

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

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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.

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Explanation:

Matter added to current law appears in *bold italics*.

Matter removed from current law appears [~~in brackets and struckthrough.~~]

Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.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

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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.

HB 551 - AS AMENDED BY THE HOUSE

13Mar2013... 0718h

2013 SESSION

13-0717  
08/05

HOUSE BILL **551**

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

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

COMMITTEE: Children and Family Law

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AMENDED ANALYSIS

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

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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.

HB 551 - AS AMENDED BY THE HOUSE

13Mar2013... 0718h

13-0717  
08/05

STATE OF NEW HAMPSHIRE

*In the Year of Our Lord Two Thousand Thirteen*

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

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

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 RSA 276-B:2, I is repealed and reenacted to  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

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

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

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

7 (c) One member appointed by the governor.

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

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

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

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

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

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

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

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

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

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

23 (n) A representative of the New Hampshire Children's Trust Fund, appointed by that  
24 organization.

25 (o) A representative of the university of New Hampshire cooperative extension,  
26 appointed by the extension.

27 (p) A representative of Child and Family Services, appointed by that organization.

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

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

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

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

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

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

8 2 New Subparagraphs; Task Force on Work and Family; Duties. Amend RSA 276-B:3, I by  
9 inserting after subparagraph (e) the following new subparagraphs:

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

13 (g) Seek federal and private funds to complete an actuarial study to determine the costs  
14 of sustaining a paid family leave voluntary insurance program.

15 3 Effective Date. This act shall take effect upon its passage.

CHAPTER 111  
HB 551 – FINAL VERSION

13Mar2013... 0718h  
05/02/13 1368s

2013 SESSION

13-0717  
08/05

HOUSE BILL           **551**

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

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

COMMITTEE:       Children and Family Law

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AMENDED ANALYSIS

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

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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.



CHAPTER 111  
HB 551 - FINAL VERSION

13Mar2013... 0718h  
05/02/13 1368s

13-0717  
08/05

STATE OF NEW HAMPSHIRE

*In the Year of Our Lord Two Thousand Thirteen*

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

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

1 111:1 Task Force on Work and Family; Membership. RSA 276-B:2, I is repealed and reenacted  
2 to read as follows:

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

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

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

7 (c) One member appointed by the governor.

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

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

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

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

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

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

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

17 (k) A representative of the HR State Council of New Hampshire, appointed by the  
18 council.

19 (l) A representative of the university of New Hampshire, Carsey Institute, appointed by  
20 the institute.

21 (m) A representative of the New Hampshire Children's Trust Fund, appointed by that  
22 organization.

23 (n) A representative of the university of New Hampshire cooperative extension,  
24 appointed by the extension.

25 (o) A representative of Child and Family Services, appointed by that organization.

26 (p) A representative of the Children's Alliance of New Hampshire, appointed by that  
27 organization.

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

CHAPTER 111  
HB 551 – FINAL VERSION  
- Page 2 -

1           (r) A representative of skilled workers, appointed by the New Hampshire State Building  
2 and Construction Trades Council.

3           (s) A representative of Spark NH, appointed by that organization.

4           (t) A representative of the Women's Fund of New Hampshire, appointed by that  
5 organization.

6           (u) A representative of the insurance industry appointed by the New Hampshire  
7 Association of Domestic Insurance Companies.

8           111:2 New Subparagraphs; Task Force on Work and Family; Duties. Amend RSA 276-B:3, I by  
9 inserting after subparagraph (e) the following new subparagraphs:

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

13           (g) Seek federal and private funds to complete an actuarial study to determine the costs  
14 of sustaining a paid family leave voluntary insurance program.

15           111:3 Effective Date. This act shall take effect upon its passage.

16  
17 Approved: June 25, 2013

18 Effective Date: June 25, 2013

# Amendments

Amendment to HB 551

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

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

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

6 (k) A representative of the HR State Council of New Hampshire, appointed by the  
7 council.

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

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

12 (n) A representative of the university of New Hampshire cooperative extension,  
13 appointed by the extension.

14 (o) A representative of Child and Family Services, appointed by that organization.

15 (p) A representative of the Children's Alliance of New Hampshire, appointed by that  
16 organization.

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

18 (r) A representative of skilled workers, appointed by the New Hampshire State Building  
19 and Construction Trades Council.

20 (s) A representative of Spark NH, appointed by that organization.

21 (t) A representative of the Women's Fund of New Hampshire, appointed by that  
22 organization.

23 (u) A representative of the insurance industry appointed by the New Hampshire  
24 Association of Domestic Insurance Companies.



Amendment to Amendment to HB 551

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

2  
3 (b) One member of the senate, appointed by the president of the senate.  
4

5 Amend RSA 276-B:2, I(i)-(v) as inserted by section 1 of the bill by replacing it with the following:

6  
7 (i) A representative of the New Hampshire Small Business Development Center at the  
8 university of New Hampshire, appointed by the center.

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

10 (k) A representative of the HR State Council of New Hampshire, appointed by the  
11 council.

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

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

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

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

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

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

22 (r) A representative of skilled workers, appointed by the New Hampshire State Building  
23 and Construction Trades Council.

24 (s) A representative of Spark NH, appointed by that organization.

25 (t) A representative of the Women's Fund of New Hampshire, appointed by that  
26 organization.

27 (u) A representative of the insurance industry appointed by the New Hampshire  
28 Association of Domestic Insurance Companies.

# Committee Minutes

**SENATE CALENDAR NOTICE**  
**HEALTH, EDUCATION & HUMAN SERVICES**

Senator Nancy Stiles Chairman  
Senator John Reagan V Chairman  
Senator Peggy Gilmour  
Senator Molly Kelly  
Senator Andy Sanborn

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

**Date: April 3, 2013**

**HEARINGS**

**Tuesday**

**4/9/2013**

**HEALTH, EDUCATION & HUMAN SERVICES**

**LOB 103**

**10:00 AM**

(Name of Committee)

(Place)

(Time)

**EXECUTIVE SESSION MAY FOLLOW**

10:00 AM · HB159

requiring patriotic exercises in public schools on federal Constitution Day.

10:15 AM · HB551

(New Title) relative to the composition and duties of the task force on work and family

**Sponsors:**

**HB159**

Rep. Glenn Cordelli

**HB551**

Rep. Mary Gile

Rep. Jill Hammond

Sen. Peggy Gilmour

Sen. Martha Fuller Clark

# HEALTH, EDUCATION, AND HUMAN SERVICES COMMITTEE

## Hearing Report

*Michael Ciccio, Legislative Aide*

**HB 551** -- relative to the composition and duties of the task force on work and family.

Hearing Date: 04.09.13

Time Opened: 10:15

Time Closed: 10:16

**Members of the Committee Present:** Senators Stiles, Reagan, and Kelly

**Members of the Committee Absent:** Senators Gilmour and Sanborn

**Bill Analysis:** This bill changes the composition and duties of the task force on work and family.

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

**Who supports the bill:** Senator Fuller Clark

**Who opposes the bill:** None

**Summary of testimony presented in support:**

**Senator Reagan:**

- Senator Reagan formally introduced the bill.

**Summary of testimony presented in opposition:**

- None

**Action:** The Committee recessed the hearing so Rep. Gile could speak to the bill on a later date.

MJC

Date hearing report completed: 04.10.13



**SENATE CALENDAR NOTICE  
HEALTH, EDUCATION & HUMAN SERVICES**

Senator Nancy Stiles Chairman  
 Senator John Reagan V Chairman  
 Senator Peggy Gilmour  
 Senator Molly Kelly  
 Senator Andy Sanborn

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

**Date: April 17, 2013**

**HEARINGS**

**Tuesday**

**4/23/2013**

**HEALTH, EDUCATION & HUMAN SERVICES**

**LOB 103**

**9:00 AM**

(Name of Committee)

(Place)

(Time)

**EXECUTIVE SESSION MAY FOLLOW**

9:00 AM HB305

establishing a committee to study the apportionment formula for cooperative school districts for towns with electric generation facilities.

9:30 AM HB551

(New Title) relative to the composition and duties of the task force on work and family

**Sponsors:**

**HB305**

Rep. James Grenier

Sen. Bob Odell

Rep. Steven Smith

Rep. Joseph Pitre

**HB551**

Rep. Mary Gile

Rep. Jill Hammond

Sen. Peggy Gilmour

Sen. Martha Fuller Clark

# HEALTH, EDUCATION, AND HUMAN SERVICES COMMITTEE

## Hearing Report

*Michael Ciccio, Legislative Aide*

**HB 551** - - relative to the composition and duties of the task force on work and family.

Hearing Date: 04.23.13

Time Opened: 9:30

Time Closed: 9:40

**Members of the Committee Present:** Senators Stiles, Reagan, Gilmour, and Kelly

**Members of the Committee Absent:** Senator Sanborn

**Bill Analysis:** This bill changes the composition and duties of the task force on work and family.

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

**Who supports the bill:** Rep. Gile, Sen. Gilmour, Sen. Fuller Clark, and Kurt Ehrenberg (AFL-CIO)

**Who opposes the bill:** None

### **Summary of testimony presented in support:**

#### **Rep Gile:**

- HB 551 makes changes to the membership of the Legislative Task Force on Work and Family and adds two new responsibilities.
- The two added responsibilities are:
  1. researching a paid family leave program
  2. Find a way to conduct actuarial study for funding.
- The Task Force on Work and Family was established in 2007 to identify the barriers to achieving economic security for NH workers.
- In 2010, the duties of the Task Force on Work and Family were expanded to survey NH employers to identify barriers to implementing family-responsive benefits, research programs, and benefits that will help attract and retain young professionals.
- HB 551 eliminates commission on the status of men, the commission on the status of women, and the women's lobby from the Task Force on Work and Family. The bill also adds members to serve on the task force at the recommendation of the children and family law committee.
- Rep. Gile proposed amendment 1266h which makes a technical correction to change the titles of two organizations serving on the committee.
- Rep. Gile handed in written testimony and documents (see permanent record)

- She would ok with reducing the number of Senator's who serve on the task force to 1.

**Summary of testimony presented in opposition:**

- None

**Action:** OTPA, 4-0

MJC

Date hearing report completed: 04.24.2013

# Speakers







# Testimony



# 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.



# State of New Hampshire

GENERAL COURT

CONCORD

## MEMORANDUM

**DATE:** November 1, 2012

**TO:** Honorable John H. Lynch, Governor  
Honorable William L. O'Brien, Speaker of the House  
Honorable Peter Bragdon, President of the Senate  
Honorable Karen O. Wadsworth, House Clerk  
Honorable Tammy L. Wright, Senate Clerk  
Michael York, State Librarian

**FROM:** Representative Mary Stuart Gile, Chair

**SUBJECT:** Annual Report on RSA 276-B, Ch. 255:1, Laws of 2010

**AN ACT:** establishing a Task Force on Work and Family

### PREAMBLE:

Pursuant to RSA 276-B, Ch. 255:1, Laws of 2010, enclosed please find the annual report of the Task Force on Work and Family's progress and activities for the period January, 2011 through November 1, 2012. If there are any questions or comments regarding this report, please do not hesitate to contact me.

## REPORT

November 1, 2012

### TASK FORCE ON WORK AND FAMILY

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 attached Interim Report (Attachment A), submitted November 1, 2011 summarizes the Task Force activities for the period April 1st through October 30, 2011. The major focus for 2012 session addressed RSA 276-b:3 – (a) and (b), two duties as approved in the extended legislation. These were as follows:

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

#### ACTIVITIES:

- (a) and (b) The Task Force members agreed to continue to work with the Department of Employment Security's Economic and Labor Market Information Bureau (ELMIB) who were engaged in collecting, reviewing and collating data from their benefits survey that began in the Fall of 2011.

In the Spring of 2011, prior to the development and distribution of the survey, Task Force members reviewed questions in the 'Other Benefits' section of the **2007 Benefits Offered by New Hampshire Employers** edition to identify those related to family-responsive benefits such as medical and dental insurance, paid sick leave, child care, paid family leave, elder care leave, job sharing, telecommuting etc., and to determine if any other benefits should be added to the 2011 survey.

The 2007 report included information on privately owned companies sorted by size, geography and industries. Within each category, benefits surveyed included medical insurance, dental and vision insurance, life and disability insurance, paid leave, retirement and a category identified as 'Other.' In 2007, there were four benefits surveyed under the 'Other' category: child care, tuition assistance, bonuses and flexible spending.

The Task Force on Work and Family proposed adding additional family-friendly benefits to the 2011 survey in the 'Other' category including shift work, paid family leave, flex time, elder care leave, job sharing, telecommuting and employee assistance programs. The ELMIB agreed and the resulting information can be found on the last page of the attached 2011 report.

On October 1, 2012, Mr. Bruce DeMay, Director of ELMIB, and Ms. Anita Josten, Research Analyst, presented the preliminary results of their survey in a report entitled, '**Benefits Offered by New Hampshire Employers,**' (Attachment B) to the Task Force. According to the information shared, there are 42,000 privately owned companies in NH. The survey began by selecting only those firms that reported employment in the third month of the quarter as found in the **Quarterly Census of Employment and Wages**. This reduced the figure to 39,000. A scientifically weighted sample of approximately 4700 businesses was surveyed and the response rate of 39.2%, also scientifically weighted, analyzed for preliminary results. Further analysis will test for accuracy in the preliminary figures and the results when approved will represent the situation in NH. In proposing to expand on the 'Other' category to include a wider range of family-friendly benefits, the Task Force now has a base line of data from which to measure growth.

The second activity designed to inform the Task Force membership of the status of employer policies and practices that enable working parents to more effectively balance work and family responsibilities was a roundtable for employers or their designees held in Concord on May 7, 2012. The purpose of the meeting was twofold: 1) to present the report, '**Working Parents and Workplace Flexibility in New Hampshire,**' and 2) to brainstorm responses around specific questions about family-friendly benefits, including one that addressed the challenges of implementation. The questions and a summary of responses to each follows:

### **1. What family-friendly benefits are offered in your workplace?**

A wide range of benefits was shared, however not all employers who were present offer all benefits listed which include: Paid time off – vacation/sick/personal; bereavement/paid parenting leave; separate buckets of paid time off with carry over; aging parent care; job sharing; telecommuting; seasonal schedule changes – based on industry; education and training; remote access with at-home set-ups and networking into office; other benefits such as pensions.

### **2. What are the benefits? And values?**

Information regarding career advancements and remaining as associates versus becoming partners in a law firm reflected concern that individuals working in specific settings and wishing to take advantage of family-friendly benefits might be limited in their professional goals. However, reference was made to the fact that younger workers with different values prefer flexible schedules and time-off with family to enjoy the NH quality of life. In fact, numerous studies have indicated that a majority of employees with young families are willing to postpone career goals, higher salaries and more time-consuming responsibilities until their children are grown.

Questions were raised regarding the correlation of a paid time-off policies and reduced health costs and whether parents who are unemployed could have access to their adult children's health insurance coverage.

### **3. What are the challenges in offering flexible schedules?**

- 1) Coverage – to ensure that specific tasks would be completed, services to clients would not suffer and all aspects of the business would continue;
- 2) Ensuring management 'buy-in' to flex schedule culture;
- 3) Managing relationships between employees working different schedules; helping staff who have difficulties understanding that employees working from home are working.

It was also mentioned that challenges would vary considerably depending on the size of the business.

### **4. What are the benefits of flexible schedules?**

Employers in attendance confirmed research findings that companies with flexible schedules, experience very low staff turnover. Cost savings due to less personnel costs were also noted. Improved employee morale and offering flexible schedules enhance company appeal when recruiting new employees and were cited as benefits with positive effects on company productivity.

### **5. What incentives other than tax credits would encourage employers to offer flexible schedules?**

Company culture improves when employers receive recognition and awards for best practices, especially when best practices translate into improved company productivity.

### **CONCLUSIONS AND RECOMMENDATIONS:**

The Legislative Task Force on Work and Family was established to identify the multiple barriers that keep NH workers from achieving economic security and maximizing their contributions to the state's economy as well as attending to family responsibilities. Put more simply, how can our working families be better parents and employees without neglecting our children or our jobs?

The Task Force began with a major study of working parents conducted by researchers from University of New Hampshire Cooperative Extension, the UNH Carsey Institute and the NH Department of Employment Security, (all appointed members of the Task Force.). The report, *Working Parents and Workplace Flexibility in New Hampshire*, published in 2010, and attached to the 2010 Final Report reflected the barriers as perceived by working families. The second phase of the Task Force's work was to survey employers. Using volunteer time and energy and because we had no funds, it was decided to engage the help of the EMLB in the NH Department of Employment Security. Their cooperation, support and outstanding expertise have been extremely helpful and most appreciated.

### **THE FUTURE:**

Looking ahead to the 2013-2014 biennium, members of the Task Force on Work and Family agreed that there continues to be a need to work on issues that support NH's working families and that promote a healthy and thriving economy. The enabling legislation (RSA 276-B), section 3 included goals that were not addressed. RSA 276-B:3 (d) under duties, cited the goal of researching programs and benefits that attract and retain young professionals and skilled workers and also provide opportunities for elders who wish or need to, to continue working on reduced schedules.

The out-migration of young adults, both professional and skilled workers was recently identified as a serious concern in a report published by the New Hampshire Center for Public Policy Studies. This finding combined with the demographic that NH's population is growing older at a faster rate than any other state in the Nation and the fact that the state has lost its educational edge indicate a very troublesome trend that should be addressed. The workplace is an obvious starting point. Identifying and promoting employment policies and practices that consider family responsibilities as integral to increased employee productivity and a growing economy is a worthy challenge for the Legislative Task Force on Work and Family.

Respectfully submitted,

*Mary Stuart Gile*

Rep. Mary Stuart Gile, Chair



ANNUAL REPORT

November 1, 2011

TASK FORCE ON WORK AND FAMILY

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

PURPOSE

RSA 276-B is a continuation of the Task Force on Work and Family proposed in HB 306, Chapter Law 373:2, Laws of 2007, and established to identify the multiple barriers which keep New Hampshire workers from achieving economic security and maximizing their contributions to the State's economy as well as attending to family responsibilities.

PROGRESS TO DATE

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

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

The specific duties for consideration included:

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

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

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

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

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

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

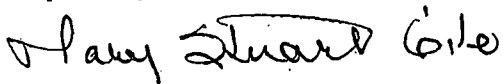
On September 20<sup>th</sup>, 2011, the Lakes Region Chamber of Commerce and the Task Force cosponsored a presentation and roundtable discussion with local business representatives. Dr. Kristin Smith, Research Assistant Professor with the Carsey Institute and Task Force member, presented the Report,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

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

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

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

Respectfully submitted,

A handwritten signature in cursive script that reads "Mary Stuart Gile".

Representative Mary Stuart Gile, Ed.D., Chair

**TESTIMONY ON HB 551 AS AMENDED**  
**Presented to**

**THE SENATE COMMITTEE ON HEALTH, EDUCATION AND HUMAN SERVICES**  
**April 23, 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 and HB 551 as amended.

HB 551 as amended by the House Children and Family Law Committee makes changes in the membership of the Legislative Task Force on Work and Family (RSA-B:2); and adds two new responsibilities to the duties, (RSA-B:3).

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.

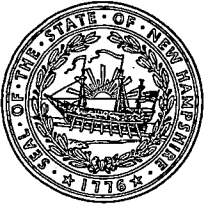
HB 551 as amended, makes the following changes to membership: Refer to statute and bill.

Subsequent to HB 551 as amended in the House, the Legislative Task Force on Work and Family met on April 1, 2013, and reviewed the amendment to membership. As a result, titles of two organizations were corrected. Amendment 1266h includes these corrections.

The duties added reflect two additions that were proposed in the original version of HB 551. Following the Hearing and subcommittee study, it was agreed that the duties could be added to the Task Force's responsibilities.

I have included a copy of the 2012 Final Report of the Task Force's activities for the 2011-2012 biennium submitted to the Governor's office as well as others.

Thank you and I'd be glad to answer any questions.



State of New Hampshire

GENERAL COURT

CONCORD

*Filed 11/13/13*

**MEMORANDUM**

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**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:1 *276-B:2, I*  
Task Force on Work and Family

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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.

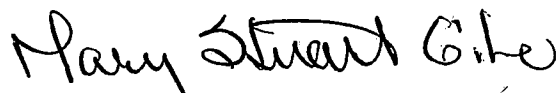
On September 17, 2013, Rep. Mary Stuart Gile, Dr. Kristin Smith and Dr. Malcolm Smith spoke about the legislative Task Force's goals and progress to date at the Society for Human Resource Managers (SHRM) Leadership Conference. An estimated 125 Human Resource Professionals were in attendance. The conference 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 3<sup>rd</sup> 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 1<sup>st</sup> 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](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](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](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://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

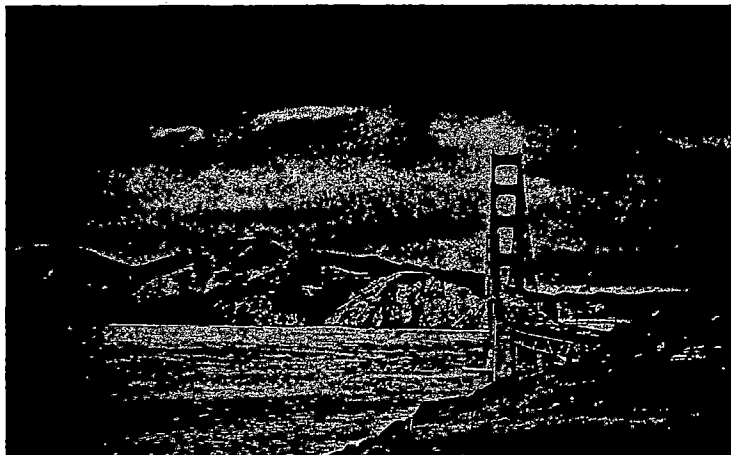
**TDBL:** Temporary Disability Benefits Law

**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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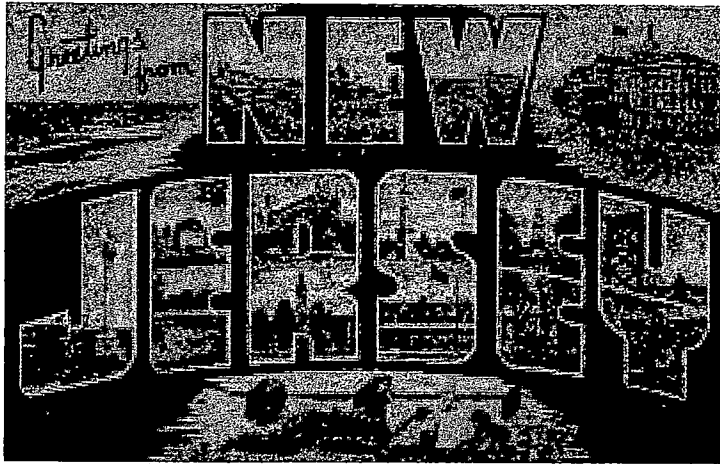
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## New Jersey



**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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**EDD:** Employment Development Department

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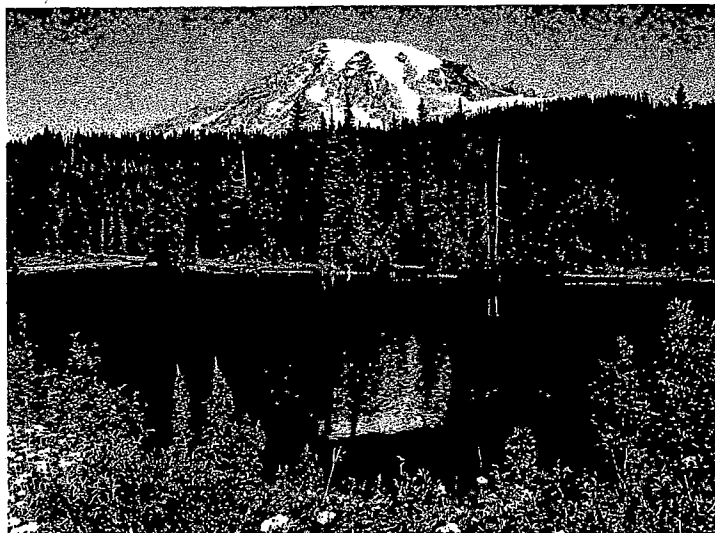
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**UI:** Unemployment Insurance

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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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## 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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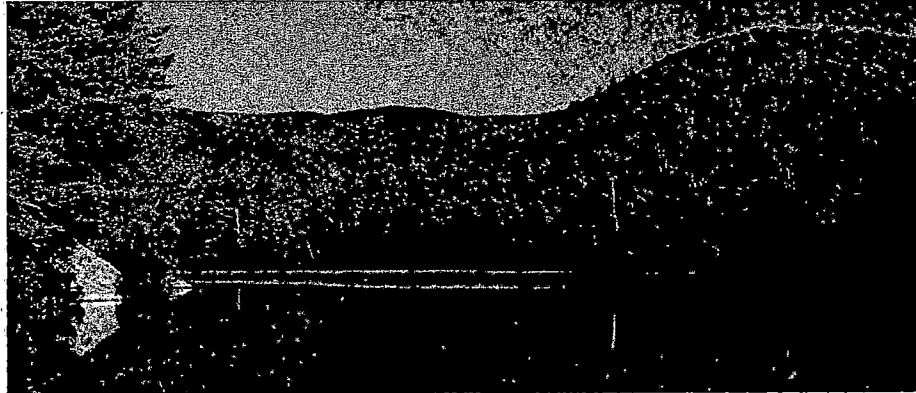
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## Recommendations for Family Leave Insurance in New Hampshire

### 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](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](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](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](http://www.njleg.state.nj.us/2008/Bills/S1000/786_E2.HTM)

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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](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: 21<sup>st</sup> 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**

# Committee Report

STATE OF NEW HAMPSHIRE  
SENATE  
REPORT OF THE COMMITTEE

Date: 4.24.2013

THE COMMITTEE ON Health, Education and Human Services  
to which was referred House Bill 551

AN ACT (New Title) relative to the composition and duties of the  
task force on work and family

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

**OUGHT TO PASS WITH AMENDMENT**

BY A VOTE OF: 4-0

AMENDMENT # 1368s

Senator John Reagan  
For the Committee

Michael Ciccio 271-3093

## New Hampshire General Court - Bill Status System

**Docket of HB551**

Docket Abbreviations

**Bill Title:** (New Title) relative to the composition and duties of the task force on work and family.*Official Docket of HB551:*

<b>Date</b>	<b>Body</b>	<b>Description</b>
1/3/2013	H	<b>Introduced</b> 1/3/2013 and Referred to Children and Family Law; <b>HJ 12</b> , PG.200
1/30/2013	H	Public Hearing: 2/7/2013 11:00 AM LOB 206
2/20/2013	H	Subcommittee Work Session: 2/26/2013 11:15 AM LOB 206
2/26/2013	H	Subcommittee Work Session: 3/5/2013 9:30 AM LOB 206
2/26/2013	H	Executive Session: 3/5/2013 10:00 AM LOB 206
3/6/2013	H	Committee Report: Ought to Pass with Amendment #0718h(NT) for Mar 13 (Vote 15-1; Part II, RC); <b>HC 22</b> , PG.521
3/6/2013	H	Proposed Committee Amendment <b>#2013-0718h</b> (New Title); <b>HC 22</b> , PG.555
3/13/2013	H	Amendment #0718h(NT): AA VV; <b>HJ 26</b> , PG.801
3/13/2013	H	<b>Ought to Pass with Amendment</b> #0718h(NT): MA VV; <b>HJ 26</b> , PG.801
3/21/2013	S	Introduced and Referred to Health, Education & Human Services
4/3/2013	S	Hearing: 4/9/13, Room 103, LOB, 10:15 a.m.; <b>SC15</b>
4/18/2013	S	Hearing: === RECESSED === 4/9/13, Room 103, LOB, 10:15 a.m.
4/18/2013	S	Hearing: === RESCHEDULED === 4/23/13, Room 103, LOB, 9:30 a.m.; <b>SC17</b>
4/24/2013	S	Committee Report: Ought to Pass with Amendment <b>#2013-1368s</b> , 5/2/13; <b>SC18</b>
5/2/2013	S	Committee Amendment 1368s, AA, VV;
5/2/2013	S	<b>Ought to Pass with Amendment</b> 1368s, MA, VV; OT3rdg;
5/22/2013	H	House Concurs with Senate AM #1368s (Rep Walz): MA VV; <b>HJ43</b> , PG.1463
5/30/2013	S	Enrolled
5/30/2013	H	Enrolled, 5/29/13; <b>HJ45</b> , PG.1527
6/25/2013	H	Signed By Governor 06/25/2013; Effective 06/25/2013; Chapter 0111

NH House

NH Senate

# Other Referrals



# COMMITTEE REPORT FILE INVENTORY

HB551 ✓

ORIGINAL REFERRAL

RE-REFERRAL

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

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

✓ COMMITTEE REPORT

✓ CALENDAR NOTICE

✓ HEARING REPORT

✓ HANDOUTS FROM THE PUBLIC HEARING

✓ PREPARED TESTIMONY AND OTHER SUBMISSIONS

✓ SIGN-UP SHEET(S)

ALL AMENDMENTS (passed or not) CONSIDERED BY COMMITTEE:

✓ - AMENDMENT # 1266n      \_\_\_\_\_ - AMENDMENT # \_\_\_\_\_  
✓ - AMENDMENT # 1368s      \_\_\_\_\_ - AMENDMENT # \_\_\_\_\_

ALL AVAILABLE VERSIONS OF THE BILL:

\_\_\_\_\_ AS INTRODUCED      ✓ AS AMENDED BY THE HOUSE  
\_\_\_\_\_ FINAL VERSION      \_\_\_\_\_ AS AMENDED BY THE SENATE

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

DATE DELIVERED TO SENATE CLERK 7/24/13

Michelle Ellis

BY COMMITTEE AIDE