

Bill as
Introduced

HB 551 - AS INTRODUCED

2013 SESSION

13-0717

08/05

HOUSE BILL **551**

AN ACT establishing a commission to study the establishment of a paid family leave insurance program, contingent on the availability of federal funds to be administered through the department of employment security and supported by a payroll deduction or other revenue source.

SPONSORS: Rep. Gile, Merr 27; Rep. Hammond, Hills 24; Sen. Gilmour, Dist 12; Sen. Fuller Clark, Dist 21

COMMITTEE: Children and Family Law

ANALYSIS

This bill establishes a commission to study the establishment of a paid family leave insurance program, contingent on the availability of federal funds to be administered through the department of employment security and supported by a payroll deduction or other revenue source.

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Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.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 Thirteen

AN ACT establishing a commission to study the establishment of a paid family leave insurance program, contingent on the availability of federal funds to be administered through the department of employment security and supported by a payroll deduction or other revenue source.

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

1 1 New Subdivision; Paid Family Leave Insurance Program Study Commission. Amend RSA 167
2 by inserting after section 97 the following new subdivision:

3 Paid Family Leave Insurance Program Study Commission
4 167:98 Commission Established.

5 I. There is established a commission to study the establishment of a paid family leave
6 insurance program, contingent on the availability of federal funds to be administered through the
7 department of employment security and supported by a payroll deduction or other revenue source.

8 II. The members of the commission shall be as follows:

9 (a) Four members of the house of representatives, appointed by the speaker of the house
10 of representatives, one of whom shall be a member of the children and family law committee, one of
11 whom shall be a member of the ways and means committee and one of whom shall be a member of
12 the commerce and consumer affairs committee, and one at large.

13 (b) One member of the senate, appointed by the president of the senate.

14 (c) One member from a business with fewer than 50 employees, appointed by the
15 governor.

16 (d) One member from a business with more than 50 employees, appointed by the
17 governor.

18 (e) One member from a labor union, appointed by the governor.

19 (f) One member of the governor's staff, appointed by the governor.

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

21 (h) One representative of the New Hampshire Women's Initiative, appointed by the
22 initiative.

23 III. Legislative members of the commission shall receive mileage at the legislative rate when
24 attending to the duties of the commission.

25 IV. The commission shall study the establishment of a paid family leave insurance program,
26 contingent on the availability of federal funds to be administered through the department of
27 employment security and supported by a payroll deduction or other revenue source. The commission
28 shall also seek funds to complete an actuarial study to determine the costs of sustaining a paid
29 family leave insurance program.

1 V. The members of the commission shall elect a chairperson from among the members. The
2 first meeting of the commission shall be called by the first-named house member. The first meeting
3 of the commission shall be held within 45 days of the effective date of this section. Four members of
4 the commission shall constitute a quorum.

5 VI. The commission shall report its findings and any recommendations for proposed
6 legislation to the speaker of the house of representatives, the president of the senate, the house
7 clerk, the senate clerk, the governor, and the state library on or before November 1, 2013.

8 2 Repeal. RSA 167:98, relative to the commission to study the establishment of a paid family
9 leave insurance program, contingent on the availability of federal funds to be administered through
10 the department of employment security and supported by a payroll deduction or other revenue
11 source, is repealed.

12 3 Effective Date.

13 I. Section 2 of this act shall take effect November 1, 2013.

14 II. The remainder of this act shall take effect upon its passage.

Amendments

"Not Adopted"

Amendment to HB 551

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

2

3 AN ACT relative to the composition and duties of the task force on work and family.

4

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

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7 1 Task Force on Work and Family; Membership. RSA 276-B:2, I is repealed and reenacted to
8 read as follows:

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

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

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14 (d) The commissioner of the department of employment security, or designee.

15 (e) The commissioner of labor, or designee.

16 (f) The commissioner of the department of health and human services, or designee.

17 (g) The commissioner of the department of education, or designee.

18 (h) A representative of the Business and Industry Association of New Hampshire,
19 appointed by the association.

20 (i) A representative of the New Hampshire Small Business Association, appointed by
21 that organization.

22 (j) A representative of the New Hampshire Small Business Development Center at the
23 university of New Hampshire, appointed by the center.

24 (k) A representative of a local chamber of commerce, appointed by the governor.

25 (l) A representative of the Greater New Hampshire Human Resource Association,
26 appointed by the association.

27 (m) A representative of the university of New Hampshire, Carsey Institute, appointed by
28 the institute.

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30 organization.

31 (o) A representative of the university of New Hampshire cooperative extension,

Amendment to HB 551

- Page 2 -

1 appointed by the extension.

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3 (q) A representative of the New Hampshire Children's Alliance, appointed by that
4 organization.

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

6 (s) A representative of skilled workers, appointed by the New Hampshire State Building
7 and Construction Trades Council.

8 (t) A representative of Spark NH, appointed by that organization.

9 (u) A representative of the Women's Fund of New Hampshire, appointed by that
10 organization.

11 (v) A representative of the insurance industry appointed by the New Hampshire
12 Association of Domestic Insurance Companies.

13 2 New Subparagraphs; Task Force on Work and Family; Duties. Amend RSA 276-B:3, I by
14 inserting after subparagraph (e) the following new subparagraphs:

15 (f) Study the establishment of a paid family leave voluntary insurance program,
16 contingent on the availability of federal funds to be administered through the department of
17 employment security and supported by a payroll deduction or other revenue source.

18 (g) Seek funds to complete an actuarial study to determine the costs of sustaining a paid
19 family leave voluntary insurance program.

20 3 Effective Date. This act shall take effect upon its passage.

2013-0687h

AMENDED ANALYSIS

This bill changes the compensation and duties of the task force on work and family.



Amendment to HB 551

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- 13 inserting after subparagraph (e) the following new subparagraphs:

- 14 (f) Study the establishment of a paid family leave voluntary insurance program,
- 15 contingent on the availability of federal funds to be administered through the department of
- 16 employment security and supported by a payroll deduction or other revenue source.
- 17 (g) Seek federal and private funds to complete an actuarial study to determine the costs
- 18 of sustaining a paid family leave voluntary insurance program.
- 19 3 Effective Date. This act shall take effect upon its passage.



2013-0718h

AMENDED ANALYSIS

This bill changes the composition and duties of the task force on work and family.

Speakers

Hearing Minutes

HOUSE COMMITTEE ON CHILDREN AND FAMILY LAW

PUBLIC HEARING ON HB 551

BILL TITLE: establishing a commission to study the establishment of a paid family leave insurance program, contingent on the availability of federal funds to be administered through the department of employment security and supported by a payroll deduction or other revenue source.

DATE: February 7, 2013

LOB ROOM: 206 **Time Public Hearing Called to Order:** 11:37 am

Time Adjourned: 11:57 am

(please circle if present)

Committee Members: Reps. Wälz, Long, Rollo, Flockhart, Friedrich, Chase, M. Mackay, Alicea, Frambach, Gulick, Stevens, Gargas, DeSimone, Hoell, Itse, Kelleigh Murphy, Nigrello, Oligny, Tremblay and Dumaine.

Bill Sponsors: Rep. Gile, Merr 27; Rep. Hammond, Hills 24; Sen. Gilmour, Dist 12; Sen. Fuller Clark, Dist 21

TESTIMONY

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

***Rep. Mary Stuart Gile, sponsor**

Introduced the bill to the committee.

As a result of a two-year voluntary study --- needed an actuarial study --- created this new bill. She was amenable to adding this topic to Work and Family Task Force, perhaps this could be a subcommittee of the Work and Family Task Force.

Respectfully submitted,



Rep. Debra DeSimone, Committee Clerk

HOUSE COMMITTEE ON CHILDREN AND FAMILY LAW

PUBLIC HEARING ON HB 551

BILL TITLE: establishing a commission to study the establishment of a paid family leave insurance program, contingent on the availability of federal funds to be administered through the department of employment security and supported by a payroll deduction or other revenue source.

DATE: Feb. 7, 2013

LOB ROOM: 206

Time Public Hearing Called to Order: {Time} 11:37

Time Adjourned: {Time} 11:51

(please circle if present)

Committee Members: Reps. Walz, Long, Rollo, Flockhart, Friedrich, Chase, M. MacKay, Alicea, Frambach, Gulick, Stevens, Gargas, DeSimone, Hoell, Itse, Kelleigh Murphy, Nigrello, Oigny, Tremblay and Dumaine.

Bill Sponsors: Rep. Kappler, Rock 3; Rep. Oigny, Rock 34; Rep. Itse, Rock 10; Rep. Lambert, Hills 44

TESTIMONY

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

1 * Rep. Gile sponsor of bill, result of 2 yr. voluntary study - needed actuarial study - this created this new bill was amenable to adding this topic to work + family task force perhaps this could be a subcommittee of this WFTF

Respectfully submitted,

Rep. Debra DeSimone, Committee Clerk

Sub-Committee Actions

HOUSE COMMITTEE ON CHILDREN AND FAMILY LAW

SUBCOMMITTEE WORK SESSION ON HB 551

BILL TITLE: establishing a commission to study the establishment of a paid family leave insurance program, contingent on the availability of federal funds to be administered through the department of employment security and supported by a payroll deduction or other revenue source.

DATE: March 5, 2013

Subcommittee Members: Rep. Gargas, Chair; Reps. Rollo, MacKay, Negrillo and Frambach

Comments and Recommendations:

Amendments:

Sponsor: Rep. Frambach/Rollo	OLS Document #:	2013	0687h
Sponsor: Rep.	OLS Document #:		
Sponsor: Rep.	OLS Document #:		

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

Moved by Rep. Rollo

Seconded by Rep. Frambach

Vote: 4-0

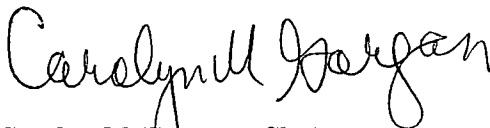
Motions: OTP, OTP/A, ITL, Retained (Please circle one.)

Moved by Rep.

Seconded by Rep.

Vote:

Respectfully submitted,



Rep. Carolyn M. Gargas, Chairman

HOUSE COMMITTEE ON CHILDREN AND FAMILY LAW

SUBCOMMITTEE WORK SESSION ON HB 551

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Amendments:

Sponsor: Rep.

Frambach
Rollo

OLS Document #:

2013-0687h.

Sponsor: Rep.

OLS Document #:

Passed

Sponsor: Rep.

OLS Document #:

Motions:

OTP, OTP/A, ITL, Retained (Please circle one.)

Moved by Rep.

Rollo

Seconded by Rep.

Frambach

Vote:

4-0

Motions:

OTP, OTP/A, ITL, Retained (Please circle one.)

Moved by Rep.

Seconded by Rep.

Vote:

Respectfully submitted,

Carolyn M. Gargasz

Rep. {Type NAME}
Subcommittee Chairman/Clerk

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20 3 Effective Date. This act shall take effect upon its passage.

2013-0687h

AMENDED ANALYSIS

This bill changes the compensation and duties of the task force on work and family.

Sub-Committee Minutes

HOUSE COMMITTEE ON CHILDREN AND FAMILY LAW

SUBCOMMITTEE WORK SESSION ON HB 551

BILL TITLE: establishing a commission to study the establishment of a paid family leave insurance program, contingent on the availability of federal funds to be administered through the department of employment security and supported by a payroll deduction or other revenue source.

DATE: February 26, 2013

Subcommittee Members: Rep. Gargas, Chair; Reps. Rollo, MacKay, Negrillo and Frambach

Comments and Recommendations:

Discussion: Amend the bill to include the study as a part of the Task Force on Work and Family. No vote yet. Subcommittee will meet again to vote on an amendment March 5th prior to the executive session.

Amendments:

Sponsor: Rep. Frambach/Rollo

OLS Document #: 2013 0687h

Sponsor: Rep.

OLS Document #:

Sponsor: Rep.

OLS Document #:

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

Moved by Rep. Rollo

Seconded by Rep. Frambach

Vote:

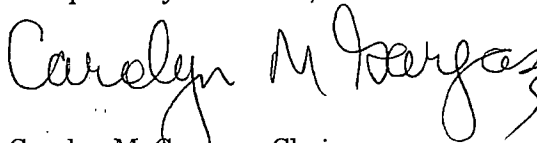
Motions: OTP, OTP/A, ITL, Retained (Please circle one.)

Moved by Rep.

Seconded by Rep.

Vote:

Respectfully submitted,



Rep. Carolyn M. Gargas, Chairman

HOUSE COMMITTEE ON CHILDREN AND FAMILY LAW

SUBCOMMITTEE WORK SESSION ON HB 551

BILL TITLE: establishing a commission to study the establishment of a paid family leave insurance program, contingent on the availability of federal funds to be administered through the department of employment security and supported by a payroll deduction or other revenue source.

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Comments and Recommendations:

Discussion - amend the bill to include the study as a part of the Task Force on Work + Family

Amendments:

Sponsor: Rep.

OLS Document #:

Sponsor: Rep.

OLS Document #:

Sponsor: Rep.

OLS Document #:

No vote yet -

Subcommittee

will meet again

to vote on amend-

ment - March 5

Prior pressies to Exec

session -

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

Moved by Rep.

Seconded by Rep.

Vote:

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

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Seconded by Rep.

Vote:

Respectfully submitted,

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Rep. {Type NAME}
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2013-0687h

AMENDED ANALYSIS

This bill changes the compensation and duties of the task force on work and family.

Testimony

TESTIMONY ON HB 551**Presented to****CHILDREN AND FAMILY LAW COMMITTEE****February 7, 2013**

Good morning. For the record, I am Mary Stuart Gile and I represent Merrimack 27, Concord Wards 1, 2, 3, 4, 6, & 7. I am the prime sponsor of HB 551.

HB 551 is an act to establish a commission to study the establishment of a paid family leave insurance program, contingent on the availability of federal funds to be administered through the department of employment security and supported by a payroll deduction or other revenue source.

HB 551 is the result of a two year effort to establish a voluntary, self-pay family leave insurance program to allow working parents time off to care for a newborn, a newly adopted child, a family member with a serious illness, including a wounded service family member receiving outpatient medical treatment or therapy or an elder parent experiencing transition in living arrangements. A bill filed in 2009 was retained, for study and then voted interim study in 2010. It was recommended for future legislation. The plan proposed in the 2010 bill was considered a good plan but needed an actuarial analysis to determine the cost of a sustainable fund. It was recommended that a commission be established to pursue a grant to complete the recommended analysis. HB 551 is proposed for that purpose.

In the last five years, there has been a growing interest in supporting state efforts to establish paid family leave programs. California, New Jersey and several other states already have them. In 2012, there was a rumor that the administration was considering allocating start-up moneys to those states that had developed legislation. It is anticipated that with the new Congress, that money may be available in the 2013-14 term.

The major function of the commission proposed in HB 551 would be to find funds to complete the actuarial analysis. Cost estimates of a family leave insurance program are determined by four components - anticipated leave use, length of leave, weekly benefit amounts and administrative costs. The commission would oversee the analysis of these factors to determine the financial viability of the program. I have attached a list of questions that need to be addressed in the actuarial analysis.

The NH paid family leave plan proposed in 2009 is based on studies that demonstrate that such a benefit is good for the employer and employee. Research by the Work and Family Institute in New York confirms that 85% of today's young parents, between the ages of 25 and 40 want to have more family time and further, that corporations that offer such family-oriented employment policies experience greater productivity and profitability, improved employee retention and engagement, reduced absenteeism and an enhanced ability to recruit the best and brightest talent.

NH needs to find ways to attract and retain young working families. The commission's work between now and November 1st could lay the groundwork for a cost effective, paid family leave program for NH. The economic benefits have already been demonstrated and publicized in those states that have already implemented paid family leave benefits. NH has a good start but needs this further study. Thank you.

Questions to be answered:

- 1.) How much will it cost the employee per week and per year to contribute to the paid family leave fund? The annual cost per employee related to a specific FMLA-defined leave is the product of (1) the expected utilization rate, (2) the average weekly benefit for those workers using the specific type of leave, and (3) the expected average duration of leave.
- 2.) What are the start-up and admin costs for the program?
- 3.) How many workers are there in NH? What is the eligible population for this benefit?
- 4.) How many are part-time workers?
- 5.) How many are covered by the FMLA (work for companies with 50 or more employees)?
- 6.) How many work in companies with less than 50 employees?
- 7.) How many are estimated to use such a program? Usage rates?
- 8.) How many workers currently make use of unpaid leave offered by the FMLA?
- 9.) What is the weekly benefit? (253\$ per week)
- 10.) What is the duration of use? (6 weeks max)
- 11.) the potential impact on small businesses of family leave insurance compared to employee turnover costs.

State Paid Leave Fund: Critical Support for Families and States

FEBRUARY 2012

At some point, nearly all workers need to take time away from work to deal with a serious personal or family illness, or to care for a new child. Yet only 11 percent of workers in the United States have access to paid family leave through their employers, and fewer than 40 percent have access to personal medical leave through employer-provided temporary disability insurance.¹ Paid family and medical leave programs allow workers to continue to earn a portion of their pay while they take time away from work to: address a serious health condition (including pregnancy); care for a family member with a serious health condition; or care for a newborn, newly adopted child or newly placed foster child.

Promoting Programs Working Families Need

President Obama's proposed FY 2013 budget includes \$5 million for a state paid leave fund within the U.S. Department of Labor. The fund would provide grants to states considering paid leave programs similar to successful paid family leave insurance programs in California and New Jersey.

Grants made from this fund would **assist states with planning activities.** Funds could be used for activities such as program design, research and analysis, stakeholder consultation, actuarial analysis, and development of a financing models and benefit structures.

Paid Leave Benefits Families, Businesses and Communities

Existing state paid leave programs have shown widespread benefits – and provide effective models for other states.

- ▶ California and New Jersey have successfully implemented paid family leave insurance programs that provide workers with a portion of their wages for up to six weeks while they care for a family member or a new child. These funds are paid for by employee contributions and have been used by hundreds of thousands of workers.
- ▶ A study of California's paid leave program found that after more than five years, the vast majority of employers report that it has had a "positive" or "no noticeable" effect on business operations.²

Paid leave provides the security working families need.

- ▶ Workers without paid leave often have no choice but to take unpaid leave or quit their jobs when illness strikes or a child needs care.
- ▶ Low-income workers need financial support the most when illness strikes or a new child joins the family, but they are the least likely to have access to any type of leave.³
- ▶ The federal Family and Medical Leave Act (FMLA) provides for up to 12 weeks of unpaid leave, but millions of workers cannot afford to take it. Seventy-eight percent of workers who need but do not take FMLA leave say they simply cannot afford to take unpaid time off.⁴

Nearly eight in 10 U.S. adults (78 percent) say that family and maternity leave is a “very important” labor standard for workers.

— Survey of 1,400 adults nationwide.
National Opinion Research Center at the University of Chicago, June 2012.

Paid leave programs help reduce health care costs.

- ▶ Paid family and medical leave programs contribute to improved health. Sick children recover faster when cared for by their parents. The mere presence of a parent shortens a child’s hospital stay by 31 percent.⁵ And active parental involvement in a child’s hospital care may head off future health problems, partly due to increased parental education and awareness.⁶

Paid leave saves government and taxpayer money.

- ▶ Both women and men who take paid leave are significantly less likely to rely on public assistance or food stamps after a child’s birth. And women who take paid leave are more likely to be working nine to 12 months after the child’s birth. Thus, giving workers access to paid leave can save precious resources while providing families with the stability they desperately need.⁷

¹ U.S. Department of Labor, Bureau of Labor Statistics. (2010, March). *Employee Benefits in the United States National Compensation Survey: Employee Benefits in the United States, March 2010 (Table 32)*. Retrieved 13 December 2010, from <http://www.bls.gov/ncs/ebs/benefits/2010/ebbl0046.pdf>

² Appelbaum, E., & Milkman, R. (2011, January). *Leaves That Pay: Employer and Worker Experiences with Paid Leave in California*. Center for Economic Policy Research. Retrieved 25 March 2011, from <http://www.cepr.net/index.php/publications/reports/leaves-that-pay>

³ See note 1.

⁴ Cantor, D., Waldfogel, J., Kerwin, J., et al. (2001). *Balancing the Needs of Families and Employers: Family and Medical Leave Surveys, 2000 Update*. Rockville, MD: Westat.

⁵ Heymann, J. (2001, October 15). *The Widening Gap: Why America’s Working Families Are in Jeopardy—and What Can Be Done About It*. New York, NY: Basic Books.

⁶ Palmer, S. (1993). Care of sick children by parents: a meaningful role. *Journal of Advanced Nursing*, 18(2), 185–191.

⁷ Houser, L., & Vartanian, T. (2012). *Pay Matters: The Positive Economic Impact of Paid Family Leave for Families, Businesses and the Public*. Center for Women and Work at Rutgers, the State University of New Jersey. Retrieved 21 February 2012, from http://www.nationalpartnership.org/site/DocServer/Pay_Matters_-_Positive_Economic_Impacts_of_Paid_Family_L.pdf?docID=9681

The National Partnership for Women & Families is a nonprofit, nonpartisan advocacy group dedicated to promoting fairness in the workplace, access to quality health care and policies that help women and men meet the dual demands of work and family. More information is available at www.NationalPartnership.org.

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Honor Thy Mother, Chapter III

SO WHAT?
(Draft, 1999)

The notion that women doing the traditional work of raising children are doing something that is not "useful," not "productive," is very, very dangerous to our society---and it is all the more dangerous because as an unconscious pattern of thought it is not open to rational analysis. Our habit of discounting and ignoring domestic activities, without this conscious corrective, and our underlying contempt for the women who do this work, has meant that we, as a society, are now failing to provide a social infrastructure within which this work can be adequately performed.

It's O.K. if the national Civil Defense plan against nuclear attack made no provision for the survival of infants, because it was irrelevant. On more careful consideration, it became apparent that none of us, adult or child, would be able to survive all-out nuclear war for very long. Our failure to understand major economic events because we almost completely ignore the role of women's household decision making in our economic calculations is not as harmless, because of the trail of physical suffering and lost hopes an ill regulated economy leaves behind it. But it is not, usually, a life or death matter; the economy staggers on, and we muddle through. But, when, through our carelessness and our arrogance, we permit the conditions of child rearing to deteriorate to the degree we now are experiencing, we are playing with the most basic and critical conditions of our future.

Because we neither attach civic value to traditional child rearing, nor find it necessary to grant the activity public attention (except in those instances where it goes unignorablely awry), we have permitted the evolution of an economy which all but eliminates parental time. In 1974, when my daughter was born, even working class moms stayed home with their children until the youngest entered the grades. Then they moved into the part-time work force so they could greet the kids (and supervise the teenagers) when they came home from school. In 1997, all but the most well off mothers must return to full-time work when their infants are three months old, and poorer women, even if securely married, must place the baby at the sitters when it is a week old. For if these working class mothers do not get right back to the office, the checkout counter or the factory bench, their families will end the month short of food or rent money even with the income from dad's job.

The moralists among us argue that the cause of this is individual greed; young people today want too much too fast---two cars, new furniture right away, won't put off buying the house, and so on. Or the young women don't seem to plan to stay home with infants and young children anymore---this said with a shrug, a lifting of the eyes to heaven and an air of "What can we do about it, anyway," by the grand parental generation. After all, the workplace is so much more social and exciting, so far more conducive to self development, than the isolated life of a woman who finds a way to raise her young ones herself in the 1990s.

All of this may be true for some people, and perhaps true for all to some degree. But it is also true that a great many of today's young mothers find it extremely painful to separate themselves from their infants at three months. In the 1980s it was still financially possible for second quintile mothers, the wives of skilled working men or young businessmen, to stay home until their children were two or three. But even then, mothers reentering the work force encountered problems with their children. In my role as a statewide advocate for young low-income New Hampshire families in the 1980's, I found myself frequently hearing from working mothers of preschool children who were upset because their toddlers and preschoolers were developing behavior problems in day care or becoming difficult and quarrelsome at home after work. But because there was still some slack in the economy for the middle income family in 1980, I was almost as likely to be told by the same women, a half a year later, that these symptoms of neediness and insecurity were subsiding, now they had found a way to stay home again.

The fuller truth is that despite the intense social pressure to stay in the work place, a very great many American women

would stay home with their children for far longer than they do now if they had the choice, but the economy of the 1990s no longer allows them that option. The fall of most workers' wages against inflation which has occurred since 1978 has meant that all but the most prosperous families must send mother into the work place earlier and earlier in the lives of her children in order to stay even. As the price of the house in the middle class neighborhood with the good school district doubled and tripled, the mother who wished to make sure her newborn would be able to go to a safe and academically effective school at age five, was forced to go back to work very, very quickly so the family could keep making the mortgage payment. In the working class where wages have fallen significantly against inflation, families now live in an economic environment which demands two full-time paychecks to command the most basic necessities of life.

Food and shelter are not renounceable luxuries. Two cars are not a self indulgence but a necessity if Dad must make it from the suburb to the city to work, and Mom must transport two young children the other way across town to the babysitter's and then make it to the Seven Eleven before 8:00 AM---unless they belong to that minority of Americans lucky enough to live near an effective public transportation system. And while the opportunity to work toward a tenured professorship or a law firm partnership may be worth the pain of separation from a newborn, the prospect of spending eight hours on an assembly line or at the computer does not have the same allure. Nor does the factory bench or the office cubicle offer a particularly rich environment for self realization. The fact is that a large number of American mothers are going back into the workplace against their better judgment, because they must.

We also know that under this pattern of earlier and earlier separation from their mothers, American children are not doing very well. Schools struggle to find new ways to teach children who no longer seem as able to concentrate or behave as well as they once did. Public voices, in their apparently infinite capacity to overlook the input and import of mothering, lay the blame for our educational problems on the failure of the schools, and urge an endless series of crackdowns on teachers and changes in the educational structure. But a simpler and far more reasonable conclusion is that the American family, deprived of most of its parenting time, is no longer able to deliver the same product to the school system.

The work of a group of psychologists who have been engaged in the task of defining and measuring emotional intelligence offers evidence of just how this might be so. According to a New York Times article published in 1995, these scholars and researchers have been developing methods for assessing the emotional condition of our children---their ability to control impulses and anger, calm themselves down, maintain resolve and hope in the face of setbacks, and read their own feelings. The psychologists are pursuing this because it is important; it turns out that a child's mastery of these emotional skills is a better predictor of adult success than his or her academic intelligence.

The results of their work have been unsettling. "Whatever the measure," the researchers told the Times, "emotional intelligence appears to be in a startling decline among American children. In the opinion of the University of Vermont psychologist Thomas Achenbach, one of the major contributors to these studies, "American children have become, on average, more anxious and depressed, more impulsive and mean, more demanding and disobedient, more hot tempered and aggressive" than they were in the mid 70's when his research began.

There is reason to believe that our children are becoming less intelligent as well. Recently, the guardians of the College Boards announced that they had found it necessary to recalibrate test scores upward in order to continue to distribute college bound high school seniors' results along the high end of the scoring continuum. But in the opinion of the Times "this across the board dip drop in children's emotional intelligence is in many ways a more troubling social trend than the dip in the Scholastic Aptitude Test." Why? Because "deficits in emotional intelligence are linked with a wide range of social perils," reports the paper. Three year old boys with poor emotional skills tend to become impulsive and disobedient or isolated grade schoolers, and grow into teenagers who pick fights, acquire criminal records, and drop out of school. Girls who can't read their feelings well in childhood fall prey to eating disorders in their teens, and girls with poor impulse control become our teen mothers.(1)

If we are honest with ourselves we really don't need the buttress of studies and data to tell us the condition of our children; it is only necessary to open the newspaper. Over the last two years, my quiet, prosperous, ethnically homogeneous village of 5000 upwardly striving souls in rural New Hampshire has lost five of its teenage children---three in auto accidents, the fourth and fifth a young woman, pregnant and then murdered, and the young father-to-be in prison for life. My 19 year old son's friends say that the two solitary vehicular deaths are probably suicides, one a response to depression and the other the expression of thwarted anger. The third is attributed to heavy, alcoholic partying. The accident not only killed the occupant of the suicide seat but injured three other teenagers, one severely. If the war memorial in the village center is accurate, our community lost fewer young people in WW II.

Our town is not the only one that is suffering. This fall a fight erupted in a sand pit located in the quiet Shaker town of Canterbury just to the north of us, which left one 18 year old dead and put several other young men into the hospital. Adolescents beat their classmates with shovels and clubs. Within the last half year, more reports of teenagers committing suicide or dying in Saturday night car wrecks or fights have come from other towns in the southern portion of the state with comparable reputations for rural peacefulness and material plenitude. It seems that every month, we are assaulted by yet another news story describing how classes have been suspended at one or another of the state's high schools, so students can take the time to experience their grief at the loss of a classmate, and receive counseling. It is probably unnecessary to enumerate the more and more frequent outbreaks of deranged behavior among our young adults. The young man who held up the high school in the state capitol with an automatic weapon and was shot down by a devastated city policeman, and the young parolee from the state prison who shot and killed a twenty year old Marine Corp. graduate who had just joined his village police force both made national television.

This behavior is new. I went to high school in the 1950's in a town in southern Connecticut which had as much population then as New Hampshire's entire capital region has now, and no one walked in with a gun and not one of my classmates died, violently or otherwise. As far as I know, there was only one pregnancy, and it ended not in death, but in a hugely successful marriage--sweater girl catches football hero. The couple took on a family hardware business which, today, is one of the town's successful operations. But when we permit the evolution of an economy which requires the full-time work force participation of all the adults in the ordinary household to meet the basic financial requirements of raising children, we make some very serious and fundamental changes in that process. It is not reasonable to assume these changes will be without consequences. In fact, it is only the power of our overriding cultural assumption--the belief that the work which has traditionally fallen to women is unimportant and without consequence in the public sphere-- that permits us to overlook the connection between the resources and time our society assigns to child rearing, and the condition of our children.

Insulated from reality by our belief in the inferiority of women, we are able to continue to indulge in a variety of magical thinking that proceeds something like this: "Women have always raised children just fine, and since child rearing is something women do, it can't require much real labor or justify much of our attention. It will just go on happening as it always has, out of public sight, and without apparent effort. When the child rearing process starts to go wrong, it must have to do with the failure of some institution which is important and significant because it is in the public, and, thus, masculine sphere, like the school system, or the media." For example, the increase in juvenile violence is due to television programing.

Counterbalancing this unexamined underestimation of the importance of women's traditional work, is an equally extraordinary overestimation of maternal power. We apparently have managed, as a people, to maintain into our collective adulthood the child's idea that mother can provide anything needed out of nothing, out of the ether, by a special maternal magic. How else could we maintain the expectation that mothers will continue to raise the same kind of children, no matter how much we cut back on the portion of social resources, the share of our material wealth and parental time which we, as a group, allot to her for this task.

In practice we are all clearly aware of at least some of the consequences of requiring the full-time and overtime participation of both parents in the outside work force for children. Clearly there is a growing public awareness that, on the simplest and most mechanical level, this work schedule means that there will be no one home to supervise when the teenagers get out of school, and this means trouble.

For example, a group of the concerned parents and village police chiefs came to the senate of the New Hampshire legislature last spring to ask for seed money so small communities around the state could set up after-school-centers where teenagers could be gathered and monitored. These petitioners arrived well armed with statistics showing that most adolescent crime, violence and out-of-wedlock impregnation now occur in the hours between the ending of the school day and 6:00 to 7:00 P.M., when one parent or another staggers in the door with what's left of his or her energy after the work day and the commute. These petitioners could also point to a number of programs designed to address this problem which were already up and running in other states.

The Senatorial reaction to this request proceeded exactly as directed by our cultural script. The Senatorial Fathers found this an unnecessary expenditure of the taxpayers money. The Senatorial Mothers disagreed, but they were outvoted--for now. To be fair, a number of men on the hearing committee would have been more supportive if they were not voting under the thumb of a chairman who is a religious conservative and thus, by a course of reasoning which I confess I do not entirely follow, opposed on principle to any governmental help to families of any kind. Earlier in the session, however, these committee men had been willing to buck their chairman on issues that are in the traditional male sphere. For example, they voted against him so that medical insurance--for the kind of health care which is delivered outside the home in the

traditionally masculine environment of doctor's offices and hospitals---could be extended to a wider selection of the low income population. But the supervision of teenagers after school, a job which has traditionally been in the sphere of women and the home, simply did not stand high enough in their priorities to evoke warrant taking this risk.

The mechanical issue of who will supervise the teenagers is, of course, not the core problem our legislatures and our economic institutions must solve. It is just one of the most visible and dramatic difficulties produced by the great sea change in child rearing which has occurred. At heart the problem rests in the deflection of the attention of both parents from their children to the workplace. In a society which expects, and for the most part economically requires, all parents, male and female, to hold jobs, in a culture that firmly believes that the only dignified, responsible and socially respectable thing that an adult can do is to work outside the home, children, whatever their ages, are no longer anyone's primary focus. This shift is creating systemic problems that are beginning to be noted publicly.

In her second book, *The Time Bind*, Arlie Hochschild extensively documents the conditions under which children are cared for in families where both parents are pursuing compelling professional careers. In many of the families she interviews, parenting has become something that is sandwiched in between getting home from work and getting down to the evening job of preparing for the next day's work, or scheduled in during those periods on the weekend when ones presence in the office is not absolutely requisite. The children of these privileged, upper middle class families are frequently distressed, angry at their parents and, surprisingly often, not doing too well at school either.

Even in families with jobs that are less compelling---where mom is spending eight hours at the computer or behind the counter at the Seven Eleven, or performing a repetitive assembly line operation in one of the small factories characteristic of New England---the time spent relating to children is more rushed and less intense than it was before women at this economic level were forced into the full-time work force. And when the assembly line job is on the factory floor of a major modern corporation driven by bottom line priorities, Hochschild's interviews with working class families reveal even greater stresses than those that assail the professional two- job family. Overtime, in practice, becomes mandatory, and workers, whatever their family responsibilities, are asked to do single and double shifts on schedules that rotate around the clock from one week to the next. The right to family leave, or even a few hours off to take a desperately sick child to the hospital is mythical on this level of the company ladder. Child rearing becomes a nightmarish struggle in which the physical health as well as the emotional well being of young children is compromised.

This deflection of attention from children, Hochschild concludes, is not solely due to the workplace's voracious appetite for their parents' time. There is a social component as well. As the inadequacy of the time allotted to it make home life more and more stressful, she points out, the workplace, peaceful and orderly, with its easy interaction of the sexes, its joking exchanges and birthday lunches, has become a more satisfying place to be. The working class mothers she interviews on the factory floors say "Yes" to overtime because it puts off the time when they have to go home and face the mess---the laundry, the neglected and demanding children, the disaffected husbands and boyfriends. Our culture encourages this focus on the job rather than the family not just because that is the place where both Mom and Dad are now required to spend the bulk of their waking hours, and not solely because it is the only place it is possible for either of them to win social approval and accumulate prestige. We have come to center our social lives around our jobs rather than our families, says Hochschild, because our jobs have become a lot more satisfying.(2)

This is not exactly breaking news. Even in the Neanderthal 1970s, when mothers expected to stay home throughout their children's preschool years, we knew it was much more stimulating---and a lot easier---to go out to work than to spend all day tending babies and chasing after toddlers. But the culture of the times permitted us to maintain a certain proportionality. We were able to keep both worlds in balance because, in a less demanding economy, we took part-time jobs that expanded as our children grew older and needed us less. What Hochschild describes in her new book is different and more dangerous, a powerful, self feeding spiral that progressively squeezes children out of their parents lives.

Because news people are now frequently mothers who are experiencing this terrible conflict in their own lives, and because the news profession attracts numbers of sensitive people who are attuned to social change and unwilling to overlook its effects on the larger community, the increasing deflection of parental attention from children to work that Hochschild documents in the professional, two job family has become the subject of public discussion in some segments of the media. And the mandatory overtime and rotating work shifts which have made such a shambles of the parenting lives of mothers employed on corporate assembly lines are beginning to surface as issues in contract negotiation---though too often they are only bargaining chips destined to be traded in at the end for wage increases, because like after school centers for teenagers in the committee rooms of the N.H. Senate, these issues are not first priority for the men who still negotiate union settlements.

What has not yet reached public consciousness is how exactly the current condition of our children fulfills the gloomier predictions of our half century's leading students of infancy and early childhood. For example, the research on brain development in infants carried out in the 1960's and early 70's would tell us, if we were willing to pay attention, that the recent recalibration of the national College Board tests to accommodate weaker performance was no fluke. If I understand it correctly, this research says, quite literally, that a child who is routinely separated from its mother in the first year of its life, even just ten hours a day, will store less information in its brain cells than a child who passes that year within constant sensory range, and, ideally, in close physical contact with mom.(3) If this research is correct, we have adopted, as a nation, child rearing practices that are producing less intelligent children.

Simultaneously, the attachment theorists, our century's ground breaking students of mother-child bonding and emotional development in early childhood, have arrived at a uniform description of the behavior of children who have suffered various degrees of injury to the maternal bond in infancy---and these descriptions match up closely with the findings of the researchers investigating emotional intelligence. For example, John Bowlby, the originator of attachment theory and the hands-on observer of English children separated from their parents by illness or the chances of war, states that the disruption of the parental relationship in early childhood leads to anxiety, grief and depression. (4) Thomas Achenbach, the psychologist quoted by the Times, who followed thousands of American children in a study that extended over a decade and a half, says that our offspring are becoming more anxious and depressed every year.

Bowlby was dealing with children who were totally cut off from their mothers and fathers because of the rules of English, World War II era, children's hospitals which severely limited parental visits, or because they were refugees whose parents were either dead or still trapped behind German lines. But the scholars who pursued and developed his work here in America in the 1950's, found many of the same symptoms of anxiety in the children of mothers who failed to form a secure bond with their infants for less cataclysmic reasons---because they were rendered distant and uninterested by depression or other emotional disabilities of their own, or because they were too consumed by economic responsibilities to be able to respond adequately to their infants. The researchers found that infants who tested, at age one, as insecurely bonded to these on-the-scene but emotionally inaccessible or preoccupied mothers, also grew up to be anxious children; as toddlers more apprehensive, less willing to explore, less self reliant and more clingy than their securely attached peers; as first graders less able to handle separation and more apt to demand parental forms of attention from their teachers.(5)

Achenbach says that our children have become more impulsive, less able to delay gratification, and meaner. The American students of the mother-child bond say that children who test as insecurely attached in infancy grow into children who give up more quickly on problems, have poorer peer relations and are less sympathetic to the distress of their peers. Achenbach tells us our children are becoming more demanding and disobedient, and more hot tempered and aggressive. The attachment researchers say that insecurely bonded infants become first graders who swing between behavior which is cloyingly clinging one minute and aggressively demanding the next, and children who tested as distrustful and avoidant of their mothers at one year, become, by first grade, sullen and oppositional or devious and hostile students who often victimize insecure children. Securely attached infants, on the other hand, grow into curious, flexible and enthusiastic toddlers who form satisfying relationships, are effective in using maternal assistance and persistent in solving easy tasks. In first grade they are socially competent, self reliant and healthy assertive children who display sympathy with schoolmates in distress and tend to be leaders. (6)

In the 1950's, mothers who produced insecurely attached infants because their economic responsibilities prevented them from giving their babies enough attention, were almost exclusively single parents who had to support their children by themselves, and often this was a curable state. The research of the time notes that the quality of the child's attachment improved when the mother found a stable mate.... overcame distracting financial problems" and became "able to be more nurturant."(7) Unfortunately, the possession of a stable mate no longer inoculates the average infant's mother from "distracting financial problems." Married women in the two lowest income quintiles, roughly 40% of the maternal population, are under financial pressures almost as severe as those facing the single parent attempting to support her children by herself in 1970. The option of reducing hours or quitting work and living on Dad's wages in order to be more nurturant is no longer readily available to mothers on this economic level.

Middle class mothers of young children are more apt to have the option of bailing out---if their families are willing to live with the same just-squeaking-by budgets which are the ordinary lot of the two paycheck working class family today. But few do. And as Arli Hochschild so clearly documents in both "The Second Shift" and "The Time Bind." The professionally demanding jobs now held almost as a matter of course by the middle class mothers of young children make demands on their attention, their priorities and their hours which often are almost as hard on the mother child relationship as the raw economic stress experienced by their less prosperous sisters.

According to writer Robert Karen, who interviewed America's pioneer attachment researcher, Mary Ainsworth, for an Atlantic Monthly article in 1990, this long term student of mothers and infants "sees the pressures and penchants of modern life pushing us toward anxious attachment with the unhappy consequences of psychological distress, discordant relationships and weakening social ties."(8) After a lifetime devoted to studying mothers and babies writes Karen, "she concludes that for emotional health, the infant needs to know that its primary care giver is steady, dependable and there for him, and she believes this requires fairly sustained proximity." "From the point of view of the child's general welfare," she herself says "the mother should be pretty consistently available.....It's very hard to become a sensitively responsive mother if you're away from your child ten hours a day. It really is."(9)

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1. Daniel Goleman, "The Decline of the Nice-Guy Quotient," The New York Times, "Ideas and Trends." Sunday, 9/10/95, Section E, p.6.
 2. Hochschild, Arlie, *The Time Bind; When Work Becomes Home & Home Becomes Work*, Henry Holt and Company, New York.
 3. Joseph Chilton Pearce, *Magical Child; Rediscovering Nature's Plan for Our Children*, EP Dutton, New York, 1977, pp. I am heavily indebted to Pearce, who has taken the recent technical research on brain development in infants and rendered it into non-technical English for the mathematically and scientifically challenged among us. This material will be discussed in more detail in Chapter VI of this work, "We are Post Modern: Children are Cro- Magnon."
 4. As reported by Robert Karen in "Becoming Attached," The Atlantic Monthly, Boston, Mass., Feb. 1990, p. 44.
 5. Ibid, pp. 35-70.
 6. Ibid.
 7. Ibid, p. 63.
 8. Ibid. p. 70
 9. Ibid, p. 69; as quoted by the author.

TITLE XXIII LABOR

CHAPTER 276-B TASK FORCE ON WORK AND FAMILY

Section 276-B:1

276-B:1 Task Force on Work and Family Established. – There is established a task force on work and family, the purpose of which is 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.

Source. 2010, 255:1, eff. July 6, 2010.

Section 276-B:2

276-B:2 Membership; Compensation; Terms. –

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

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

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

(c) One member appointed by the governor.

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

[Paragraph I(e) repealed by 2011, 231:12, III effective upon merger with qualified voluntary corporation as provided by 2011, 231:13.

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

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

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

(h) The commissioner of labor, or designee.

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

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

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

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

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

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

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

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

- (q) A representative of the university of New Hampshire, Carsey Institute, appointed by the institute.
- (r) A representative of the New Hampshire Children's Trust Fund, appointed by that organization.
- (s) A representative of New Hampshire Legal Assistance, appointed by the executive director.
- (t) A representative of the university of New Hampshire cooperative extension, appointed by the extension.
- (u) A member of the Women's Business Center, appointed by that organization.
- (v) A representative of Child and Family Services, appointed by that organization.
- (w) A representative of the New Hampshire Children's Alliance, appointed by that organization.
- (x) The commissioner of the department of education, or designee.
- (y) A member of the Workforce Opportunity Council, appointed by the council's chairperson.
- (z) A member of the New Hampshire AFL-CIO, appointed by the chapter president.
- (aa) A representative of skilled workers, appointed by the New Hampshire State Building and Construction Trades Council.

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

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

Source. 2010, 255:1, eff. July 6, 2010.

Section 276-B:3

276-B:3 Duties. –

I. The task force shall:

- (a) 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.
- (b) Survey businesses to identify barriers to implementing family-responsive employment policies and practices.
- (c) Develop and promote a system of incentives and rewards, such as the Alfred P. Sloan Awards, for businesses that provide family-responsive benefits.
- (d) Research programs and benefits that attract and retain young professionals and skilled workers and also provide opportunities for elders to continue working on reduced schedules.
- (e) Continue to provide public education on work-family issues and on the need for workplace policies and practices that support the well-being of families and promote a strong and prosperous economy.

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

Source. 2010, 255:1, eff. July 6, 2010.

Section 276-B:4

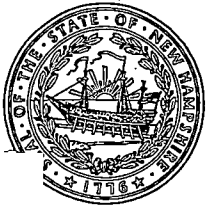
276-B:4 Chairperson; Quorum. – The members of the task force shall elect a chairperson from among the members. The first meeting of the task force shall be called by the first-named house member and shall be held within 45 days of the effective date of this section. Thereafter the task force shall meet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

Source. 2010, 255:1, eff. July 6, 2010.

Section 276-B:5

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

Source. 2010, 255:1, eff. July 6, 2010.



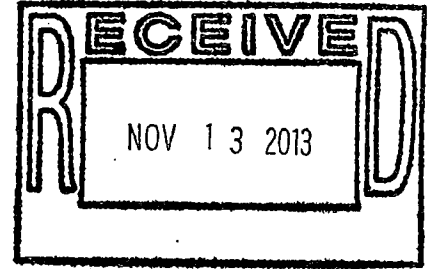
HB 551

State of New Hampshire

GENERAL COURT

CONCORD

RSA 276-B:2
ML



MEMORANDUM

DATE: November 1, 2013

TO: Honorable Margaret Wood Hassan, Governor
 Honorable Terie Norelli, Speaker of the House
 Honorable Chuck W. Morse, President of the Senate
 Honorable Karen O. Wadsworth, House Clerk
 Honorable Tammy L. Wright, Senate Clerk
 Michael York, State Librarian

FROM: Representative Mary Stuart Gile, Chairman

SUBJECT: Annual Report on RSA 276-B:1²
 Task Force on Work and Family

Pursuant to RSA 276-B:1, enclosed please find the Annual Report of the Task Force on Work and Family.

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

MSG/dm
Enclosures

ANNUAL REPORT

November 1, 2013

TASK FORCE ON WORK AND FAMILY

(HB 306, Chapter Laws 373:2, Laws of 2007,

Extended by RSA 276-B:1, Laws of 2010,

Amended by HB 551, Chapter 111:1, Laws of 2013)

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 was 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. RSA 276-B was amended by HB 551 in the 2013 legislative session. The composition of the Task Force's membership was updated and one new duty was added to those already approved.

PROGRESS TO DATE

The Legislative Task Force on Work and Family reconvened on April 1, 2013 to welcome new appointees and to review the duties defined in RSA 276-B legislation. The agenda also included a guest speaker, Chris Lawrence, from the Great Bay Community College and Director of the NH WorkReady Program, an initiative introduced by former Governor John Lynch to address the increase in unemployment that resulted from the 2008 recession. The WorkReady Program developed as a partnership between the NH Departments of Employment Security (DES) and Resources and Development (DRED) and was piloted in the Community College System of NH, (CCSNH). Currently the WorkReady NH Program is active at all seven Community College campuses. The discussion and questions that followed informed Task Force members of the program's progress and successes.

On June 3, 2013 the Task Force met to discuss strategies to address the new duty in RSA 276-B and to hear a second speaker, Amy Kennedy, Policy Advisor to Governor Hassan. Ms. Kennedy was invited to address the Governor's perspective on gender equality in the workplace and employment policies and practices supporting flexible work schedules. Amy shared statistics on issues such as the wage gap between men and women, particularly women with college degrees. She also cited Governor Hassan's record as a NH Senator including her efforts in health care and health insurance.

The Task Force met again on August 5, 2013 to hear two presentations. The first was provided by Kate Luczko, Executive Director of STAYWORKPLAY, a NH non-profit organization created to attract and retain younger workers to our State. STAYWORKPLAY was established to address the shrinking demographic of NH college graduates who leave the state to find employment elsewhere. The issue was first brought to public attention by former Chancellor of the University System of NH. Ms. Luczko's presentation was relevant to one of the Task Force's goals which is to explore ways of retaining NH college graduates in New Hampshire.

The second speaker was Sarah Freeman-Woolpert, an intern with the Women's Fund of New Hampshire. She focused on the new duty assigned to the Task Force as a result of the enactment of HB 551. The duty as stated in the legislation is: to seek federal and private funds to complete

an actuarial study to determine the costs of sustaining a voluntary paid family leave insurance program. Paid Family Leave insurance has been a topic for legislative consideration since the Task Force co-sponsored the first Summit on Work and Family held in 2008. Legislation was introduced in 2010 and was voted 'Recommended for Future Legislation' pending the results of an actuarial study or cost/benefit analysis.

Copies of Ms. Freeman-Woolpert's reports are attached. Federal funds to support the actuarial study or cost benefit analysis may be available in 2014, however it is questionable as to whether NH will be eligible, because the current proposed legislation suggests voluntary participation of employers.

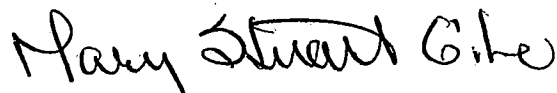
On September 17, 2013, Rep. Mary Stuart Gile, Dr. Kristin Smith and Dr. Malcolm Smith spoke about the legislative Task Force's goals and progress to date at the Society for Human Resource Managers (SHRM) Leadership Conference. An estimated 125 Human Resource Professionals were in attendance. The conference agenda is attached.

FUTURE PLANS

Looking to 2014, the Legislative Task Force on Work and Family will continue to monitor the availability of federal funds to conduct the cost/benefit analysis of a NH Family Leave Insurance program and be prepared to submit a proposal for funds to complete the cost/benefit analysis. In addition, it is anticipated that planning will begin soon for the 3rd Summit on Working Families.

Questions as well as further information regarding Task Force membership, and minutes of meetings are available upon request.

Respectfully submitted,



Representative Mary Stuart Gile, Chair
Legislative Task Force on Work and Family

**Paid Family Leave Legislation in States With and Without an Existing
Temporary Disability Insurance Program**

Sarah Freeman-Woolpert, The Women's Fund of New Hampshire
Presented to the Task Force on Work & Family, August 5, 2013

States with Paid Family Leave and Temporary Disability Insurance

CALIFORNIA (2004)

NEW JERSEY (2008)

RHODE ISLAND (2013)

Funding: Entirely funded by mandatory employee contributions. In 2010, combined payroll tax for TDI and PFL was 1.1% of employee's wages. \$64/year cap (2005)

Funding: Entirely funded by mandatory employee contribution \$33/year cap (2009). Payroll tax on first \$30,300 of earnings funds program for maximum annual cost of \$24.24 per person.

Funding: Entirely funded by employee contributions, amounting to 64 cents a week for workers earning \$40,060 a year. Borrowed against TDI reserve fund for start-up cost.

PFL Coverage: Partial wage replacement for up to 6 weeks per year. Wage replacement is 55% of average weekly salary up to \$987 per week (2011).

PFL Coverage: Partial wage replacement for up to 6 weeks per year. Wage replacement is 66% of weekly pay up to \$546 per week (2009).

PFL Coverage: Partial wage replacement for up to 4 weeks at 66% which would increase to 8 weeks by 2016. *Only state to offer job protection

Covers caring for newborn, newly adopted child, or newly placed foster child; or caring for seriously ill family member (spouse, child, parent, domestic partner)

Covers caring for newborn or newly adopted child; or providing care for seriously ill family member (child, spouse, domestic/civil union partner, parent)

Covers caring for a new child or sick or injured family member (child, spouse, parent, grandparent, parent-in-law or domestic partner)

TDI Benefits: 55-60% of highest quarterly earnings during a 12 month base period up to \$959 (2009)

TDI Benefits: 66% of average weekly wages up to \$524 (2008)

TDI Benefits: 60% of average weekly pay for up to 30 weeks. Max \$752 per week. TDI contribution is 1.2% income.

States without Temporary Disability Insurance that attempting to pass/ implement Paid Family Leave

These states would set a precedent for NH to follow if they passed Paid Family Leave without existing TDI fund

WASHINGTON

VERMONT

NEW HAMPSHIRE

CONNECTICUT

MASS.

Passed Paid Parental leave in 2007 but no funding to implement. A new bill was introduced in Jan 2013 to expand the old bill which has expired. Funding requires employers to pay premium for each worker, half of which comes from workers' wages. Employee contribution = 0.2% of wages, then 0.4% after 1st year.

Bill introduced Jan 2013 to establish paid parental leave fund, up to 15 weeks of 2/3 pay. Introduced by the Attorney General as part of a larger equal pay framework. Law passed May 2013 established PFL study committee to make recommendations on whether/how PFL would benefit citizens.

Paid Family Leave Insurance Program Study Commission established January 2013. Authorized study commission to seek funds for actuarial study. PFL Insurance Program would be funded federally or through payroll deduction.

Created Taskforce on Family Medical Leave Insurance, in May 2013, to study feasibility of insurance program for short-term benefits, to be reported by October 2014. Passed a study bill starting this fall.

Paid Family Leave bill introduced in January 2013 (HB79) referred to Committee on Children, Families and Persons with Disabilities. Would cover 12 weeks within 12 month period to care for spouse, parent or child (including newly adopted). Would be funded by employee contribution of 0.1% wages, up to \$120 annually.

States with Temporary Disability Insurance that don't have existing legislation proposed for Paid Family Leave

NEW YORK

HAWAII

PUERTO RICO

Family care leave bill introduced in January 2013 with employee contribution 0.05%. Family Leave Insurance bill passed Assembly in 2005 and 2007.

Currently looking into proposing legislation similar to RI, but not public yet. They would sustain the norm of wage replacement at 66%.

No known attempts to introduce Paid Family Leave.

TDI Benefits: Workers get up to \$170 per week for up to 26 weeks. If NY proposes PFL legislation, it will have to expand TDI considerably because the TDI payment is so low.

TDI Benefits: Employers of all sizes required to provide TDI to employees. Partial wage replacement up to 26 weeks per year.

TDI Benefits: Covers up to 26 weeks.

TDI Funding: Employees may be required to pay 0.5% in first \$120 of weekly wages. All else is paid by employers.

TDI Funding: Employee contribution limited to half the cost of providing benefits but not more than 0.5% of weekly earnings; rest paid by employer.

TDI Funding: Both employers and employees pay 0.5% of worker's wages up to \$9,000.

Sources:

Paid Leave in the States, a Critical Support for Low-Wage Workers and Their Families. By Sarah Fass, National Center for Children in Poverty, 2009.

http://www.nccp.org/publications/pdf/text_864.pdf

A Guide to Implementing Paid Family Leave, Lessons from California. By Netsy Firestein, Labor Project for Working Families, 2011.

http://www.paidfamilyleave.org/pdf/pfl_guide.pdf

Paid Family Leave in California and New Jersey: The Benefits for Working Families and Employers. By Ruth Milkman, City University of New York, and Eileen Appelbaum, Center for Economic and Policy Research, 2012.

http://www.scholarsstrategynetwork.org/sites/default/files/ssn_basic_facts_milkman_and_appelbaum_on_paid_family_leave_in_ca_and_nj.pdf

Rhode Island Legislature Passes Paid Family Leave Law, by Kenneth Quinnell 2013.

<http://www.aflcio.org/Blog/In-The-States/Rhode-Island-Legislature-Passes-Paid-Family-Leave-Bill>

Rhode Island Temporary Disability Insurance, Beth Laurence, <http://www.nolo.com/legal-encyclopedia/rhode-island-temporary-disability-benefits-tdi.html>

Social Insurance Programs <http://www.ssa.gov/policy/docs/progdesc/sspus/tempdib.pdf>

www.nationalpartnership.org

<http://open.nysenate.gov/legislation/bill/S4742-2013>

Cost & Coverage of Family Leave Insurance in the U.S.

A 4 State Breakdown of Family Leave Insurance Programs, 2002-Present

By Sarah Freeman-Woolpert, The Women's Fund of New Hampshire

Presented to the Task Force on Work & Family, August 5, 2013

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PFL: Paid Family Leave

SDI: State Disability Insurance

TCI: Temporary Caregiver's Insurance

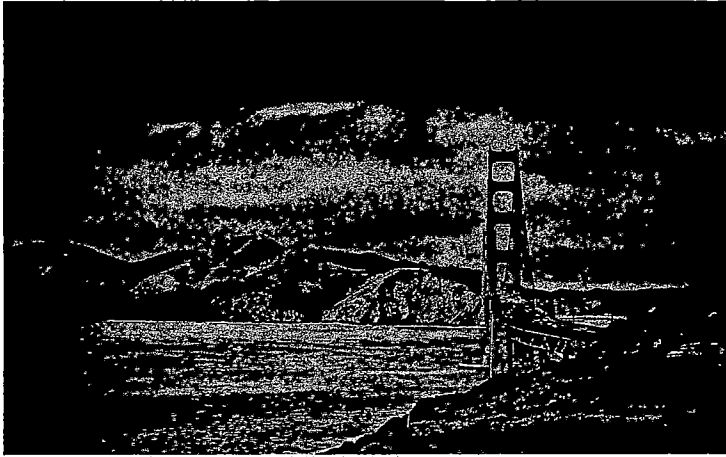
TDBL: Temporary Disability Benefits Law

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California



Passed: September 23, 2002 signed by Governor Davis, First state to pass

Coverage: Provides partial wage replacement, 55% of individual's average weekly salary up to \$987 per week in 2011, for up to 6 weeks per year to care for a child, parent, spouse, or domestic partner with serious health condition, or for the birth, adoption or foster placement of a child. Can be taken intermittently over 12 month period, but no job protection while on leave. All employees

who pay into SDI Fund are covered by PFL but must have earned at least \$300 in the past 12 months.

Relationship to Existing TDI Program: PFL built on TDI program (CA's State Disability Insurance (SDI) program), which is entirely funded through a payroll tax paid by employees. Under TDI, workers can receive up to 55% of their average weekly wages up to maximum of \$987 per week (2011), up to 52 weeks. Payroll tax now covers both SDI and PFL programs, administered by the same agency (Employment Development Department) which also administers Unemployment Insurance program.

Sponsor: Senator Sheila J. Kuehl (D)

Implementing agency: Employment Development Department (EDD)

Funding: PFL is entirely funded by employee contributions to SDI at a rate determined annually by EDD. In 2010, combined payroll tax for SDI & PFL was 1.1% of paycheck.

Coalition: California Labor Federation, the state's AFL-CIO, became the main sponsor of PFL legislation. As bill headed to Assembly, "the Coalition mobilized grassroots and union partners to send thousands of postcards and faxes to Assembly members, staffed tables at conferences of coalition members, distributed literature at union meetings, conducted extensive media outreach, and joined forces with advocacy organizations to disseminate information via the internet" (Firestein). California Chamber of Commerce was conducting strong advocacy against the bill, warning of negative economic impact. In the Assembly, Sen. Kuehl negotiated compromises with moderates to appease business interests while retaining bill's substantive assistance for working families. Benefits were cut from 12 to 6 weeks, and employers could require employees to use up to 2 weeks of vacation time before receiving state benefits. Governor was swayed by pressure from Coalition, Labor Federation, unions and celebrities (Firestein).

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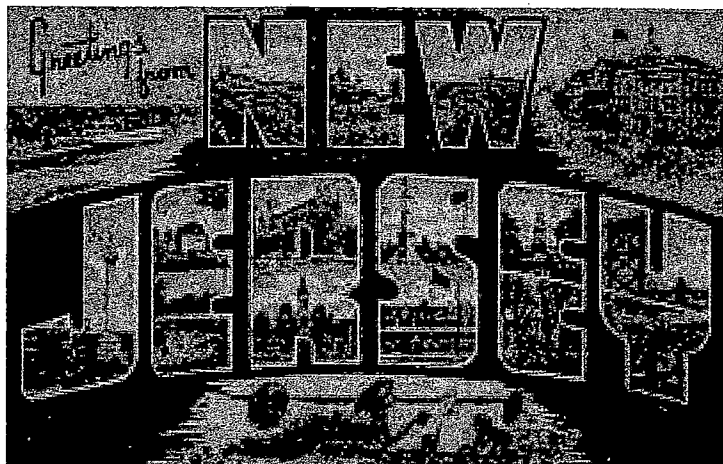
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New Jersey



Passed: 2008, Implemented July 2009

Coverage: Employees receive two-thirds of their usual wages, capped at \$572 per week, for up to 6 weeks to care for a child, parent, spouse, domestic partner, or civil union partner with a serious health condition, or to bond with a new child within 12 months of the child's birth or adoption. Leave can be taken intermittently if it's medically necessary. Job protection is not guaranteed while on leave and contribution is mandatory. Employers can require employees to use up to two weeks

of paid accrued leave before starting to receive benefits. It covers all NJ employers subject to the unemployment compensation law, regardless of the number of workers they employ (Rosen).

Relationship to Existing TDI Program: Extends benefits available under the state's Temporary Disability Benefits Law (TDBL), which provides up to \$572 per week, adjusted annually, to disabled workers, including pregnant women. All covered employers and employees contribute to TDI, even if they don't receive benefits. The rate of contribution for employers varies from 0.10% to 0.75% of employee's taxable wage base.

Sponsor: Senate Majority Leader Steve Sweeney (D-Gloucester), Assemblyman Nelson Albano (D-Cumberland)

Implementing agency: NJ Department of Labor & Workforce Development

Funding: No cost directly to employers, cost to workers is payroll tax on first \$30,300 of earnings. This funds the program for max annual cost of \$24.24 per worker (Milkman, Appelbaum). Employers deduct 0.08% of taxable wage base in the form of weekly deductions from wages (A Better Balance).

"Expenditure increase offset by revenue increase in the newly created Family Temporary Disability Leave Account within the State disability benefits fund. No impact on State General Fund." (Fiscal Note, S786 NJ). \$25 million may be borrowed and must be paid back from State disability benefits fund for start-up costs (Fiscal Note, S786 NJ)

Coalition: New Jersey Time to Care Coalition incorporated labor, consumer and advocacy organizations including Momsrising.org, business owners in support of momsrising.org (Lederer), and New Jersey Policy Perspective (research organization that was part of Coalition)

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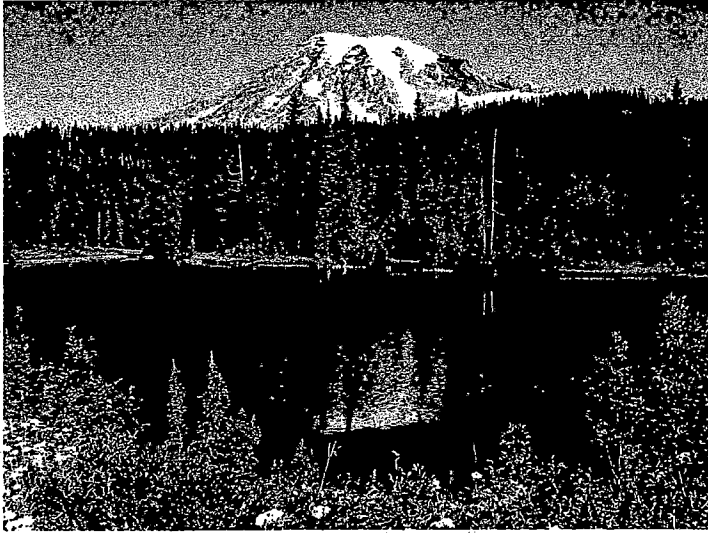
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Washington



Passed: 2007, supposed to be implemented in October 2009 but it was postponed until October 2012, and again until October 2015 due to budgetary constraints

Coverage: Bill would have provided \$250/week for up to five weeks for childbirth or adoption—This is the only law that solely provided parental leave and didn't extend to cover time off to care for a sick family member. Washington is also the only state that's attempted to pass PFL without an existing TDI program, which would

make start-up costs much higher

Sponsor: Sen. Karen Keiser (D-Kent)

Attempt to Expand Bill: Sen. Keiser proposed an expanded bill in January 2013 to include caring for a family member or an employee's own disability, the same provision offered by many Temporary Disability Insurance programs. Her bill would provide 2/3 wage replacement up to \$1,000 a week for up to 12 weeks. The program would be paid for by a payroll tax on employees and employers starting in 2014. No Paid Family Leave law has ever been passed with a mandatory contribution for employers.

Coalition: New bill (S.B. 5292) has 10 co-sponsors including 2 Democrats who have joined with Republican to form a new coalition this legislative session (Associated Press)

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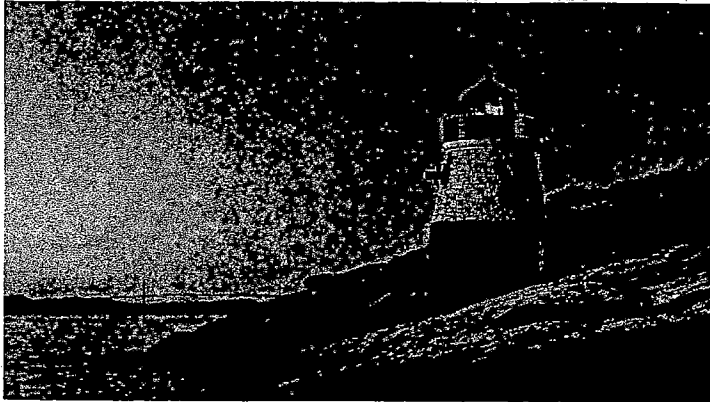
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Rhode Island



Passed: Passed July 23, 2013, scheduled to be implemented January 1, 2014

Coverage: Workers receive 66% of their paycheck for up to four weeks, capped for anyone who makes over \$61,400 annually. Benefit covers time off to care for a new child or sick parent, parent-in-law, grandparent, domestic partner or spouse. Roughly 78% of workforce will qualify (Smith). Public sector employees don't pay into Temporary Disability Insurance program

(TDI) and wouldn't qualify. Program will increase to cover employees for up to six weeks in 2015 and eight weeks in 2016 (Simeone). RI is the only state to offer job protection for workers on leave.

Relationship to Existing TDI Program: Bill creates a Temporary Caregiver Insurance (TCI) program that expands the state's Temporary Disability Insurance (TDI) program. The proposed bill would allow anyone already paying into TDI (roughly 80% of the Rhode Island workforce) to receive TCI. In its current form, TDI covers non-work related injury and illness but not maternity or paternity leave (Simeone).

Sponsor: Senator Gayle Goldin (D-Providence), Representative Elaine Coderre (D-Pawtucket)

Implementing agency: Department of Labor & Training

Contribution: Program will cost roughly 64 cents a week for workers who earn \$40,060 a year at no cost for businesses or the state (Simeone, Leiwant). Contribution is mandatory.

Start-up costs funded by: 0.2% increase in payroll contribution to TDI to cover initial benefits paid after passage. Currently TDI is funded by 1.2% contribution of employee's taxable wage base. Contributions deposited into a "TDI Reserve Fund" used for payment of benefits and administrative costs. TDI Administrative funds will cover new start-up costs (Fiscal Note).

Coalition: WFRI developed "a broad coalition that included workers, local business owners, economists, healthcare providers and healthcare and family advocates." (Leiwant)

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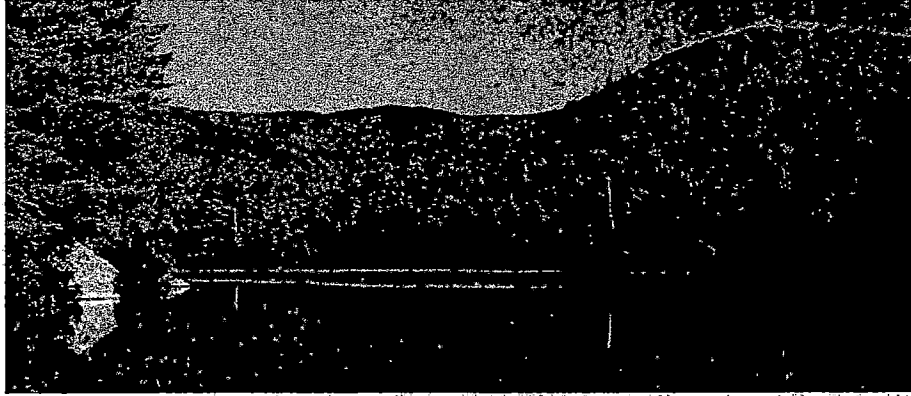
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Recommendations for Family Leave Insurance in New Hampshire

Research:

- In collaboration with the Institute for Women's Policy Research, explore the possibility of conducting an actuarial study through the Carsey Institute and seek funding for that study.
- Determine how many people would contribute to Family Leave Insurance in NH on a voluntary basis and whether it would be feasible without a mandatory contribution.

Program:

- Revise the proposed Paid Family Leave bill from 2010 similar to the way Washington revised their initial legislation to broaden its scope and application.
- Determine how many weeks of leave would be covered, what the definition of "family member" entails, whether it would be job-protected leave as it is in Rhode Island, what percentage of wage replacement we would propose and what the capped amount of payment would be.
- Determine who would be the implementing agency and how start-up costs would be funded, whether through Federal funds or by borrowing against an existing fund.
- **NH would offer the first voluntary FLI program, and we would be the first state to implement FLI without an existing TDI program**, which both present unique challenges.

Marketing:

- Develop a strong, diverse coalition of supporters to advocate for the bill

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Resources:

- Wendy Chun-Hoon, Family Values @ Work
- Marcia Coné, Women's Fund of Rhode Island
- Senator Gayle Goldin, Rhode Island
- Helen Luryi and Vicki Shabo, National Partnership for Women & Families
- Dr. Eileen Appelbaum, Rutgers

2013 S 0231 Substitute B, Rhode Island Temporary Caregiver Insurance Bill

<http://webserver.rilin.state.ri.us/BillText/BillText13/SenateText13/S0231B.pdf>

2013 S 0231 Fiscal Note <http://news.providencejournal.com/breaking-news/2013-S-0231Sub%20A2%20Temporary%20Disability%20Insurance.pdf>

Smith, Boston.com, Rhode Island: <http://www.boston.com/news/local/rhode-island/2013/07/11/becomes-state-provide-paid-family-leave/Y9AmPoCpDhWWgaXLzVAunO/story.html>

Simeone, Ms.com, Rhode Island: <http://msmagazine.com/blog/2013/07/03/newsflash-rhode-island-supports-paid-family-leave/>

Leiwant, A Better Balance blog, Rhode Island:

<http://abetterbalance.org/web/blog/entry/rhodeisland>

Kliner, National Partnership for Work & Families, Rhode Island:

<http://go.nationalpartnership.org/site/News2?page=NewsArticle&id=40995>

Paidfamilyleave.org, California: <http://www.paidfamilyleave.org/>

Firestein, Guide to Implementing Paid Family Leave, Lessons from California:

http://www.paidfamilyleave.org/pdf/pfl_guide.pdf

Guerin, Paid Family Leave in NJ: <http://www.nolo.com/legal-encyclopedia/paid-family-leave-states-29854.html>

Rosen, Sanlate, Churgin, Littler.com, New Jersey: <http://www.littler.com/publication-press/publication/new-jerseys-paid-family-leave-law-hidden-costs-employers-doing-busines>

Milkman, Appelbaum, Scholar Strategy Network, New Jersey & California:

http://www.scholarsstrategynetwork.org/sites/default/files/ssn_basic_facts_milkman_and_appelbaum_on_paid_family_leave_in_ca_and_nj.pdf

Lederer, Momsrising.org: <http://www.momsrising.org/page/moms/040708PressRelease>

A Better Balance, New Jersey:

<http://www.abetterbalance.org/web/images/stories/Documents/familyleave/general/NJFamilyLeaveGuide2012.pdf>

Livio, NJ.com: http://www.nj.com/news/index.ssf/2008/05/corzine_signs_family_leave_act.html

Legislative Fiscal Estimate, New Jersey:

http://www.njleg.state.nj.us/2008/Bills/S1000/786_E2.HTM

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WFRI: Women's Fund of Rhode Island

NH House Bill 551 establishing composition and duties of Taskforce on Work & Family,
<http://www.gencourt.state.nh.us/legislation/2013/HB0551.html>

NH House Bill 662 Paid sick leave for employees
<http://www.gencourt.state.nh.us/legislation/2010/HB0662.html>

Richard, thinkprogress.com, <http://thinkprogress.org/economy/2013/07/26/2360341/washington-paid-family-leave/>

Associated Press, Oregonlive.com:
http://www.oregonlive.com/politics/index.ssf/2013/01/paid_family_leave_law_washingt.html

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**HR STATE COUNCIL OF NEW HAMPSHIRE
LEADERSHIP CONFERENCE
September 17, 2013**

Northeast Delta Dental ~ Concord, New Hampshire

AGENDA

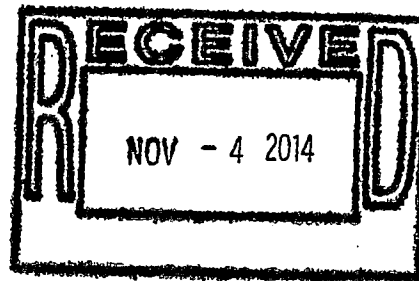
- 8:00-8:30 am** **Registration**
- 8:30-9:00 am** **Opening Remarks**
HR State Council of NH Update
SHRM Update
HR Volunteer Leader of the Year Award
Charla Stevens
- 9:00-10:15 am** **When 9 to 5 Goes Bust: Making Workflex a Reality in Your Organization**
Lisa Horn
- 10:15-10:30 am** **Break**
- 10:30-11:30 pm** **Panel Discussion on Workplace Flexibility**
Facilitated by Lisa Horn
Panelists - Lisa Allard (Families in Transition), Dawn Barker (RiverWoods),
Rick Gallin (Dyn, Inc.), Gayle Troy (Globe Manufacturing Co.)
- 11:30-12:00** **Report on Task Force on Work and Family**
Rep. Mary Stuart Gile, Dr. Malcolm Smith, Dr. Kristin Smith
- 12:00- 12:45 pm** **Lunch**
- 12:45-1:15 pm** **Legislative A-Team Update**
Jim Reidy and Advocacy Captains
- 1:15-2:45 pm** **Mind Over Matter: 21st Century Leadership**
Moira Garvey
- 2:45-3:00 pm** **Break**
- 3:00-4:00 pm** **Engagement from Within**
Heather Ramsey
- 4:00-4:15 pm** **Closing Remarks and Raffle Prizes**



State of New Hampshire

GENERAL COURT

CONCORD



125657

RSA 276-B:2
2013
HB 551



MEMORANDUM

DATE: November 1, 2014

TO: Honorable Margaret Wood Hassan, Governor
 Honorable Terie Norelli, Speaker of the House
 Honorable Chuck W. Morse, President of the Senate
 Honorable Karen O. Wadsworth, House Clerk ✓
 Honorable Tammy L. Wright, Senate Clerk
 Michael York, State Librarian

FROM: Representative Mary Stuart Gile, Chairman

SUBJECT: Annual Report on RSA 276-B:2, I
 Task Force on Work and Family

HB 551

Pursuant to RSA 276-B:2, I, enclosed please find the Annual Report of the Task Force on Work and Family.

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

MSG/dm
Enclosures

cc. Committee Members

ANNUAL REPORT

November 1, 2014

TASK FORCE ON WORK AND FAMILY

RSA 276-F and Extended by RSA 276-B, Laws of 2010

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. The Chapter Law was extended in August, 2010 to become RSA 276-B. The duties were expanded to include surveying NH employers to identify barriers to implementing family-responsive benefits, research programs and benefits that attract and retain young professional and skilled workers, and highlighting opportunities for elders to continue working on reduced schedules. Public education activities also continued with the dissemination of the report, "**Working Parents and Workplace Flexibility in New Hampshire,**" and by inviting speakers from the NH House of Representatives and State agencies to better inform Task Force members on employment policies and practices that enable NH working parents achieve a healthy balance between work and family responsibilities.

The 2013-14 Task Force's Interim Report (Attachment A) summarizes the activities conducted in 2013 to address the Task Force's duties. Attachment B highlights Task Force activities since enactment of the Chapter Study in 2007.

In 2013, HB 551 was enacted by the NH Legislature updating the composition of the Task Force and charging members to:

1. Study the establishment of a paid family leave voluntary insurance program contingent upon the availability of federal funds to be administered through the NH Department of Employment Security and supported by a payroll deduction or other revenue source; and
2. Seek federal and /or private funds to complete an actuarial study to determine the costs of sustaining a paid family leave voluntary insurance program.'

ACTIVITIES – 2013-2014 BIENNIUM:

The Task Force met four times to address and discuss the charges inherent in HB 551: November 4, 2013; April 7, 2014; June 2, 2014 and October 6, 2014. In addition, state agencies (Labor, Insurance) as well as the NH Charitable Foundation were consulted to determine if either funds or staff resources were available to conduct the feasibility study and cost analysis, regrettably, to no avail.

On November 4, 2013, Commissioner of Labor, James Craig was invited to update the Task Force on related activities in the NH and US Departments of Labor. Commissioner Craig was a new appointee to his position and was unfamiliar with any federal initiatives regarding paid family leave.

The April 7th agenda featured Tamara L. Fucile, Vice President, Government Affairs, Center for American Progress in Washington, DC, via telephone conferencing, and Monica Ciolfi, Senior Advisor to Congresswoman Ann McLane Kuster, NH-2 to discuss ***“Highlights of Federal Legislation Affecting Working Families.”*** A major focus was US Senate and Congressional initiatives involving paid family leave, among other issues. As a result of this discussion, two Task Force members, Dr. Kristin Smith, Demographer from the Carsey School of Social Policy at the University of New Hampshire (UNH) and Rep. Mary Stuart Gile were encouraged to attend the Regional White House/Center for American Progress meeting in Boston on May 19, 2014, sponsored by the Women’s Bureau, US Department of Labor.

Prior to the April 7th Task Force meeting, Dr. Kristin Smith working on behalf of the Task Force and the Carsey School of Social Policy submitted a proposal to the NH Endowment for Health requesting funds to conduct a feasibility study and cost analysis for a NH paid family leave program. The proposal was denied as inconsistent with the Endowment’s primary mission.

In June, Rep. Andrew A. White, Chair of the House Labor, Industrial and Rehabilitative Services addressed the Task Force, summarizing key legislation that had passed in the 2014 legislative session.

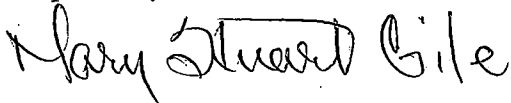
Also in June, a Request for Proposal (RFP) from the US Department of Labor was received in the Governor’s office, indicating that five million dollars were available for proposals from states working on legislation to create paid family leave. The RFP cited possible activities which included feasibility studies/cost analysis etc. but required that the applications be submitted from state agencies. This time, Dr. Kristin Smith teamed with Task Force member, Marianne Jones, Executive Director of the NH Women’s Fund and Rep. Mary Stuart Gile, to prepare and submit a proposal, the due date was Monday, July 28th, 2014. A major problem arose when the Governor’s Staff refused to identify a state agency to submit the proposal. Fortunately, UNH was proposed as a contingency and the Governor agreed to sign a letter identifying the University as a state agency and indicated her support a voluntary paid family leave program. Unfortunately, the proposal was denied, however awards were given to Rhode Island and Massachusetts so NH may benefit from their studies.

The last meeting for the 2013-14 biennium was held on October 6th and featured Senate Candidate, Dan Feltes, a strong and enthusiastic advocate for a NH paid family leave program. Although Task Force members in attendance were disappointed in our failure to accomplish the objectives stated in HB 551, Candidate Feltes' energy and presentation were inspiring. Members agreed to continue working on a NH system of paid family leave and to expand efforts to include researching the benefits of a Family Economic Agenda for the 2015-16 legislative session.

CONCLUSIONS AND RECOMMENDATIONS

Beginning in 2007, the Task Force on Work and Family has worked on key issues related to improving working parents' productivity in the work place while also encouraging them to do their best in raising their children and attending to family needs. Members appointed to the Task Force have worked diligently and with commitment over seven years. However, concern has been expressed about the lack of interest and support from Legislative Leadership including the Governor's Office and the NH Senate. As we move into the 2015-16 Legislative session with a new study of the elements of a family economic agenda and how NH working families are coping as well as continued efforts to promote a system of paid family leave, increased support and participation would be most welcome.

Respectfully submitted,



Rep. Mary Stuart Gile, Ed.D., Chair

ANNUAL REPORT
November 1, 2013

TASK FORCE ON WORK AND FAMILY
(HB 306, Chapter Laws 373:2, Laws of 2007,
Extended by RSA 276-B:1, Laws of 2010,
Amended by HB 551, Chapter 111:1, Laws of 2013)

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 was 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. RSA 276-B was amended by HB 551 in the 2013 legislative session. The composition of the Task Force's membership was updated and one new duty was added to those already approved.

PROGRESS TO DATE

The Legislative Task Force on Work and Family reconvened on April 1, 2013 to welcome new appointees and to review the duties defined in RSA 276-B legislation. The agenda also included a guest speaker, Chris Lawrence, from the Great Bay Community College and Director of the NH WorkReady Program, an initiative introduced by former Governor John Lynch to address the increase in unemployment that resulted from the 2008 recession. The WorkReady Program developed as a partnership between the NH Departments of Employment Security (DES) and Resources and Development (DRED) and was piloted in the Community College System of NH, (CCSNH). Currently the WorkReady NH Program is active at all seven Community College campuses. The discussion and questions that followed informed Task Force members of the program's progress and successes.

On June 3, 2013 the Task Force met to discuss strategies to address the new duty in RSA 276-B and to hear a second speaker, Amy Kennedy, Policy Advisor to Governor Hassan. Ms. Kennedy was invited to address the Governor's perspective on gender equality in the workplace and employment policies and practices supporting flexible work schedules. Amy shared statistics on issues such as the wage gap between men and women, particularly women with college degrees. She also cited Governor Hassan's record as a NH Senator including her efforts in health care and health insurance.

The Task Force met again on August 5, 2013 to hear two presentations. The first was provided by Kate Luczko, Executive Director of STAYWORKPLAY, a NH non-profit organization created to attract and retain younger workers to our State. STAYWORKPLAY was established to address the shrinking demographic of NH college graduates who leave the state to find employment elsewhere. The issue was first brought to public attention by former Chancellor of the University System of NH. Ms. Luczko's presentation was relevant to one of the Task Force's goals which is to explore ways of retaining NH college graduates in New Hampshire.

The second speaker was Sarah Freeman-Woolpert, an intern with the Women's Fund of New Hampshire. She focused on the new duty assigned to the Task Force as a result of the enactment of HB 551. The duty as stated in the legislation is: to seek federal and private funds to complete

an actuarial study to determine the costs of sustaining a voluntary paid family leave insurance program. Paid Family Leave insurance has been a topic for legislative consideration since the Task Force co-sponsored the first Summit on Work and Family held in 2008. Legislation was introduced in 2010 and was voted 'Recommended for Future Legislation' pending the results of an actuarial study or cost/benefit analysis.

Copies of Ms. Freeman-Woolpert's reports are attached. Federal funds to support the actuarial study or cost benefit analysis may be available in 2014, however it is questionable as to whether NH will be eligible, because the current proposed legislation suggests voluntary participation of employers.

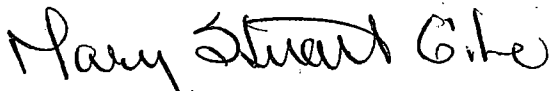
On September 17, 2013, Rep. Mary Stuart Gile, Dr. Kristin Smith and Dr. Malcolm Smith spoke about the legislative Task Force's goals and progress to date at the Society for Human Resource Managers (SHRM) Leadership Conference. An estimated 125 Human Resource Professionals were in attendance. The conference agenda is attached.

FUTURE PLANS

Looking to 2014, the Legislative Task Force on Work and Family will continue to monitor the availability of federal funds to conduct the cost/benefit analysis of a NH Family Leave Insurance program and be prepared to submit a proposal for funds to complete the cost/benefit analysis. In addition, it is anticipated that planning will begin soon for the 3rd Summit on Working Families.

Questions as well as further information regarding Task Force membership, and minutes of meetings are available upon request.

Respectfully submitted,



Representative Mary Stuart Gile, Chair
Legislative Task Force on Work and Family

**Paid Family Leave Legislation in States With and Without an Existing
Temporary Disability Insurance Program**

Sarah Freeman-Woolpert, The Women's Fund of New Hampshire
Presented to the Task Force on Work & Family, August 5, 2013

States with Paid Family Leave and Temporary Disability Insurance

CALIFORNIA (2004)

Funding: Entirely funded by mandatory employee contributions. In 2010, combined payroll tax for TDI and PFL was 1.1% of employee's wages. \$64/year cap (2005)

PFL Coverage: Partial wage replacement for up to 6 weeks per year. Wage replacement is **55%** of average weekly salary up to \$987 per week (2011).

Covers caring for newborn, newly adopted child, or newly placed foster child; or caring for seriously ill family member (spouse, child, parent, domestic partner)

TDI Benefits: 55-60% of highest quarterly earnings during a 12 month base period up to \$959 (2009)

NEW JERSEY (2008)

Funding: Entirely funded by mandatory employee contribution. \$33/year cap (2009). Payroll tax on first \$30,300 of earnings funds program for maximum annual cost of \$24.24 per person.

PFL Coverage: Partial wage replacement for up to 6 weeks per year. Wage replacement is **66%** of weekly pay up to \$546 per week (2009).

Covers caring for newborn or newly adopted child; or providing care for seriously ill family member (child, spouse, domestic/civil union partner, parent)

TDI Benefits: 66% of average weekly wages up to \$524 (2008)

RHODE ISLAND (2013)

Funding: Entirely funded by employee contributions, amounting to 64 cents a week for workers earning \$40,060 a year. Borrowed against TDI reserve fund for start-up cost.

PFL Coverage: Partial wage replacement for up to 4 weeks at **66%** which would increase to 8 weeks by 2016. *Only state to offer job protection

Covers caring for a new child or sick or injured family member (child, spouse, parent, grandparent, parent-in-law or domestic partner)

TDI Benefits: 60% of average weekly pay for up to 30 weeks. Max \$752 per week. TDI contribution is 1.2% income.

States without Temporary Disability Insurance that attempting to pass/ implement Paid Family Leave

These states would set a precedent for NH to follow if they passed Paid Family Leave without existing TDI fund

WASHINGTON

VERMONT

NEW HAMPSHIRE

CONNECTICUT

MASS.

Passed Paid Parental Leave in 2007 but no funding to implement. A new bill introduced in Jan 2013 to expand the old bill which has expired. Funding requires employers to pay premium for each worker, half of which comes from workers' wages. Employee contribution = 0.2% of wages, then 0.4% after 1st year

Bill introduced Jan 2013 to establish paid parental leave fund, up to 15 weeks of 2/3 pay. Introduced by the Attorney General as part of a larger equal pay framework. Law passed May 2013 established PFL study committee to make recommendations on whether/how PFL would benefit citizens

Paid Family Leave Insurance Program Study Commission established January 2013. Authorized study commission to seek funds for actuarial study. PFL Insurance Program would be funded federally or through payroll deduction

Created Taskforce on Family Medical Leave Insurance, in May 2013, to study feasibility of insurance program for short-term benefits, to be reported by October 2014. Passed a study bill starting this fall.

Paid Family Leave bill introduced in January 2013; (HB79) referred to Committee on Children, Families and Persons with Disabilities. Would cover 12 weeks within 12 month period to care for spouse, parent or child (including newly adopted). Would be funded by employee contribution of 0.1% wages, up to \$120 annually

States with Temporary Disability Insurance that don't have existing legislation proposed for Paid Family Leave

NEW YORK

HAWAII

PUERTO RICO

Family care leave bill introduced in January 2013 with employee contribution 0.05% Family Leave Insurance bill passed Assembly in 2005 and 2007.

Currently looking into proposing legislation similar to RI, but not public yet. They would sustain the norm of wage replacement at 66%

No known attempts to introduce Paid Family Leave.

TDI Benefits: Workers get up to \$170 per week for up to 26 weeks. If NY proposes PFL legislation, it will have to expand TDI considerably because the TDI payment is so low.

TDI Benefits: Employers of all sizes required to provide TDI to employees. Partial wage replacement up to 26 weeks per year.

TDI Benefits: Covers up to 26 weeks.

TDI Funding: Employees may be required to pay 0.5% in first \$120 of weekly wages. All else is paid by employers.

TDI Funding: Employee contribution limited to half the cost of providing benefits but not more than 0.5% of weekly earnings, rest paid by employer.

TDI Funding: Both employers and employees pay 0.5% of worker's wages up to \$9,000.

Sources:

Paid Leave in the States, a Critical Support for Low-Wage Workers and Their Families. By Sarah Fass, National Center for Children in Poverty, 2009.

http://www.nccp.org/publications/pdf/text_864.pdf

A Guide to Implementing Paid Family Leave, Lessons from California. By Netsy Firestein, Labor Project for Working Families, 2011.

http://www.paidfamilyleave.org/pdf/pfl_guide.pdf

Paid Family Leave in California and New Jersey: The Benefits for Working Families and Employers. By Ruth Milkman, City University of New York, and Eileen Appelbaum, Center for Economic and Policy Research, 2012.

http://www.scholarsstrategynetwork.org/sites/default/files/ssn_basic_facts_milkman_and_appelbaum_on_paid_family_leave_in_ca_and_nj.pdf

Rhode Island Legislature Passes Paid Family Leave Law, by Kenneth Quinnell 2013.

<http://www.aflcio.org/Blog/In-The-States/Rhode-Island-Legislature-Passes-Paid-Family-Leave-Bill>

Rhode Island Temporary Disability Insurance, Beth Laurence, <http://www.nolo.com/legal-encyclopedia/rhode-island-temporary-disability-benefits-tdi.html>

Social Insurance Programs <http://www.ssa.gov/policy/docs/progdesc/sspus/tempdib.pdf>

www.nationalpartnership.org

<http://open.nysenate.gov/legislation/bill/S4742-2013>

Cost & Coverage of Family Leave Insurance in the U.S.
A 4 State Breakdown of Family Leave Insurance Programs, 2002-Present
By Sarah Freeman-Woolpert, The Women's Fund of New Hampshire
Presented to the Task Force on Work & Family, August 5, 2013

AFL-CIO: The American Federation of Labor and Congress of Industrial Organizations

EDD: Employment Development Department

FLI: Family Leave Insurance

PFL: Paid Family Leave

SDI: State Disability Insurance

TCI: Temporary Caregiver's Insurance

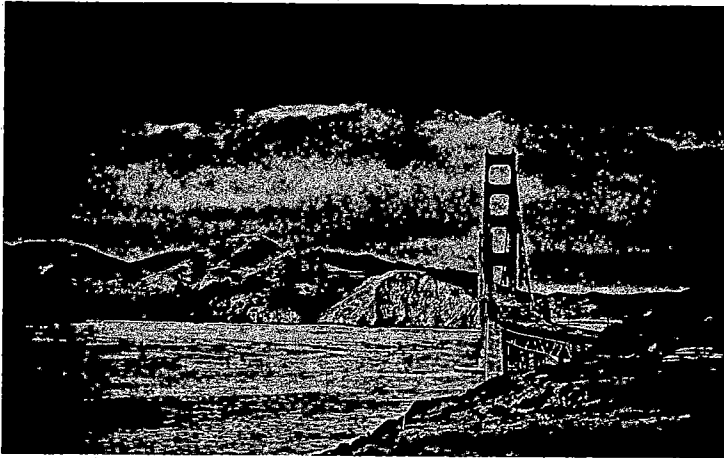
TDBL: Temporary Disability Benefits Law

TDI: Temporary Disability Insurance

UI: Unemployment Insurance

WFRI: Women's Fund of Rhode Island

California



Passed: September 23, 2002 signed by Governor Davis, First state to pass

Coverage: Provides partial wage replacement, 55% of individual's average weekly salary up to \$987 per week in 2011, for up to 6 weeks per year to care for a child, parent, spouse, or domestic partner with serious health condition, or for the birth, adoption or foster placement of a child. Can be taken intermittently over 12 month period, but no job protection while on leave. All employees

who pay into SDI Fund are covered by PFL but must have earned at least \$300 in the past 12 months.

Relationship to Existing TDI Program: PFL built on TDI program (CA's State Disability Insurance (SDI) program), which is entirely funded through a payroll tax paid by employees. Under TDI, workers can receive up to 55% of their average weekly wages up to maximum of \$987 per week (2011), up to 52 weeks. Payroll tax now covers both SDI and PFL programs, administered by the same agency (Employment Development Department) which also administers Unemployment Insurance program.

Sponsor: Senator Sheila J. Kuehl (D)

Implementing agency: Employment Development Department (EDD)

Funding: PFL is entirely funded by employee contributions to SDI at a rate determined annually by EDD. In 2010, combined payroll tax for SDI & PFL was 1.1% of paycheck.

Coalition: California Labor Federation, the state's AFL-CIO, became the main sponsor of PFL legislation. As bill headed to Assembly, "the Coalition mobilized grassroots and union partners to send thousands of postcards and faxes to Assembly members, staffed tables at conferences of coalition members, distributed literature at union meetings, conducted extensive media outreach, and joined forces with advocacy organizations to disseminate information via the internet" (Firestein). California Chamber of Commerce was conducting strong advocacy against the bill, warning of negative economic impact. In the Assembly, Sen. Kuehl negotiated compromises with moderates to appease business interests while retaining bill's substantive assistance for working families. Benefits were cut from 12 to 6 weeks, and employers could require employees to use up to 2 weeks of vacation time before receiving state benefits. Governor was swayed by pressure from Coalition, Labor Federation, unions and celebrities (Firestein).

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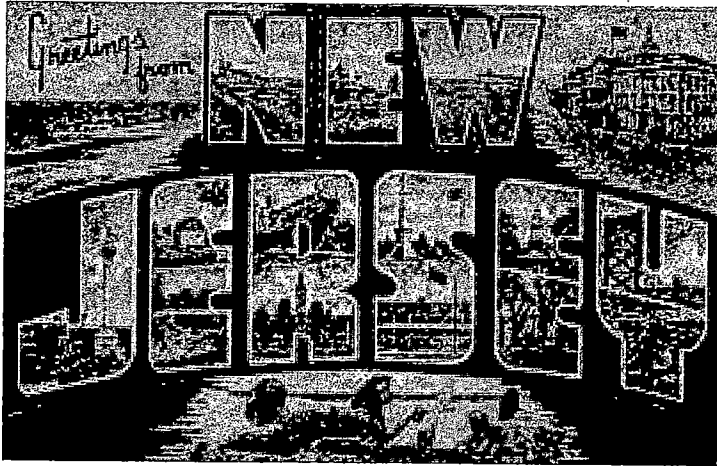
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New Jersey



Passed: 2008, Implemented July 2009

Coverage: Employees receive two-thirds of their usual wages, capped at \$572 per week, for up to 6 weeks to care for a child, parent, spouse, domestic partner, or civil union partner with a serious health condition, or to bond with a new child within 12 months of the child's birth or adoption. Leave can be taken intermittently if it's medically necessary. Job protection is not guaranteed while on leave and contribution is mandatory. Employers can require employees to use up to two weeks

of paid accrued leave before starting to receive benefits. It covers all NJ employers subject to the unemployment compensation law, regardless of the number of workers they employ (Rosen).

Relationship to Existing TDI Program: Extends benefits available under the state's Temporary Disability Benefits Law (TDBL), which provides up to \$572 per week, adjusted annually, to disabled workers, including pregnant women. All covered employers and employees contribute to TDI, even if they don't receive benefits. The rate of contribution for employers varies from 0.10% to 0.75% of employee's taxable wage base.

Sponsor: Senate Majority Leader Steve Sweeney (D-Gloucester), Assemblyman Nelson Albano (D-Cumberland)

Implementing agency: NJ Department of Labor & Workforce Development

Funding: No cost directly to employers, cost to workers is payroll tax on first \$30,300 of earnings. This funds the program for max annual cost of \$24.24 per worker (Milkman, Appelbaum). Employers deduct 0.08% of taxable wage base in the form of weekly deductions from wages (A Better Balance).

"Expenditure increase offset by revenue increase in the newly created Family Temporary Disability Leave Account within the State disability benefits fund. No impact on State General Fund." (Fiscal Note, S786 NJ). \$25 million may be borrowed and must be paid back from State disability benefits fund for start-up costs (Fiscal Note, S786 NJ)

Coalition: New Jersey Time to Care Coalition incorporated labor, consumer and advocacy organizations including Momsrising.org, business owners in support of momsrising.org (Lederer), and New Jersey Policy Perspective (research organization that was part of Coalition)

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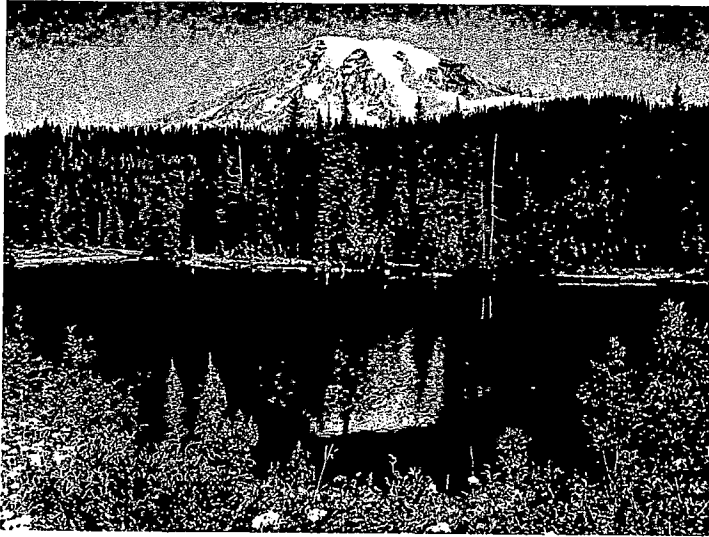
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Washington



Passed: 2007, supposed to be implemented in October 2009 but it was postponed until October 2012, and again until October 2015 due to budgetary constraints

Coverage: Bill would have provided \$250/week for up to five weeks for childbirth or adoption—This is the only law that solely provided parental leave and didn't extend to cover time off to care for a sick family member. Washington is also the only state that's attempted to pass PFL without an existing TDI program, which would

make start-up costs much higher

Sponsor: Sen. Karen Keiser (D-Kent)

Attempt to Expand Bill: Sen. Keiser proposed an expanded bill in January 2013 to include caring for a family member or an employee's own disability, the same provision offered by many Temporary Disability Insurance programs. Her bill would provide 2/3 wage replacement up to \$1,000 a week for up to 12 weeks. The program would be paid for by a payroll tax on employees and employers starting in 2014. No Paid Family Leave law has ever been passed with a mandatory contribution for employers.

Coalition: New bill (S.B. 5292) has 10 co-sponsors including 2 Democrats who have joined with Republican to form a new coalition this legislative session (Associated Press)

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WFRI: Women's Fund of Rhode Island

Rhode Island



Passed: Passed July 23, 2013, scheduled to be implemented January 1, 2014

Coverage: Workers receive 66% of their paycheck for up to four weeks, capped for anyone who makes over \$61,400 annually. Benefit covers time off to care for a new child or sick parent, parent-in-law, grandparent, domestic partner or spouse. Roughly 78% of workforce will qualify (Smith). Public sector employees don't pay into Temporary Disability Insurance program

(TDI) and wouldn't qualify. Program will increase to cover employees for up to six weeks in 2015 and eight weeks in 2016 (Simeone). RI is the only state to offer job protection for workers on leave.

Relationship to Existing TDI Program: Bill creates a Temporary Caregiver Insurance (TCI) program that expands the state's Temporary Disability Insurance (TDI) program. The proposed bill would allow anyone already paying into TDI (roughly 80% of the Rhode Island workforce) to receive TCI. In its current form, TDI covers non-work related injury and illness but not maternity or paternity leave (Simeone).

Sponsor: Senator Gayle Goldin (D-Providence), Representative Elaine Coderre (D-Pawtucket)

Implementing agency: Department of Labor & Training

Contribution: Program will cost roughly 64 cents a week for workers who earn \$40,060 a year at no cost for businesses or the state (Simeone, Leiwant). Contribution is mandatory.

Start-up costs funded by: 0.2% increase in payroll contribution to TDI to cover initial benefits paid after passage. Currently TDI is funded by 1.2% contribution of employee's taxable wage base. Contributions deposited into a "TDI Reserve Fund" used for payment of benefits and administrative costs. TDI Administrative funds will cover new start-up costs (Fiscal Note).

Coalition: WFRl developed "a broad coalition that included workers, local business owners, economists, healthcare providers and healthcare and family advocates." (Leiwant)

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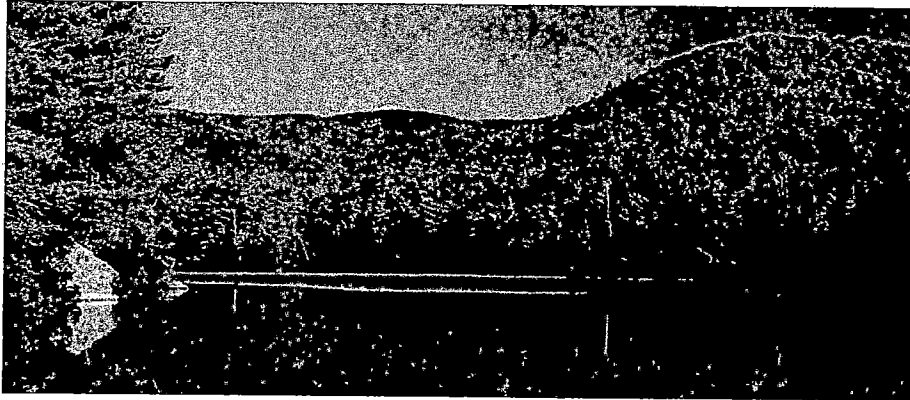
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UI: Unemployment Insurance

WFRl: Women's Fund of Rhode Island



Recommendations for Family Leave Insurance in New Hampshire

Research:

- In collaboration with the Institute for Women's Policy Research, explore the possibility of conducting an actuarial study through the Carsey Institute and seek funding for that study.
- Determine how many people would contribute to Family Leave Insurance in NH on a voluntary basis and whether it would be feasible without a mandatory contribution.

Program:

- Revise the proposed Paid Family Leave bill from 2010 similar to the way Washington revised their initial legislation to broaden its scope and application.
- Determine how many weeks of leave would be covered, what the definition of "family member" entails, whether it would be job-protected leave as it is in Rhode Island, what percentage of wage replacement we would propose and what the capped amount of payment would be.
- Determine who would be the implementing agency and how start-up costs would be funded, whether through Federal funds or by borrowing against an existing fund.
- **NH would offer the first voluntary FLI program, and we would be the first state to implement FLI without an existing TDI program**, which both present unique challenges.

Marketing:

- Develop a strong, diverse coalition of supporters to advocate for the bill

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Resources:

- Wendy Chun-Hoon, Family Values @ Work
- Marcia Coné, Women's Fund of Rhode Island
- Senator Gayle Goldin, Rhode Island
- Helen Luryi and Vicki Shabo, National Partnership for Women & Families
- Dr. Eileen Appelbaum, Rutgers

2013 S 0231 Substitute B, Rhode Island Temporary Caregiver Insurance Bill

<http://webserver.rilin.state.ri.us/BillText/BillText13/SenateText13/S0231B.pdf>

2013 S 0231 Fiscal Note <http://news.providencejournal.com/breaking-news/2013-S-0231Sub%20A2%20Temporary%20Disability%20Insurance.pdf>

Smith, Boston.com, Rhode Island: <http://www.boston.com/news/local/rhode-island/2013/07/11/becomes-state-provide-paid-family-leave/Y9AmPoCpDhWWgaXLzVAunO/story.html>

Simeone, Ms.com, Rhode Island: <http://msmagazine.com/blog/2013/07/03/newsflash-rhode-island-supports-paid-family-leave/>

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<http://abetterbalance.org/web/blog/entry/rhodeisland>

Kliner, National Partnership for Work & Families, Rhode Island:

<http://go.nationalpartnership.org/site/News2?page=NewsArticle&id=40995>

Paidfamilyleave.org, California: <http://www.paidfamilyleave.org/>

Firestein, Guide to Implementing Paid Family Leave, Lessons from California:

http://www.paidfamilyleave.org/pdf/pfl_guide.pdf

Guerin, Paid Family Leave in NJ: <http://www.nolo.com/legal-encyclopedia/paid-family-leave-states-29854.html>

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Milkman, Appelbaum, Scholar Strategy Network, New Jersey & California:

http://www.scholarsstrategynetwork.org/sites/default/files/ssn_basic_facts_milkman_and_appelbaum_on_paid_family_leave_in_ca_and_nj.pdf

Lederer, Momsrising.org: <http://www.momsrising.org/page/moms/040708PressRelease>

A Better Balance, New Jersey:

<http://www.abetterbalance.org/web/images/stories/Documents/familyleave/general/NJFamilyLeaveGuide2012.pdf>

Livio, NJ.com: http://www.nj.com/news/index.ssf/2008/05/corzine_signs_family_leave_act.html

Legislative Fiscal Estimate, New Jersey:

http://www.njleg.state.nj.us/2008/Bills/S1000/786_E2.HTM

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WFRI: Women's Fund of Rhode Island

NH House Bill 551 establishing composition and duties of Taskforce on Work & Family,
<http://www.gencourt.state.nh.us/legislation/2013/HB0551.html>

NH House Bill 662 Paid sick leave for employees

<http://www.gencourt.state.nh.us/legislation/2010/HB0662.html>

Richard, thinkprogress.com, <http://thinkprogress.org/economy/2013/07/26/2360341/washington-paid-family-leave/>

Associated Press, Oregonlive.com:

http://www.oregonlive.com/politics/index.ssf/2013/01/paid_family_leave_law_washingt.html

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PFL: Paid Family Leave

SDI: State Disability Insurance

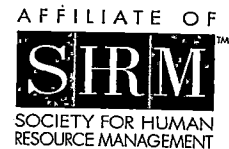
TCI: Temporary Caregiver's Insurance

TDBL: Temporary Disability Benefits Law

TDI: Temporary Disability Insurance

UI: Unemployment Insurance

WFRI: Women's Fund of Rhode Island



**HR STATE COUNCIL OF NEW HAMPSHIRE
LEADERSHIP CONFERENCE
September 17, 2013**

Northeast Delta Dental ~ Concord, New Hampshire

AGENDA

- 8:00-8:30 am** **Registration**
- 8:30-9:00 am** **Opening Remarks**
HR State Council of NH Update
SHRM Update
HR Volunteer Leader of the Year Award
Charla Stevens
- 9:00-10:15 am** **When 9 to 5 Goes Bust: Making Workflex a Reality in Your Organization**
Lisa Horn
- 10:15-10:30 am** **Break**
- 10:30-11:30 am** **Panel Discussion on Workplace Flexibility**
Facilitated by Lisa Horn
Panelists - Lisa Allard (Families in Transition), Dawn Barker (RiverWoods),
Rick Gallin (Dyn, Inc.), Gayle Troy (Globe Manufacturing Co.)
- 11:30-12:00** **Report on Task Force on Work and Family**
Rep. Mary Stuart Gile, Dr. Malcolm Smith, Dr. Kristin Smith
- 12:00- 12:45 pm** **Lunch**
- 12:45-1:15 pm** **Legislative A-Team Update**
Jim Reidy and Advocacy Captains
- 1:15-2:45 pm** **Mind Over Matter: 21st Century Leadership**
Moira Garvey
- 2:45-3:00 pm** **Break**
- 3:00-4:00 pm** **Engagement from Within**
Heather Ramsey
- 4:00-4:15 pm** **Closing Remarks and Raffle Prizes**

Attachment B

New Hampshire's Legislative Initiatives on Behalf of Working Families

In 2007, the Task Force on Work and Family was enacted legislatively as a Chapter Study to research employment policies and practices that enable NH workers to do the best job possible at work and raising a family and attend to other family matters. In 2010, the NH Legislature voted to enact RSA 276-B placing the Task Force on Work and Family into statute.

Highlights of Task Force Activities – 2007-2014

1. The Task Force's earliest efforts focused on NH employers of large and small for-profit and non-profit businesses and organizations to elicit information regarding current employment policies and worker benefits and how they affect working families.
2. Co-sponsored with the University of New Hampshire Cooperative Extension and organizations represented on the Task Force, two statewide summits on Work and Family, October, 2008 and October, 2010 for a combined 350 attendees from business, human resources, family services, academia, legislature, and working parents.
3. Members conducted five regional outreach educational and listening sessions on work and family issues to elicit information and recommendations from working families. Locations included Manchester, Stratham (Seacoast), Gorham, Laconia, and Concord.
4. In 2009, the first major research study on needs and interests of NH working families was conducted by Task Force members from the Carsey Institute at UNH, the UNH Cooperative Extension, and the NH Department of Employment Security, resulting in a report entitled "*Working Parents and Workplace Flexibility in NH.*"
5. Also in 2009, initiated and supported legislation to provide paid family leave insurance and paid sick leave, (2008-HBs 661 and 662 respectively). Both bills were studied, retained and voted Interim Study by the House Commerce Committee. The final vote was to recommend both bills for future legislation with instructions to complete a cost analysis and feasibility study on a NH paid family leave insurance plan.
6. Collaborated with the NH Department of Employment Security Employment and Labor Market Information Bureau to include paid family leave in the 2011 Benefits Survey to establish a base line to use to measure progress.
7. Initiated HB 551 in the 2013 legislature to amend Task Force membership and add the duty of completing the cost analysis and feasibility study to the existing activities.
8. In 2013, Task Force members Drs. Kristin Smith, Malcolm Smith and Rep. Gile presented on Task Force goals and activities at the Fall Society of Human Resource Managers (SHRM) Conference.

9. In 2014, a proposal to fund the cost analysis and feasibility study was submitted to the NH Endowment for Health by Task Force member, Dr. Kristin Smith, of the Carsey Institute, UNH. The request was denied as inconsistent with the Endowment's primary mission.

10. Also in 2014, in response to an RFP from the US Department of Labor, Task Force members Dr. Kristin Smith, Marianne Jones and Rep. Gile collaborated with the UNH Carsey School of Social Policy to submit a proposal for federal funds to complete the cost analysis and feasibility study as proposed in HB 551. The request was denied.

Voting Sheets

HOUSE COMMITTEE ON CHILDREN AND FAMILY LAW

EXECUTIVE SESSION on HB 551

BILL TITLE: establishing a commission to study the establishment of a paid family leave insurance program, contingent on the availability of federal funds to be administered through the department of employment security and supported by a payroll deduction or other revenue source.

DATE: March 5, 2013

LOB ROOM: 206

Amendments:

Sponsor: Rep. Gargasz/Rollo

OLS Document #: 2013-0687h (withdrawn)

Sponsor: Rep. Gargasz/Rollo

OLS Document #: 2013 0718h

Sponsor: Rep.

OLS Document #:

Motions: OTP (amendment #0718h), OTP/A, ITL, Retained (Please circle one.)

Moved by Rep. Nigrello

Seconded by Rep. Chase

Vote: 15-1 (Please attach record of roll call vote.)

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

Moved by Rep. Nigrello

Seconded by Rep. Chase

Vote: 15-1 (Please attach record of roll call vote.)

CONSENT CALENDAR VOTE: NO

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

Statement of Intent: Refer to Committee Report

Respectfully submitted,

Debra L. DeSimone

Rep. Debra L. DeSimone, Clerk

HOUSE COMMITTEE ON CHILDREN AND FAMILY LAW

EXECUTIVE SESSION on HB 551

BILL TITLE: . establishing a commission to study the establishment of a paid family leave insurance program, contingent on the availability of federal funds to be administered through the department of employment security and supported by a payroll deduction or other revenue source.

DATE: 3-5-13

LOB ROOM: 206

Amendments:

Sponsor: Rep. GARGAZ/ROLLO OLS Document #: 2013-06874 WITHDRAWN
Sponsor: Rep. GARGAZ/ROLLO OLS Document #: - 2013-0718h
Sponsor: Rep. AMEND 2013-06874 WITHDRAWN OLS Document #: NEW AMEND

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

Moved by Rep. NIGRELLO

Seconded by Rep. CHASE

Vote: 15-1 (Please attach record of roll call vote.)

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

Moved by Rep. NIGRELLO

Seconded by Rep. CHASE

Vote: 15-1 (Please attach record of roll call vote.)

CONSENT CALENDAR VOTE: {Type VOTE} NO

15-1

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

Statement of Intent: Refer to Committee Report

Respectfully submitted,

Debra DeSimone

Rep. Debra DeSimone, Clerk



STATE OF NEW HAMPSHIRE
OFFICE OF THE HOUSE CLERK

1/7/2013 3:38:53 PM
Roll Call Committee Registers
Report

2013 SESSION

CHILDREN AND FAMILY LAW

Bill #: 551

Title:

Establishing a commission to study the establishment of a family leave insurance program contingent on the availability of Federal funds to be administered through the Dept. of Employment Security and supported by a payroll deduction or other resource source

PH Date: 1/1/13

Exec Session Date: 3/5/13

Motion: AMENDMENT

Amendment #: 2013-0687h WITHDRAWN 2013-

MEMBER

YEAS

NAYS

Walz, Mary Beth E, Chairman	✓	
Long, Patrick T, V Chairman	✓	
Rollo, Deanna S	✓	
Flockhart, Eileen C	✓	
Friedrich, Carol H	✓	
Chase, Cynthia L	✓	
Alicea, Caroletta C	✓	
Frambach, Mary E	✓	
Gulick, Ruth P	✓	
MacKay, Mariellen J	NO	
Stevens, Audrey M	A✓	
Gargas, Carolyn M	✓	
Itse, Daniel C	✓	
DeSimone, Debra L	✓	
Oigny, Jeffrey D		✓
Dumaine, Dudley D	A	
Hoell, J.R.	A	
Tremblay, Stella S	✓	
Murphy, Kelleigh D	✓	
Nigrello, Robert L	✓	
TOTAL VOTE:	15	1



2013 SESSION

CHILDREN AND FAMILY LAW

Bill #: 551 Title: Establish a Commission to Study Paid Leave Family
PH Date: 1/1/1 Exec Session Date: 3/5/13
Motion: OTPA Amendment #: 2013-

MEMBER	YEAS	NAYS
Walz, Mary Beth E, Chairman	✓	
Long, Patrick T, V Chairman	✓	
Rollo, Deanna S	✓	
Flockhart, Eileen C	✓	
Friedrich, Carol H	✓	
Chase, Cynthia L	✓	
Alicea, Caroletta C	✓	
Frambach, Mary E	✓	
Gulick, Ruth P	✓	
MacKay, Mariellen J	NO	
Stevens, Audrey M	A	
Gargas, Carolyn M	✓	
Itse, Daniel C	✓	
DeSimone, Debra L	✓	
Oigny, Jeffrey D		✓
Dumaine, Dudley D	A	
Hoell, J.R.	A	
Tremblay, Stella S	✓	
Murphy, Kelleigh D	✓	
Nigrello, Robert L	✓	
TOTAL VOTE:	15	1

Committee Report

REGULAR CALENDAR

March 6, 2013

HOUSE OF REPRESENTATIVES

REPORT OF COMMITTEE

**The Committee on CHILDREN AND FAMILY LAW to
which was referred HB 551,**

**AN ACT establishing a commission to study the
establishment of a paid family leave insurance program,
contingent on the availability of federal funds to be
administered through the department of employment
security and supported by a payroll deduction or other
revenue source. Having considered the same, report
the same with the following amendment, and the
recommendation that the bill OUGHT TO PASS WITH
AMENDMENT.**

Rep. Robert L Nigrello

FOR THE COMMITTEE

COMMITTEE REPORT

Committee:	CHILDREN AND FAMILY LAW
Bill Number:	HB 551
Title:	establishing a commission to study the establishment of a paid family leave insurance program, contingent on the availability of federal funds to be administered through the department of employment security and supported by a payroll deduction or other revenue source.
Date:	March 6, 2013
Consent Calendar:	NO
Recommendation:	OUGHT TO PASS WITH AMENDMENT

STATEMENT OF INTENT

The majority believes a study to determine if a private voluntary paid portion of the Family Medical Leave Act (FLMA) would be viable within the state. The paid portion of the leave would come from a voluntary funded insurance plan for employees and employers. The existing Task Force on Work and Family will be charged with producing the study with a reduced and amended membership. Committee believes a viable voluntary program could be a competitive advantage to New Hampshire businesses. The amendment adjusts the make up of the Task Force to eliminate members from organizations that no longer exist and balance it with new members.

Vote 15-1.

Rep. Robert L Nigrello
FOR THE COMMITTEE

Original: House Clerk
Cc: Committee Bill File

REGULAR CALENDAR

CHILDREN AND FAMILY LAW

HB 551, establishing a commission to study the establishment of a paid family leave insurance program, contingent on the availability of federal funds to be administered through the department of employment security and supported by a payroll deduction or other revenue source. **OUGHT TO PASS WITH AMENDMENT.**

Rep. Robert L Nigrello for CHILDREN AND FAMILY LAW. The majority believes a study to determine if a private voluntary paid portion of the Family Medical Leave Act (FLMA) would be viable within the state. The paid portion of the leave would come from a voluntary funded insurance plan for employees and employers. The existing Task Force on Work and Family will be charged with producing the study with a reduced and amended membership.

Committee believes a viable voluntary program could be a competitive advantage to New Hampshire businesses. The amendment adjusts the make up of the Task Force to eliminate members from organizations that no longer exist and balance it with new members. **Vote 15-1.**

REGULAR CALENDAR

CHILDREN AND FAMILY LAW

MAJORITY REPORT

HB 551, establishing a commission to study the establishment of a paid family leave insurance program, contingent on the availability of federal funds to be administered through the department of employment security and supported by a payroll deduction or other revenue source.

RECOMMENDATION: OUGHT TO PASS WITH AMENDMENT

VOTE: 15-1

The majority believes a study to determine if a private voluntary paid portion of the Family Medical Leave Act (FLMA) would be viable within the state. The paid portion of the leave would come from a voluntary funded insurance plan for employees and employers. The existing Task Force on Work and Family will be charged with producing the study with a reduced and amended membership.

Committee believes a viable voluntary program could be a competitive advantage to New Hampshire businesses. The amendment adjusts the make up of the Task Force to eliminate members from organizations that no longer exist and balance it with new members.

Rep. Robert Nigrello

MW

COMMITTEE REPORT

COMMITTEE: C&FL

BILL NUMBER: 551

TITLE: ESTABLISHING A COMMISSION TO STUDY THE ESTABLISHMENT OF A FAMILY LEAVE INSURANCE PROGRAM CONTINGENT ON THE AVAILABILITY OF FEDERAL FUNDS TO BE ADMINISTERED THROUGH THE DOE'S AND SUPPORTED BY A PAYROLL DEDUCTION OR REVENUE SOURCE

DATE: 3-5-13 CONSENT CALENDAR: YES NO

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

Amendment No. 2013 0718h

STATEMENT OF INTENT:

From: Nigrello, Bob
 Sent: Tuesday, March 05, 2013 1:32 PM
 To: Cossette, Nancy
 Cc: Walz, Mary Beth
 Subject: HB 551 majority opinion

Importance: High OT/A

Family Medical Leave Act

HB 551
The majority believes a study to determine if a private voluntary paid portion of the FLMA would be viable within the state. The paid portion of the leave would come from a voluntary funded insurance plan for employees and employers.

The existing Task Force on Work and Family will be charged with producing the study with a reduced and amended membership.

Committee believes a viable voluntary program could be a competitive advantage to NH businesses

PMJ
The amendment adjusts the make up of the Task Force to ~~reflect~~ ^{eliminate members from} organizations that no longer exist and balance it with new members.

COMMITTEE VOTE: 15-1 *muw*

RESPECTFULLY SUBMITTED,

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

Rep. *PMJ*
For the Committee