data show that our sample is a good representation of working parents in New Hampshire.
8. We asked respondents to name all the child care arrangements they used to care for their children during the time they worked. Since working parents may use more than one child care arrangement while they work, the totals in Table 3 do not add up to 100 percent.
9. Forty percent of working parents with children under age 14 make child care payments. The remainder either do not use child care arrangements for their children or use non-paid arrangements such as parents, grandparents, or other relatives. These child care cost figures do not take into account the number of hours the child spends in child care.
10. The survey question was the following: "Thinking about all the factors that contribute to and detract from how you manage your work and family life, what is the ONE thing that keeps it all together . . . that is, if that person, thing was not there it all would fall apart?" The responses were grouped and coded according to themes.
11. S. Bianchi, J. Robinson, & M. Milkie, *Changing Rhythms of American Family Life*, (New York: Russell Sage, 2007).
12. V. Lovell, "No Time to be Sick: Why Everyone Suffers When Workers Don't Have Paid Sick Leave," (Washington, DC: Institute for Women's Policy Research, 2004).
13. E. Appelbaum, et al., "Organizations and the intersection of work and family," in S. Ackroyd, R. Batt, & P.S. Tolbert (Ed.), *The Oxford handbook of work and organization*, (London: Oxford University Press, 2005) 52-73.
14. D. A. Ralston, "The Benefits of flextime: real or imagined?" *Journal of Organizational Behavior*, 10(4) (1989), 369-373.
15. *Ibid.* Ezra and Deckman, 1996.
16. D. R. Dalton & D. J. Mesch, "The impact of flexible scheduling on employee attendance and turnover" *Administrative Science Quarterly*, 35(2) (1990), 370-387; Galinsky and Johnson, 1998.
17. E. J. Hill, et al., "Finding an extra day a week: The positive influence of perceived job flexibility on work and family life balance," *Family Relations*, 50(1) (2001), 49-58; A. L. Saltzstein, Y. Ting, & G. H. Saltzstein, "Work-family balance and job satisfaction: The impact of family-friendly policies on attitudes of federal government employees," *Public Administration Review*, 61(4) (2001), 452-467.
18. C. Wharton, "Finding time for the "second shift": The impact of flexible work schedules on women's double days," *Gender & Society*, 8(2) (1994), 189-205; and K. Gerson, *The Unfinished Revolution: How a New Generation is Reshaping Family, Work, and Gender in America*, (London, Oxford University Press, 2010).
19. *Ibid.* Weeden, 2005; Dalton and Mesch, 1990; P. Kingston, "Illusions and ignorance about the family-responsive workplace," *Journal of Family Issues*, 11(4) (1990), 438-544.
20. According to Wikipedia, paid family leave refers to leave taken from work for the purpose of recovering from a serious illness, to care for a seriously ill family member or to bond with a newly born or newly adopted child, during which the leave-taker receives some level of financial support from the employer, an insurance policy, or a government program. Other names for paid family leave include "Family Disability Leave", "Family Leave Insurance" and "Paid Parental Leave." See http://en.wikipedia.org/wiki/Paid_family_leave for more information.
21. According to [Businessdictionary.com](http://www.businessdictionary.com), a compressed workweek or schedule is where a standard workweek is reduced to fewer than five days and employees make up the full number of hours per-week by working longer hours. Most common options in a compressed workweek are four 10-hour days, three 12-hour days, or a week of five 9-hour days followed by a week of four 9-hour days. See <http://www.businessdictionary.com/definition/compressed-workweek.html> for more information.
22. S. F. Mennino, B. A. Rubin, & A. Brayfield, "Home-to-job and job-to-home spillover: The impact of company policies and workplace culture," *The Sociological Quarterly*, 46(1) (2005), 107-135.
23. Robert Half International, "The Edge Report," Robert Half International and [Careerbuilders.com](http://www.rhi.com) (2008). See <http://www.rhi.com/> for more information.

Voting Sheets

Senate ED&A Committee

EXECUTIVE SESSION

Bill # HB 1271

Hearing date: 4-13-10

Executive session date: 4-13-10

Motion of: OTP/A

VOTE: 5-0

Made by Cilley
Senator: Fuller Clark
 DeVries
 Downing
 Carson

Seconded Cilley
by Senator: Fuller Clark
 DeVries
 Downing
 Carson

Reported Cilley
by Senator: Fuller Clark
 DeVries
 Downing
 Carson

Motion of: 1333 h

VOTE: 5-0

Made by Cilley
Senator: Fuller Clark
 DeVries
 Downing
 Carson

Seconded Cilley
by Senator: Fuller Clark
 DeVries
 Downing
 Carson

Reported Cilley
by Senator: Fuller Clark
 DeVries
 Downing
 Carson

<u>Committee Member</u>	<u>Present</u>	<u>Yes</u>	<u>No</u>	<u>Reported out by</u>
Senator Cilley, Chairman	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senator Fuller Clark, Vice-Chair	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Senator DeVries	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senator Downing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senator Carson	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

*Amendments: OTP MFC
BD

Notes: _____

Committee Report

STATE OF NEW HAMPSHIRE
SENATE
REPORT OF THE COMMITTEE

Date: April 13, 2010

THE COMMITTEE ON Executive Departments and Administration
to which was referred House Bill 1271

AN ACT (New Title) establishing a task force on work and family.

Having considered the same, the committee recommends that the Bill:

OUGHT TO PASS WITH AMENDMENT

BY A VOTE OF: 5-0

AMENDMENT # 1372s

Senator Martha Fuller Clark
For the Committee

Cathy Mullen 271-3067

New Hampshire General Court - Bill Status System

Docket of HB1271

Docket Abbreviations

Bill Title: (New Title) establishing a task force on work and family.*Official Docket of HB1271:*

Date	Body	Description
12/10/2009	H	Introduced 1/6/2010 and Referred to Labor, Industrial and Rehabillitative Services; HJ 6 , PG.234
12/22/2009	H	Public Hearing: 1/7/2010 1:00 PM LOB 307
01/20/2010	H	Executive Session: 1/28/2010 1:00 PM LOB 307
01/28/2010	H	Committee Report: Ought to Pass with AM #0346h (New Title) for Feb 10 CC (vote 13-0); HC 13 , PG.530
01/28/2010	H	Proposed Committee Amendment #0346h (New Title); HC 13 , PG.563-564
02/10/2010	H	Removed from Consent Calendar (Rep Vaillancourt); HJ 16 , PG.748
02/10/2010	H	Special Ordered to Regular Place in Feb 17 Consent Calendar: MA Without Objection; HJ 16 , PG.783
02/17/2010	H	Amendment #0346h (New Title) Adopted, VV; HJ 18 , PG.963-964
02/17/2010	H	Ought to Pass with Amendment #0346h (New Title): MA VV; HJ 18 , PG.963-964
03/24/2010	S	Introduced and Referred to Executive Departments and Administration; SJ 11 , Pg.261
04/08/2010	S	Hearing: April 13, 2010, Room 101, LOB, 2:30 p.m.; SC15
04/15/2010	S	Committee Report: Ought to Pass with Amendment 1372s, 4/21/10; SC16
04/21/2010	S	Without Objection, Chair moved to Special Order to 04/28/10; SJ 15 , Pg.303
04/21/2010	S	Committee Report: Ought to Pass with Amendment 1372s, 4/28/10
04/28/2010	S	Committee Amendment 1372s, AA, VV; SJ 16 , Pg.339
04/28/2010	S	Ought to Pass with Amendment 1372s, MA, VV; OT3rdg; SJ 16 , Pg.339
04/28/2010	S	Passed by Third Reading Resolution; SJ 16 , Pg.353
05/19/2010	H	House Concurs with Senate AM #1372s (Rep Goley): MA VV HJ 46 , PG.2227
06/02/2010	H	Enrolled Bill Amendment #2287 Adopted
06/02/2010	S	Enrolled Bill Amendment #2287 Adopted; SJ 21 , Pg.759
06/02/2010	H	Enrolled
06/02/2010	S	Enrolled; SJ 21 , Pg.777
07/07/2010	H	Signed by the Governor 07/06/2010; Effective 07/06/2010; Chapter 0255

NH House

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New Hampshire General Court Information Systems
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New Hampshire General Court - Bill Status System

Docket of HB1271

Docket Abbreviations

Bill Title: (New Title) establishing a task force on work and family.*Official Docket of HB1271:*

Date	Body	Description
12/10/2009	H	Introduced 1/6/2010 and Referred to Labor, Industrial and Rehabilitative Services; HJ 6 , PG.234
12/22/2009	H	Public Hearing: 1/7/2010 1:00 PM LOB 307
1/20/2010	H	Executive Session: 1/28/2010 1:00 PM LOB 307
1/28/2010	H	Committee Report: Ought to Pass with AM #0346h (New Title) for Feb 10 CC (vote 13-0); HC 13 , PG.530
1/28/2010	H	Proposed Committee Amendment #0346h (New Title); HC 13 , PG.563-564
2/10/2010	H	Removed from Consent Calendar (Rep Vaillancourt); HJ 16 , PG.748
2/10/2010	H	Special Ordered to Regular Place in Feb 17 Consent Calendar: MA Without Objection; HJ 16 , PG.783
2/17/2010	H	Amendment #0346h (New Title) Adopted, VV; HJ 18 , PG.963-964
2/17/2010	H	Ought to Pass with Amendment #0346h (New Title): MA VV; HJ 18 , PG.963-964
3/24/2010	S	Introduced and Referred to Executive Departments and Administration; SJ 11 , Pg.261
4/8/2010	S	Hearing: April 13, 2010, Room 101, LOB, 2:30 p.m.; SC15
4/15/2010	S	Committee Report: Ought to Pass with Amendment 1372s, 4/21/10; SC16
4/21/2010	S	Without Objection, Chair moved to Special Order to 04/28/10; SJ 15 , Pg.303
4/21/2010	S	Committee Report: Ought to Pass with Amendment 1372s, 4/28/10
4/28/2010	S	Committee Amendment 1372s, AA, VV; SJ 16 , Pg.339
4/28/2010	S	Ought to Pass with Amendment 1372s, MA, VV; OT3rdg; SJ 16 , Pg.339
4/28/2010	S	Passed by Third Reading Resolution; SJ 16 , Pg.353
5/19/2010	H	House Concurs with Senate AM #1372s (Rep Goley): MA VV HJ 46 , PG.2227
6/2/2010	H	Enrolled Bill Amendment #2287 Adopted; HJ 51 , PG.2322
6/2/2010	S	Enrolled Bill Amendment #2287 Adopted; SJ 21 , Pg.759
6/2/2010	H	Enrolled; HJ 51 , PG.2326
6/2/2010	S	Enrolled; SJ 21 , Pg.777
7/7/2010	H	Signed by the Governor 07/06/2010; Effective 07/06/2010; Chapter 0255

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Other Referrals

COMMITTEE REPORT FILE INVENTORY

HB 1271 ORIGINAL REFERRAL

RE-REFERRAL

1. THIS INVENTORY IS TO BE SIGNED AND DATED BY THE COMMITTEE SECRETARY AND PLACED INSIDE THE FOLDER AS THE FIRST ITEM IN THE COMMITTEE FILE.
2. PLACE ALL DOCUMENTS IN THE FOLDER FOLLOWING THE INVENTORY IN THE ORDER LISTED.
3. THE DOCUMENTS WHICH HAVE AN "X" BESIDE THEM ARE CONFIRMED AS BEING IN THE FOLDER.
4. THE COMPLETED FILE IS THEN DELIVERED TO THE CALENDAR CLERK.

DOCKET (Submit only the latest docket found in Bill Status)

COMMITTEE REPORT

CALENDAR NOTICE on which you have taken attendance

HEARING REPORT (written summary of hearing testimony)

HEARING TRANSCRIPT (verbatim transcript of hearing)

List attachments (testimony and submissions which are part of the transcript) by number [1 thru 4 or 1, 2, 3, 4] here: 1, 2, 3

SIGN-UP SHEET (2)

ALL AMENDMENTS (passed or not) CONSIDERED BY COMMITTEE:

- AMENDMENT # 1331 _____ - AMENDMENT # _____
 - AMENDMENT # 1325 _____ - AMENDMENT # _____

ALL AVAILABLE VERSIONS OF THE BILL:

AS INTRODUCED AS AMENDED BY THE HOUSE
 FINAL VERSION _____ AS AMENDED BY THE SENATE

____ PREPARED TESTIMONY AND OTHER SUBMISSIONS (Which are not part of the transcript)

List by letter [a thru g or a, b, c, d] here: _____

EXECUTIVE SESSION REPORT

____ OTHER (Anything else deemed important but not listed above, such as amended fiscal notes):

IF YOU HAVE A RE-REFERRED BILL, YOU ARE GOING TO MAKE UP A DUPLICATE FILE FOLDER

DATE DELIVERED TO SENATE CLERK

9-14-10

Catherine S. Mulvan
COMMITTEE SECRETARY