

Hein
2/29/84 JOriginal sponsors: Fahrenkamp, V.Fischer,
Kertrula et al1
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IN THE SENATE

BY THE FINANCE COMMITTEE

CS FOR SENATE BILL NO. 247 (Finance)

IN THE LEGISLATURE OF THE STATE OF ALASKA

THIRTEENTH LEGISLATURE - SECOND SESSION

A BILL

For an Act entitled: "An Act relating to child care centers in state
buildings; and providing for an effective date."

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:

* Section 1. FINDINGS AND INTENT. (a) The legislature finds that it is in the public interest to foster the productivity of Alaska workers and to encourage and assist Alaska parents to further their own formal education. The achievement of these goals will be served by establishing facilities for quality child care services in or near the workplace and on the campuses of the University of Alaska and the state's community colleges. To that end, this Act provides for the creation of privately run child care centers in state buildings.

(b) It is the intent of the legislature that this action will encourage private employers to provide adequate child care facilities for their employees.

* Sec. 2. AS 35.10 is amended by adding a new section to read:

Sec. 35.10.021. CHILD CARE CENTERS IN STATE BUILDINGS. (a) The person or agency responsible for planning the construction, expansion, or major renovation of a building owned or leased by the state shall obtain from the Department of Labor and the Department of Community and Regional Affairs a determination of the need for a child care center in the building. The determination shall be based on an assessment of

(1) the child care needs of public and private employees who work in the building or in neighboring buildings;

(2) the child care needs of students who attend classes or other school functions in the building or in neighboring buildings;

(3) the availability of licensed child care centers located within a convenient distance from the building; and

(4) the economic feasibility of operating a child care center in the building.

(b) If the Department of Labor and the Department of Community and Regional Affairs determine under (a) of this section that a child care center is needed in a building that is owned or leased by the state, plans for construction, expansion, or major renovation of the building shall include plans for a child care center in the building. The child care center shall be designed to meet all licensing requirements.

(c) The person or agency responsible for assigning or leasing space in a building in which a licensed child care center under this section is required to be located shall consult with the Department of Community and Regional Affairs and shall lease space in the building to a private child care services provider for the operation of the child care center.

(d) Use of a child care center in a building owned or leased by the state is open to the public.

(e) The requirements of (a) and (b) of this section do not apply to a building leased by the state under a pre-built lease providing for renovations for the state if the building cannot meet or be renovated to meet the indoor and outdoor space requirements for a child care center that are established under regulations adopted by the Department of Health and Social Services.

(f) If the Department of Community and Regional Affairs determines that more than one provider that is qualified to operate a child

1 care center under this section is available, the department shall
2 invite providers to submit bids on a competitive basis for a lease of
3 space to operate a child care center under this section. The lease
4 shall provide for the rental of space at a rate equal to the average
5 cost per square foot of space leased by child care providers in the
6 community in which the building is located, as determined by the
7 Department of Community and Regional Affairs.

8 (g) In this section

9 (1) "building" means a building in which the space occupied
10 by state employees is used primarily for administrative, clerical,
11 educational, or executive functions;

12 (2) "leased" means leased under a pre-built lease with
13 provisions for renovations for the state or under a lease for a build-
14 ing to be built according to state specifications, but "leased" does
15 not include the renewal of existing leases.

16 * Sec. 3. This Act takes effect immediately in accordance with AS 01.-
17 10.070(c).
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STATE OF ALASKA
FISCAL NOTE

Revision Date , 1983

I. REQUEST
 Bill/Resolution No.: SB 247
 Title: Child Care Centers in State Buildings
 Sponsor: Fahrenkamp, et. al,
 Requestor: Senate HESS

II. FISCAL DETAIL Dept. of Community and
 Agency Affected: Regional Affairs
 Program Category Affected: Soc. Services
 BRU, Program of Subprogram(s) Affected:
Employment Opportunity Division

EXPENDITURES/REVENUES: (Thousands of Dollars)

	FY 83	FY 84	FY 85	FY 86	FY 87	FY 88
OPERATING	-0-	-0-	-0-	-0-	-0-	-0-
100 PERSONAL SERVICES						
200 TRAVEL						
300 CONTRACTUAL						
400 COMMODITIES						
500 EQUIPMENT						
600 LAND & STRUCTURES						
700 GRANTS, CLAIMS, ETC						
TOTAL OPERATING	-0-	-0-	-0-	-0-	-0-	-0-
CAPITAL						
REVENUE						

FUNDING: (Thousands of Dollars)

GENERAL FUND						
FEDERAL FUNDS						
OTHER (Specify Source)						

POSITIONS:

FULL-TIME						
PART-TIME						
TEMPORARY						

III. SOURCE OF FUNDS TO OFFSET FISCAL IMPACT OF BILL:

IV. ANALYSIS: Attach a separate page for any Analysis

Prepared By: Richard Rainery Phone: 465-4703
 Division: Commissioner's Office Date: 5/5/83

Approved by Commissioner: Karen Pedersen for M. Lewis Date: 5/5/83
 Department: Community & Regional Affairs

Distribution:

- Original to Legislative Finance
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3/8/83

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 Sponsor: Fahrenkamp
 Requestor:

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 Program Category Affected:
 BRU, Program of Subprogram(s) Affected:

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700 GRANTS, CLAIMS, ETC						
TOTAL OPERATING	0	0	0	0	0	0
CAPITAL						
REVENUE						

FUNDING: (Thousands of Dollars)

GENERAL FUND	0	0	0	0	0	0
FEDERAL FUNDS						
OTHER (Specify Source)						

POSITIONS:

FULL-TIME		0	0	0		0
PART-TIME						
TEMPORARY						

III. SOURCE OF FUNDS TO OFFSET FISCAL IMPACT OF BILL:

The source of funding was not identified by the sponsors.

IV. ANALYSIS: Attach a separate page for any Analysis

Prepared By: Michael L. Price, Director *Michael L. Price* Phone: 465-3170
 Division: Family & Youth Services Date: 4/15/83

Approved by Commissioner: Robert Gordon Smith, Ph.D. *Robert Gordon Smith, Ph.D.* Date: 4/25/83
 Department: Health & Social Services

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SENATE BILL NO. 247
FISCAL NOTE
SUMMARY

PAGE 2

IV. ANALYSIS

A. Assumptions:

Passage of this Bill would require licensing representatives to provide technical assistance during the planning stages, as well as to inspect the facilities and coordinate with the State Fire Marshal and Sanitation inspectors in order to issue a license. These functions would be performed by existing staff. Without knowing the number of buildings which would be constructed, expanded or renovated, the assumption is made that it would be no more than 10 buildings a year. Licensing staff in some parts of the State are already carrying a higher than acceptable caseload. If the estimated number of buildings falling under this Bill is higher than 10, the Department would need to consider submitting a revised fiscal note to address the additional work load.

B. Program Summary:

No new positions or other costs are anticipated at this time.

C. Computations:

None

D. Economic Impact:

Enactment of this Bill is expected to have positive fiscal impact. Mr. Seuffert's study of day care states that national economists accept that each dollar changes hands eight times in twelve months; so any dollars spent on day care will circulate within the State eight times. In addition, successful programs like this help in retaining employees who require child care services, and will help university students improve their skills for later employment.

E. Impact on Local Governments:

It is anticipated there will be no fiscal impact on local governments.

POSITION PAPER

SENATE BILL NO. 247

PAGE 1

The Department of Health and Social Services supports Senate Bill No. 247 which provides that whenever construction, expansion or major renovation of a state building occurs, there shall be consideration of the need to include plans for a child care center. This Bill impacts a number of Departments within State government: the department which is planning the construction or renovation; the Department of Labor; the Department of Community and Regional Affairs; and the Department of Health and Social Services.

The Department of Health and Social Services is impacted in that it has the responsibility to license all child care facilities. It will be important that the Department be consulted early in the planning process to ensure that any child care center meets all applicable licensing requirements including fire safety, sanitation, staffing and program requirements. These requirements should be met before a center begins operation. The responsibility to provide technical assistance to new programs is already within the scope of the Department's responsibilities and activities.

A recent publication by the Senate Advisory Council Day Care in Alaska: A Status Report by Frank W. Seuffert, speaks to the need for day care services in Alaska. Mr. Seuffert quotes a federal study which reported that in 1979, 52% of American women were working; and over six million children were in some form of full or part-time day care. By 1990, 66% of all two-parent families are projected to have both parents in the work force; and over half of all mothers with children under the age of six will be working regularly. Alaska Department of Labor statistics indicate that in 1980 there were 45,905 children under the age of six; and, of these, 7,684 children lived in single parent households. Mr. Seuffert concludes that young couples in Alaska usually require two incomes to achieve a moderate standard of living. Added to the single parent households, and the scarcity of extended family members to help with child care, he feels the need for day care services in Alaska is greater than it is nationally.

Since this Bill envisions that private child care providers would contract to operate the child care centers created as a result of this Bill, the Department assumes the cost for the programs would be covered through fees to parents as well as current funding sources for day care, through the Department of Community and Regional Affairs.

POSITION PAPER

SENATE BILL NO. 247
PAGE 2

In conclusion, the Department of Health and Social Services supports Senate Bill No. 247. The Bill incorporates good planning requirements and will help fill the need for child care services for the many Alaskan families with young children who must find day care while they work.

RECOMMENDED:

Michael L. Price
Michael L. Price, Director
Division of Family and
Youth Services

DATE:

April 18, 1983

APPROVED BY:

Robert London Smith
Robert London Smith, Ph.D.
Commissioner

DATE:

4/25/83

DFC 2/23/84
Funks

Loren Rasmussen
Chief, D, C & M Standards

February 21, 1984

4000

789-6247

Gary Tyndall
Highway Standards

Building Costs-
Office & Day Care

Donn Ketner called this afternoon with the cost info you requested, as follows:

Class A Office Space (certain code, access, finish, parking requirements)

1. Leasing

ANC \$175 to \$200/S.F.
FAI \$200 to \$225/S.F.
JNU \$215 to \$250/S.F.

2. New Construction

ANC \$100 to \$120/S.F.
FAI \$106 to \$127/S.F. (ANC + 6%)
JNU \$102 to \$122/S.F. (ANC + 2%)

Child care facilities, however, are in the "institutional" classification and must meet more stringent requirements than office space. These include first floor location, separation from office spaces, access and fire protection demands, and considerably different requirements for plumbing, mechanical equipment, etc. The conversion of existing office or other spaces to child care facilities is not readily accomplished, and it can involve tremendous costs. New Construction costs area estimated as follows:

Child Care Facility

1. New Construction
under Davis-Bacon

ANC \$170/S.F.
FAI \$180/S.F. (ANC + 6%)
JNU \$173/S.F. (ANC + 2%)

2. New Construction not
under Davis-Bacon

ANC \$150/S.F.
FAI \$159/S.F.
JNU \$153/S.F.

This does not include furnishings cost.



The above data is not valid for equating price differences to arrive at renovation costs, as discussed above. These figures are only for comparing new construction with new construction. For renovation costs, the specific facility would have to be evaluated.

If you have any further questions, call Donn at 266-1535.

cc: Donn Ketner

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Chief, D, C & M Standards

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cc: Donn Ketner

Introduced: 4/8/83
Referred: Health, Education
and Social Services
and Finance

BY FAHRENKAMP, V.FISCHER,
KERTTULA, STURGULEWSKI,
JOSEPHSON AND RODEY

1 IN THE SENATE

2 SENATE BILL NO. 247

3 IN THE LEGISLATURE OF THE STATE OF ALASKA

4 THIRTEENTH LEGISLATURE - FIRST SESSION

5 A BILL

6 For an Act entitled: "An Act relating to child care centers in state
7 buildings; and providing for an effective date."

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14 campuses of the University of Alaska and the state's community colleges.
15 To that end, this Act provides for the creation of privately run child care
16 centers in state buildings.

17 (b) It is the intent of the legislature that this action will encour-
18 age private employers to provide adequate child care facilities for their
19 employees.

20 * Sec. 2. AS 35.10 is amended by adding a new section to read:

21 Sec. 35.10.021. CHILD CARE CENTERS IN STATE BUILDINGS. (a) The
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24 if a child care center to accommodate 40 to 60 children is determined
25 to be needed under (b) of this section. The child care center shall
26 be designed to accommodate not less than 40 children, nor more than 60
27 children, and to meet all licensing requirements.

28 (b) The person or agency responsible for planning the construc-
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15 provider for the operation of the child care center in the building.

16 (d) Use of a child care center in a state building is open to
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18 * Sec. 3. This Act takes effect immediately in accordance with AS 01.-
19 10.070(c).

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19 10.070(c).

Introduced: 4/8/83
Referred: Health, Education
and Social Services
and Finance

BY FAHRENKAMP, V.FISCHER,
KERTTULA, STURGULEWSKI,
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SENATE BILL NO. 247

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IN THE LEGISLATURE OF THE STATE OF ALASKA

4

THIRTEENTH LEGISLATURE - FIRST SESSION

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19 10.070(c).

Introduced: 4/8/83
Referred: Health, Education
and Social Services
and Finance

BY FAHRENKAMP, V.FISCHER,
KERTTULA, STURGULEWSKI,
JOSEPHSON AND RODEY

1 IN THE SENATE

2

SENATE BILL NO. 247

3

IN THE LEGISLATURE OF THE STATE OF ALASKA

4

THIRTEENTH LEGISLATURE - FIRST SESSION

5

A BILL

6 For an Act entitled: "An Act relating to child care centers in state

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To that end, this Act provides for the creation of privately run child care

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Offered: 4/30/84

Original sponsors: Fahrenkamp, V.Fischer,
Kerttuia, et al

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10 state, plans for construction, expansion, or major renovation of the
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14 (c) The person or agency responsible for assigning or leasing
15 space in a building in which a licensed child care center under this
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17 Community and Regional Affairs and shall lease space in the building
18 to a private child care services provider for the operation of the
19 child care center.

20 (d) Use of a child care center in a building owned or leased by
21 the state is open to the public.

22 (e) The requirements of (a) and (b) of this section do not apply
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19 10.070(c).

Offered: 4/30/84

Original sponsors: Fahrenkamp, V.Fischer,
Kerttula, et al

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4 THIRTEENTH LEGISLATURE - SECOND SESSION
5 A BILL
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7 buildings; and providing for an effective date."
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14 campuses of the University of Alaska and the state's community colleges.
15 To that end, this Act provides for the creation of privately run child care
16 centers in state buildings.
17 (b) It is the intent of the legislature that this action will encour-
18 age private employers to provide adequate child care facilities for their
19 employees.
20 * Sec. 2. AS 35.10 is amended by adding a new section to read:
21 Sec. 35.10.021. CHILD CARE CENTERS IN STATE BUILDINGS. (a) The
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22 person or agency responsible for planning the construction, expansion,
23 or major renovation of a building owned or leased by the state shall
24 obtain from the Department of Labor and the Department of Community
25 and Regional Affairs a determination of the need for a child care
26 center in the building. The determination shall be based on an as-
27 sessment of
28 (1) the child care needs of public and private employees
29 who work in the building or in neighboring buildings;

1 (2) the child care needs of students who attend classes or
2 other school functions in the building or in neighboring buildings;

3 (3) the availability of licensed child care centers located
4 within a convenient distance from the building; and

5 (4) the economic feasibility of operating a child care
6 center in the building.

7 (b) If the Department of Labor and the Department of Community
8 and Regional Affairs determine under (a) of this section that a child
9 care center is needed in a building that is owned or leased by the
10 state, plans for construction, expansion, or major renovation of the
11 building shall include plans for a child care center in the building.
12 The child care center shall be designed to meet all licensing require-
13 ments.

14 (c) The person or agency responsible for assigning or leasing
15 space in a building in which a licensed child care center under this
16 section is required to be located shall consult with the Department of
17 Community and Regional Affairs and shall lease space in the building
18 to a private child care services provider for the operation of the
19 child care center.

20 (d) Use of a child care center in a building owned or leased by
21 the state is open to the public.

22 (e) The requirements of (a) and (b) of this section do not apply
23 to a building leased by the state under a pre-built lease providing
24 for renovations for the state if the building cannot meet or be ren-
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26 care center that are established under regulations adopted by the
27 Department of Health and Social Services.

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8 (g) The Department of Administration may adopt regulations to
9 implement the provisions of this section.

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11 (1) "building" means a building in which the space occupied
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17 not include the renewal of existing leases.

18 * Sec. 3. This Act takes effect immediately in accordance with AS 01.-
19 10.070(c).

Offered: 4/30/84

Original sponsors: Fahrenkamp, V.Fischer,
Kerttula, et al

1 IN THE SENATE

BY THE RULES COMMITTEE

2

CS FOR SENATE BILL NO. 247 (Rules)

3

IN THE LEGISLATURE OF THE STATE OF ALASKA

4

THIRTEENTH LEGISLATURE - SECOND SESSION

5

A BILL

6

For an Act entitled: "An Act relating to child care centers in state
7 buildings; and providing for an effective date."

7

8

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:

9

* Section 1. FINDINGS AND INTENT. (a) The legislature finds that it
10 is in the public interest to foster the productivity of Alaska workers and
11 to encourage and assist Alaska parents to further their own formal educa-
12 tion. The achievement of these goals will be served by establishing facil-
13 ities for quality child care services in or near the workplace and on the
14 campuses of the University of Alaska and the state's community colleges.
15 To that end, this Act provides for the creation of privately run child care
16 centers in state buildings.

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(b) It is the intent of the legislature that this action will encour-
18 age private employers to provide adequate child care facilities for their
19 employees.

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CS FOR SENATE BILL NO. 247 (Rules)

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IN THE LEGISLATURE OF THE STATE OF ALASKA

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THIRTEENTH LEGISLATURE - SECOND SESSION

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A BILL

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1 IN THE SENATE

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CS FOR SENATE BILL NO. 247 (Rules)

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IN THE LEGISLATURE OF THE STATE OF ALASKA

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THIRTEENTH LEGISLATURE - SECOND SESSION

5

A BILL

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2 CS FOR SENATE BILL NO. 247 (Rules)
3 IN THE LEGISLATURE OF THE STATE OF ALASKA
4 THIRTEENTH LEGISLATURE - SECOND SESSION
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3 IN THE LEGISLATURE OF THE STATE OF ALASKA
4 THIRTEENTH LEGISLATURE - SECOND SESSION
5 A BILL

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Offered: 4/30/84

Original sponsors: Fahrenkamp, V. Fischer,
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IN THE SENATE

BY THE RULES COMMITTEE

CS FOR SENATE BILL NO. 247 (Rules)

IN THE LEGISLATURE OF THE STATE OF ALASKA

THIRTEENTH LEGISLATURE - SECOND SESSION

A BILL

For an Act entitled: "An Act relating to child care centers in state buildings; and providing for an effective date."

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Offered: 2/29/84
Referred: Rules

Original sponsors: Fahrenkamp, V. Fischer,
Kerttula, et al

1 IN THE SENATE

BY THE FINANCE COMMITTEE

2

CS FOR SENATE BILL NO. 247 (Finance)

3

IN THE LEGISLATURE OF THE STATE OF ALASKA

4

THIRTEENTH LEGISLATURE - SECOND SESSION

5

A BILL

6 For an Act entitled: "An Act relating to child care centers in state
7 buildings; and providing for an effective date."

8 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:

9 * Section 1. FINDINGS AND INTENT. (a) The legislature finds that it
10 is in the public interest to foster the productivity of Alaska workers and
11 to encourage and assist Alaska parents to further their own formal educa-
12 tion. The achievement of these goals will be served by establishing facil-
13 ities for quality child care services in or near the workplace and on the
14 campuses of the University of Alaska and the state's community colleges.
15 To that end, this Act provides for the creation of privately run child care
16 centers in state buildings.

17 (b) It is the intent of the legislature that this action will encour-
18 age private employers to provide adequate child care facilities for their
19 employees.

20 * Sec. 2. AS 35.10 is amended by adding a new section to read:

21 Sec. 35.10.021. CHILD CARE CENTERS IN STATE BUILDINGS. (a) The
22 person or agency responsible for planning the construction, expansion,
23 or major renovation of a building owned or leased by the state shall
24 obtain from the Department of Labor and the Department of Community
25 and Regional Affairs a determination of the need for a child care
26 center in the building. The determination shall be based on an as-
27 sessment of

28 (1) the child care needs of public and private employees
29 who work in the building or in neighboring buildings;

1 (2) the child care needs of students who attend classes or
2 other school functions in the building or in neighboring buildings;

3 (3) the availability of licensed child care centers located
4 within a convenient distance from the building; and

5 (4) the economic feasibility of operating a child care
6 center in the building.

7 (b) If the Department of Labor and the Department of Community
8 and Regional Affairs determine under (a) of this section that a child
9 care center is needed in a building that is owned or leased by the
10 state, plans for construction, expansion, or major renovation of the
11 building shall include plans for a child care center in the building.
12 The child care center shall be designed to meet all licensing require-
13 ments.

14 (c) The person or agency responsible for assigning or leasing
15 space in a building in which a licensed child care center under this
16 section is required to be located shall consult with the Department of
17 Community and Regional Affairs and shall lease space in the building
18 to a private child care services provider for the operation of the
19 child care center.

20 (d) Use of a child care center in a building owned or leased by
21 the state is open to the public.

22 (e) The requirements of (a) and (b) of this section do not apply
23 to a building leased by the state under a pre-built lease providing
24 for renovations for the state if the building cannot meet or be ren-
25 ovated to meet the indoor and outdoor space requirements for a child
26 care center that are established under regulations adopted by the
27 Department of Health and Social Services.

28 (f) If the Department of Community and Regional Affairs deter-
29 mines that more than one provider that is qualified to operate a child

1 care center under this section is available, the department shall
2 invite providers to submit bids on a competitive basis for a lease of
3 space to operate a child care center under this section. The lease
4 shall provide for the rental of space at a rate equal to the average
5 cost per square foot of space leased by child care providers in the
6 community in which the building is located, as determined by the
7 Department of Community and Regional Affairs.

8 (g) In this section

9 (1) "building" means a building in which the space occupied
10 by state employees is used primarily for administrative, clerical,
11 educational, or executive functions;

12 (2) "leased" means leased under a pre-built lease with
13 provisions for renovations for the state or under a lease for a build-
14 ing to be built according to state specifications, but "leased" does
15 not include the renewal of existing leases.

16 * Sec. 3. This Act takes effect immediately in accordance with AS 01.-
17 10.070(c).

Offered: 2/29/84
Referred: Rules

Original sponsors: Fahrenkamp, V.Fischer,
Kerttula, et al

1 IN THE SENATE BY THE FINANCE COMMITTEE
2 CS FOR SENATE BILL NO. 247 (Finance)
3 IN THE LEGISLATURE OF THE STATE OF ALASKA
4 THIRTEENTH LEGISLATURE - SECOND SESSION

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6 center in the building.

7 (b) If the Department of Labor and the Department of Community
8 and Regional Affairs determine under (2) of this section that a child
9 care center is needed in a building that is owned or leased by the
10 state, plans for construction, expansion, or major renovation of the
11 building shall include plans for a child care center in the building.
12 The child care center shall be designed to meet all licensing require-
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15 space in a building in which a licensed child care center under this
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CS FOR SENATE BILL NO. 247 (Finance)

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IN THE LEGISLATURE OF THE STATE OF ALASKA

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THIRTEENTH LEGISLATURE - SECOND SESSION

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Offered: 2/29/84
Referred: Rules

Original sponsors: Fahrenkamp, V.Fischer,
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1 IN THE SENATE BY THE FINANCE COMMITTEE
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THIRTEENTH LEGISLATURE - SECOND SESSION

5

A BILL

6 For an Act entitled: "An Act relating to child care centers in state
7 buildings; and providing for an effective date."

8 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:

9 * Section 1. FINDINGS AND INTENT. (a) The legislature finds that it
10 is in the public interest to foster the productivity of Alaska workers and
11 to encourage and assist Alaska parents to further their own formal educa-
12 tion. The achievement of these goals will be served by establishing facil-
13 ities for quality child care services in or near the workplace and on the
14 campuses of the University of Alaska and the state's community colleges.
15 To that end, this Act provides for the creation of privately run child care
16 centers in state buildings.

17 (b) It is the intent of the legislature that this action will encour-
18 age private employers to provide adequate child care facilities for their
19 employees.

20 * Sec. 2. AS 35.10 is amended by adding a new section to read:

21 Sec. 35.10.021. CHILD CARE CENTERS IN STATE BUILDINGS. (a) The
22 person or agency responsible for planning the construction, expansion,
23 or major renovation of a building owned or leased by the state shall
24 obtain from the Department of Labor and the Department of Community
25 and Regional Affairs a determination of the need for a child care
26 center in the building. The determination shall be based on an as-
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28 (1) the child care needs of public and private employees
29 who work in the building or in neighboring buildings;

1 (2) the child care needs of students who attend classes or
2 other school functions in the building or in neighboring buildings;

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4 within a convenient distance from the building; and

5 (4) the economic feasibility of operating a child care
6 center in the building.

7 (b) If the Department of Labor and the Department of Community
8 and Regional Affairs determine under (a) of this section that a child
9 care center is needed in a building that is owned or leased by the
10 state, plans for construction, expansion, or major renovation of the
11 building shall include plans for a child care center in the building.
12 The child care center shall be designed to meet all licensing require-
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14 (c) The person or agency responsible for assigning or leasing
15 space in a building in which a licensed child care center under this
16 section is required to be located shall consult with the Department of
17 Community and Regional Affairs and shall lease space in the building
18 to a private child care services provider for the operation of the
19 child care center.

20 (d) Use of a child care center in a building owned or leased by
21 the state is open to the public.

22 (e) The requirements of (a) and (b) of this section do not apply
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9 (1) "building" means a building in which the space occupied
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15 not include the renewal of existing leases.

16 * Sec. 3. This Act takes effect immediately in accordance with AS 01.-
17 10.070(c).

Offered: 2/29/84
Referred: Rules

Original sponsors: Fahrenkamp, V.Fischer,
Kerttula, et al

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3 IN THE LEGISLATURE OF THE STATE OF ALASKA
4 THIRTEENTH LEGISLATURE - SECOND SESSION
5 A BILL

6 For an Act entitled: "An Act relating to child care centers in state
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17 10.070(c).

Offered: 2/29/84
Referred: Rules

Original sponsors: Fahrenkamp, V.Fischer,
Kerttula, et al

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TESTIMONY OF SENATOR BETTYE FAHRENKAMP
BEFORE THE SENATE HEALTH AND SOCIAL SERVICES COMMITTEE
ON SENATE BILL 247

MR. CHAIRMAN, MEMBERS OF THE COMMITTEE, I WANT TO THANK YOU FOR PROVIDING ME WITH THIS OPPORTUNITY TO SPEAK IN SUPPORT OF SB 247. I AM JOINED IN MY SUPPORT BY THE DEPARTMENTS OF ADMINISTRATION, COMMUNITY AND REGIONAL AFFAIRS, AND HEALTH AND SOCIAL SERVICES AND MANY OF OUR COLLEAGUES.

THIS LEGISLATION CONTINUES TO EXPRESS THE STATE'S COMMITMENT TO THE CHILDREN AND PARENTS OF OUR STATE. IT ACKNOWLEDGES AND ACCEPTS THE EVOLVING ROLES OF WOMEN IN THE WORK PLACE AS EQUAL PARTNERS TO THEIR MALE COUNTERPARTS. ACCORDING TO THE OFFICE OF INSTITUTIONAL RESEARCH AT ANCHORAGE COMMUNITY COLLEGE, THERE WERE RECENTLY 14,815 WOMEN IN ALASKA OVER THE AGE OF 16 IN THE WORK FORCE, WITH CHILDREN UNDER THE AGE OF SIX. 47.4 PERCENT OF ALL MOTHERS IN ALASKA ARE IN THE WORK FORCE.

RECENTLY, THE U.S. CENSUS BUREAU RANKED ALASKA SECOND IN THE NATION IN NEW BIRTHS WITH 22.5 BIRTHS PER 1,000 PEOPLE PER YEAR, WITH THE NATIONAL AVERAGE AT 15.6.

ACCORDING TO A JANUARY SENATE ADVISORY COUNCIL REPORT PREPARED BY FRANK SEUFFERT, 22 OF 36 CHILD CARE CENTERS RESPONDING TO HIS SURVEY INDICATED THAT THEY HAD WAITING LISTS WITH AN AVERAGE NUMBER OF ABOUT 20 CHILDREN AND AN AVERAGE WAIT OF 3 MONTHS.

THE ANCHORAGE DAILY NEWS CARRIED AN ARTICLE REGARDING ON-SITE CHILD CARE RECENTLY. IN THE ARTICLE LARRY SNYDER, DIRECTOR OF PERSONNEL AT NERLANDS FURNITURE STORE, INDICATED THAT AS A RESULT OF THEIR ON-SITE PROGRAM "MANAGEMENT AND SUPERVISORS HAVE A MUCH BETTER LEVEL OF UNDERSTANDING OF THE ADDITIONAL RESPONSIBILITIES THIS EMPLOYEE HAS TAKEN ON." HE FURTHER NOTED THAT IN ALASKA "THERE

IS NOT TYPICALLY A BROAD FAMILY SUPPORT SYSTEM HERE FOR THE YOUNG FAMILY, SO THE SUPPORT THEIR FELLOW EMPLOYEES GIVE, AS THEY TAKE THIS BIG STEP INTO PARENTHOOD, BECOMES IMPORTANT AND A POSITIVE INFLUENCE." HE INDICATED THAT THIS OVERALL POSITIVE FEELING AT THE WORKPLACE WAS HAVING A VERY GOOD EFFECT ON THEIR BUSINESS.

ACCORDING TO IED KESSEL, DIRECTOR OF THE CENTER FOR EDUCATIONAL DEVELOPMENT AT PROVIDENCE HOSPITAL, THE HOSPITAL PLANS TO OPEN A QUALITY DAY CARE CENTER BY MAY 1, 1984. THE CENTER WILL OPERATE 24 HOURS A DAY, 7 DAYS A WEEK. THE CENTER WAS A DIRECT RESPONSE TO A NEEDS ASSESSMENT SURVEY OF THE HOSPITAL'S EMPLOYEES. WERNER TRAVEL, INC., IN ANCHORAGE PROVIDES ON PREMISES DAY CARE FOR THEIR 15 EMPLOYEES.

MR. CHAIRMAN, I MAKE THESE STATISTICAL POINTS AND REFERENCES TO ON-SITE FACILITIES BECAUSE I WANT TO REINFORCE OUR INTENT WHICH IS TO ACT AS A MODEL FOR PRIVATE INDUSTRY; TO PERPETUATE AND SUPPORT QUALITY CHILD CARE AND FOSTER MORE SATISFIED AND PRODUCTIVE EMPLOYEES AND STUDENTS.

NO ONE CAN ARGUE AGAINST ENCOURAGING QUALITY CHILD CARE AND FAMILY SERVICE WHICH CONTRIBUTES TO GREATER WORKER PRODUCTIVITY AND BENEFITS CHILDREN, PARENTS AND INDUSTRY OR, IN THIS CASE, GOVERNMENT.

SPECIFICALLY, IF ENACTED THIS BILL WOULD BECOME A PLANNING TOOL FOR ENSURING THAT AS WE BUILD NEW STATE FACILITIES WE INCLUDE SPACE WHICH WILL BE CONTRACTED OUT TO PRIVATE, LICENSED CHILD CARE PROVIDERS TO OPERATE CHILD CARE FACILITIES WHOSE SERVICE WILL BE PAID FOR BY THOSE PARENTS CHOOSING TO USE THE FACILITY. THERE IS NO INTENT TO SUBSIDIZE CHILD CARE TO STATE WORKERS OR ANYONE ELSE. THE PROVIDER WOULD PAY RENT ON THE SPACE AT A RATE SIMILAR TO THAT BEING PAID BY OTHER PROVIDERS IN THEIR AREA AND THE FACILITY WOULD NOT BE LIMITED TO USE BY STATE EMPLOYEES.

THE COMMITTEE SHOULD HAVE FISCAL NOTES AND POSITION PAPERS FROM THE DEPARTMENTS OF COMMUNITY AND REGIONAL AFFAIRS AND HEALTH AND SOCIAL SERVICES. THE FISCAL IMPACT IS ZERO AND BOTH DEPARTMENTS SUPPORT THE LEGISLATION.

I'VE ALSO ENCLOSED A SENATE ADVISORY COUNCIL REPORT WHICH DETAILS THE NEED AND THE RATIONALE FOR THE ADOPTION OF THIS LEGISLATION.

MR. CHAIRMAN, I WOULD BE HAPPY TO ANSWER ANY QUESTIONS YOU OR THE OTHER MEMBERS OF THE COMMITTEE HAVE AT THIS TIME. THANK YOU.

Alaska State Legislature

Advisory Council Members
Senator Kerttula, Chairman
Senator Bennett
Senator Vic Fischer
Senator Fahrenkamp



Pouch V
State Capital
Juneau, Alaska 99811
Phone: (907) 465-3114

SENATE ADVISORY COUNCIL

MEMORANDUM

TO: Senator Fahrenkamp

FROM: Elizabeth J. Hickerson *EJH*

RE: SB 247, An Act Relating To Child-Care Centers in State Buildings

DATE: May 25, 1983

SENATE BILL 247

SB 247 provides that space for child care centers shall be incorporated in the design of state office buildings under construction, expansion or major renovation, if the need for such service is determined. It is the intent of this legislation that a provider will lease the space and that the parent will pay for the child care services.

The Departments of Labor and Community and Regional Affairs are responsible for conducting a needs assessment based on the child care requirements of the employees working in the building and neighboring buildings, and the availability of licensed child care centers conveniently located. For buildings associated with state universities a needs assessment of the students attending classes or other activities on campus will also be conducted.

If it is determined that there is a need for child care facilities within the building under consideration, the person or agency responsible for assigning or leasing the space in the building, in consultation with the Department of Community and Regional Affairs, will contract with a private child care service provider for the operation of the center.

All state licensing requirements must be met by the provider. State child care subsidies will be available for eligible providers and parents. This legislation limits the number of children that may be accommodated in a center. Not less than 40 nor more than 60 children will be provided services in the center. According to Lari, Child Care Coordinator for the Division of Employment Opportunity, C&RA, 40

children is the minimum number necessary for a center to operate economically. It is her conclusion that more than 60 children in one facility is not manageable nor conducive to a quality environment for children.

The use of the child care center is to be made available for the public as well as the employees in the building and surrounding buildings. It will be necessary to establish certain priorities for the use of the facility since the purpose of on-site child care is to provide services for children with parents working in the same building.

While the plans of the center should incorporate the needs of the children and the provider, this space should be so designed as to be utilized for alternate purposes in the event that there is a decreased need. Outdoor playground facilities will also be needed. It would be economical to locate the center in close proximity to a public park or playground.

PRIVATE ON-SITE CHILD CARE CENTERS

On-site child care facilities in national corporations have increased productivity, reduced absenteeism and tardiness, and are an effective recruiting tool.

Intermedics, Inc., reported that during the first two years of its child care center's operation, turnover decreased 60% and several thousand of hours normally lost to absenteeism became productive.¹ According to Steve Neuville, Executive Vice President of Neuvill-Mobil-Sox, Inc., this benefit has been a very effective recruiting aid and a financial reward for the employer. The center at Neuvill-Mobile-Sox is credited with reducing employee turnover and absenteeism.²

Other reasons given for providing child care include the ability to remain competitive, attract and hold top quality people, and provide working conditions that foster high morale and productivity.³

Among the corporations outside of Alaska offering on-site child care for their employees are Zale Corporation, Wang Laboratories, Corning Industries, Neuvill-Mobil-Sox Inc., Texas Instruments, Playboy Resorts, Stride-Rite, Intermedics Inc., Connecticut General Life Insurance, Welch Foods, Whirlpool and Emperor Clock Company.⁴

Anchorage businesses are beginning to provide these facilities. Nerland's Furniture Store and Werner Travel presently provide this service. Providence Hospital plans to open a day care center for the use of its 1,400 employees in 1984. Nordstrom's Department Store is in the process of determining the need and feasibility for an on-site facility.

PUBLIC ON-SITE CHILD CARE: NEW YORK STATE

Public on-site child care has been equally successful in increasing productivity and reducing absenteeism. The state of New York opened its first on-site child care facility, The Children's Place, in 1979. Following the success of this first center the state opened eleven more on-site child care centers throughout New York for its employees.

According to its first director, Deborah Long-Miller, the Children's Place was the product of union negotiations begun more than ten years ago. The State made a pledge to provide child care for its employees. A nonprofit corporation was⁵ established to open and operate child care centers at state facilities.

Space, renovation and maintenance was provided by the state. Start up funds came from a Federal Health, Education and Welfare Research and Development Grant. Parents pay for all operating cost based on a sliding scale fee. State employees receive priority for the center's space, but the public also has access to the center. The Children's Place utilizes public parks and playgrounds located near the center.

Welfare Research, Inc., evaluated The Children's Place and released the following information in June 1980:

Seventy-three percent of parent's reporting reduced absenteeism were State employees.

Forty-seven percent of respondents indicated improved work productivity.

Forty-five percent of women responding said the center enabled them to keep working, take jobs or return to work sooner.

Sixty-two percent would have child care problems without the Children's Place.

Eighty-three percent worry less about their child.⁶

State employees and the State of New York agree that this service has been successful and a benefit to all.⁷

THE BENEFIT FOR ON-SITE CHILD CARE IN ALASKA STATE BUILDINGS

In FY⁸83, the state of Alaska had 18,495.9 full-time equivalent employees. As of March 1983, 44.7% of the Executive Branch, 58.9% of the Legislative Branch, and 75.2% of the Judicial Branch were female employees. Forty-eight percent⁹ of the University of Alaska employees were women as of December 1982.¹⁰ These percentages do not include part-time or temporary employees.

It is unknown at this time how many of these employees have children, however the 1980 census shows that:

In 1980 the median age of the state population was 26.1.¹¹
70% of the state population was under 35 years of age.¹²

26.2% of the state's population were woman of childbearing age (15-44 years of age).¹³

Alaska ranked second in the national birth rate, with 22.5 births per 1,000 people.¹⁴ The national average was 15.6 births per 1,000 people.

There were 65,038 households in Alaska with persons under 18 years of age. Of this number there were 11,766 single parent households.¹⁵

In Alaska the number of mothers in the work force with children under the age of 6 years totaled 14,815.¹⁶

It can be assumed that female state employees share similar characteristics with the general population. It therefore can be expected that a high porportion of female state employees are young working mothers.

Since on-site child care has proven beneficial to employers and employees in the private and public sector, it would be constructive for the State of Alaska to investigate the feasibility for child care centers in future construction and renovation of state buildings.

FOOTNOTES

- ¹"Who's Hindering the Kids?" Working Women, May 1982, p.99
- ²Stanley D. Nollen, "Job and Family: The Walls Come Down," U.S. News and World Report, June 16, 1980, p. 57.
- ³Judith P. LaVorgna, "Schools in the Workplace," Phi Delta Kappan, October 1982, p. 128.
- ⁴See Beverly Jacobson, "Taking Baby to Work," McCalls, July 1982, p. 51; Judith P. LaVorgna, "Schools in the Workplace," Phi Delta Kappan, October 1982, p. 128; Stanley D. Nollen, "Job and Family: The Walls Come Down," U.S. News and World Report, June 16, 1980, p. 57; "Who's Hindering the Kids?" Working Women, May 1982, p. 99.
- ⁵Telephone interview with Deborah Long-Miller, The Children's Place, Albany, New York, 13 May 1983.
- ⁶Empire State Day Care Services, Inc., "Fact Sheet," (Typewritten).
- ⁷"Day Care: A State Labor-Management Initiative," Quality of Working Life Review, Volume I, Number 2, pp. 5-6.
- ⁸Alaska, Office of Management and Budget, Executive Budget Book I Operating Budget for Fiscal Year 1984, p. 22.
- ⁹Telephone interview with Kaye Hogan, Deputy Director, Division of Equal Employment Opportunity Division, Department of Administration, Juneau, Alaska, 24 May 1983.
- ¹⁰Telephone interview with Sandy Ray, Director of Affirmative Action Program, University of Alaska, Fairbanks, Alaska, 24 May 1983.
- ¹¹Alaska, Department of Health and Social Services, Division of Health Planning and Development, Proposed State Health Plan for Alaska, June 1982, p. 2-17.
- ¹²Ibid., p. 2-17.
- ¹³Ibid., p. 2-19.
- ¹⁴"Alaska Second in Birth Rate," Anchorage Times, 5 May 1983, Sec. J, p. 8.
- ¹⁵Telephone interview with Amy Van Domelen, Research Analyst, Municipality of Anchorage, Anchorage, Alaska, 13 May 1983.
- ¹⁶Loretta J. Seppanen, Families and Work: A Statistical Profile for Alaska (Anchorage: Office of Institutional Research, Anchorage Community College [1983]), p. 9.

(C) furniture and equipment is durable and safe and that in day care centers it is of child size or appropriately adapted for children's use.

(b) Where newborns, infants, and toddlers are in care, compliance with the criteria in subsection (a) must be appropriate to their developmental stage. In addition

(1) separate sleeping space must be provided for infants and toddlers in day care centers; a play or crawl area exclusive of crib space must be provided for their use; and provisions must be made to ensure that they are not endangered by the active play of older children;

(2) these children may not be routinely left in a crib without direct adult contact for long periods of time while awake (e.g., typically not more than 45 minutes);

(3) infants and toddlers must be allowed, under supervision, some opportunities during the day when they can explore and learn on their own;

(4) there must be toys and materials available for their use which provide opportunities for the child to learn through seeing, feeling, hearing, smelling, and tasting;

(5) there must be frequent verbal communication between caregivers and these children; and

(6) there must be physical stimulation through being held and rocked and played with as well as through being dressed, bathed, and carried. (Eff. 4/4/62, Reg. 5; am 2/3/77, Reg. 61)

Authority: AS 47.35.030

7 AAC 50.242. ENVIRONMENT REQUIREMENTS. (a) Each day care center must have sufficient indoor and outdoor space in relation to the number and ages of children in care to accommodate the physical and other developmental needs of children served. Satisfactory compliance with this subsection requires that

(1) there be at least 35 square feet of indoor space per child capacity used for the care of

children, exclusive of hallways, bathrooms, lockers, closets, laundry and furnace rooms, and the kitchen;

(2) there be at least 75 square feet per child of outdoor play space for the maximum number of children on the playground at any one time; where outdoor play space is not available at the facility, parks or other outdoor facilities that are easily accessible may be used.

(b) Each day care center must have appropriate storage and work space areas convenient to the area of use. (Eff. 2/3/77, Reg. 61)

Authority: AS 47.35.030

7 AAC 50.245. FIRE SAFETY (a) The building housing a day care center must meet the standards for buildings and life safety contained in 13 AAC 50.010 - 13 AAC 50.030 and 13 AAC 55.010 - 13 AAC 55.150.

(b) When the division receives a license application from a day care center and when new construction or remodeling is completed, a fire inspection of the premises must be made by the fire marshal or his local designee to determine conformity with existing safety standards. Subsequent annual fire inspections might be required.

(c) Family day care homes must be free of fire hazards. They must have

(1) at least one five-pound ABC dry-chemical fire extinguisher or an AC primary power or monitored battery powered smoke-detection device;

(2) two exits remote from each other that are usable year round, one of which may be a window which can be opened;

(3) at least one usable exit directly to the outside at street level where a basement is utilized;

(4) a restriction limiting occupancy to the main floor, daylight basement, or second floor of the building, when more than two children under age five are in care;

(5) at least one exit leading directly to the

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MANAGEMENT *REVIEW*

Parents and employers: New partners in child care

RENEE Y. MAGID



A DIVISION OF AMERICAN MANAGEMENT ASSOCIATIONS



Parents and employers: New partners in child care

RENEE Y. MAGID

MOTHERHOOD AND APPLE PIE still rate highly in contemporary society. For proof, visit the Fox Chase Medical Center in Philadelphia where

both mothers and fathers may be seen snacking with young children at the newly established child care center.

The Fox Chase Medical Center is a multi-institutional campus, shared by closely cooperating institutions. The Medical Center consists of the Fox Chase Cancer Center, Institute

for Cancer Research, American Oncologic Hospital, Jeanes Hospital, and Friends Hall. All the institutions are involved in one phase or another with health care delivery and biomedical research. Indeed, it may be that this cooperation among these institutions was among the significant factors which helped to foster accept-

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BOON TO WORKING PARENTS: Fox Chase Day Care center (opposite page photo) provides worry-free convenience to parents employed at the Medical Center. At right, medical professional takes time to admire Christmas tree with her child.



FOX CHASE DAY CARE CENTER

ance of the child care center at Fox Chase.

The concept of an employer-sponsored child care center for the children of all employees of the medical center was formulated over several years; a period which clearly marked a greater public awareness of

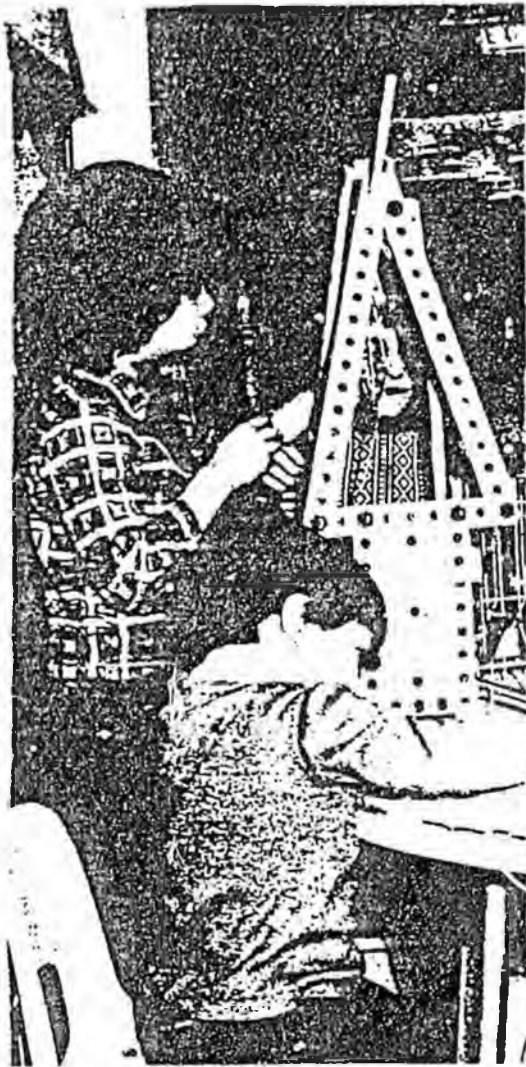
Renée Y. Magid, a professor at Beaver College, Glenside, Pennsylvania, teaches courses in administration and supervision of child development centers. She is co-author of the book, Exploring Early Childhood—Theory and Practice and serves as a consultant on child care center operations.

the evolving roles of women at the workplace. According to Mary Dixon, director of personnel and employee relations at Fox Chase, requests to the administration for child care "trickled in" at first. However, soon requests greatly increased, voiced by nurses, physicians, scientists, and virtually all other health and support staff personnel.

Ms. Dixon recalls that one mother, a research scientist dedicated to her work and motherhood, felt that the best way to care for her new baby was to bring the child to work with her until satisfactory ar-

rangements could be made. Because of the constraints of such an arrangement, the need for a child care center, on or near the Fox Chase Medical Center, crystallized.

F. J. McKay, a senior administrator at the Medical Center, summed up the Fox Chase philosophy: "The child care program was a marriage of important employee and institutional needs. In research and health care, the pursuit of excellence is crucial. By responding to employees' child care needs, institutions help themselves by enlarging the pool of available talent. In adminis-



AZWA CHILD DAY CARE AND HEALTH CENTER

WORKPLACE CHILD CARE: Employers and unions offer 'family security' as a new benefit.



tration, we can pursue excellence by supporting medical and scientific staff in every way possible."

Thomas Garvey, associate administrator of the medical center, in analyzing the institution and its needs, said that Fox Chase employs 1,800 people, 60 percent of whom are women, who work in all sectors of the center. This includes a large percentage of women who are of child-bearing age, as well as single parents and dual career parents. Garvey explained some of the factors considered in analyzing the need for a child care center at Fox Chase.

- Improved ability to recruit high-caliber staff members. The day care program would serve as an attractive fringe benefit, but would also demonstrate the Center's commitment to quality programs and staff well-being.
- Reduced turnover and improved retention. The day care program would enable well-trained staff

members, particularly professional women, to remain on the staff. This would in turn contribute to the enlarged pool of available talent, as well as demonstrate actual cost savings from reduced recruiting efforts.

- More effective training. By retaining well-trained staff members, institutions continue to receive the value of prior training, and build on that training to improve the value of staff members to the Center and to themselves.
- Migration of full-time homemakers to the workplace has greatly reduced an available pool of traditional, informal child care providers (neighbors, friends, relatives).
- Local and federal child care programs are losing funding.
- Growth of private child care programs has slowed due to economic factors.
- Competitive posture for nonprofit institutions (as far as direct compensation is concerned) has traditionally been lower than that of profit-making institutions.
- Good fringe benefits have typically been an asset in hiring personnel in the nonprofit sector.

When the idea for the child care project moved through executive management to board-level management, cost effectiveness emerged as a significant factor in validating its adoption. Retirement programs can cost from 8-10 percent of total direct payroll, and basic family dental plans will generally range from 1-1.5 percent of the same payroll base. In contrast, the child care program at Fox Chase is expected to draw .5 percent of direct payroll in first year operating costs, plus approximately .3 percent of payroll for initial seed money. If this program significantly decreases turnover, increases retention, and increases effectiveness of training,

Potential Cost Factors In Center Operation

Space: Capital costs for land and building, development, utility fees, taxes, rental fees, insurance.

Equipment: Classroom, outdoor playground, office furnishings, telephone, maintenance, kitchen equipment.

Staff: Administrator, teachers, aides, clerical, custodial, cook, driver, substitutes. In addition to salaries, related costs and benefits should be taken into account—social security taxes, workers' compensation, unemployment and medical insurance, holiday and vacation pay.

Consumable supplies: Teaching supplies, food, maintenance, office and clerical.

Transportation: Van or bus may be needed unless parents are required to provide transportation for children.

Communication: Printing, postage, telephone, publicity and advertising, parent education.

Staff development: In-service training, professional publications and association memberships, workshops and seminars.

Social services: Consultations with medical, social service, and psychological personnel.

Miscellaneous: Legal, accounting, public relations, liability insurance, emergency funds (equivalent to two months operating expenses).

then the cost-benefit ratio would be great indeed.

One of the many supportive board members at Fox Chase said it best: "Organized labor has long recognized the need for job security. If you read a collective bargaining agreement, you will find the job security clause to be most prominent. If we interpret this concept more broadly to mean 'family security,' we have what many industry observers consider the key to the successful Japanese model: attention to and provisions for the family security of their employees." The labor-intensive institutions at Fox Chase have taken a long step towards total employee-family security, and toward fulfillment of human potential—both male and female. Employee-employer support of child care has thus created a new partnership for industry today.

Company and family life merge

The scenario at Fox Chase is being played out nationwide, as radical changes in lifestyles are felt by individuals, families, and by employers. Dual career families, working mothers, and single parents have become part of the American way of life. Present societal factors indicate that little will occur in the near future to alter this pattern.

A significant trend emerging from the above factors is the merger of work and family life. Dr. Stanley Nollen of Georgetown University's School of Business Administration states that "no longer can work and family life be treated as separate entities." He cites a 1977 survey of workers that indicated that 25 percent of their problems involved conflict between work and family, as compared with only one percent

cited in a 1969 survey. According to Nollen, "The new worker is bringing a new set of concerns to the workplace that may highlight tension between work and family." As a result, corporations may no longer be insulated from these problems.

The Department of Labor reports that women between the ages of 18-64 represent 67 percent of the full-time labor force in the United States. Of the 67 percent cited, 60 percent are in their prime middle years, ages 25-54, and for women college graduates in the same category, the total number is over 70 percent. Married women with children under the age of six represent 47 percent of the current labor force, as compared with 32 percent in 1970.

True, the number of children in the United States has been declining due to falling birth rates, but current statistics indicate that the number of children with working mothers is increasing rapidly. There are 7.5 million children under the age of six with mothers in the labor force and, by 1990, there will be an estimated 10.4 million children under age six with working mothers. In addition, studies substantiate what the administration at Fox Chase cited: As more women enter the workplace, the availability of informal child care arrangements, such as dependence on neighbors, relatives, or friends, will be greatly reduced.

Encouraging company response

Not only at Fox Chase Medical Center, but nationwide, many employers have responded enthusiastically to contemporary lifestyles. These employers have been resourceful and creative in meeting changing needs of individuals and families. A growing number of major

corporations have implemented programs for employees' children that may help reduce potential conflict between work and family, thereby creating more satisfied, productive employees.

In the last decade, nearly the same number of employer-sponsored child care centers were established as in the 20 years preceding. A survey conducted by the Child Care Alliance indicated that most centers are located on-site, either within the institution itself or on the grounds. Care is available for children ranging from infants to school age, and hours of operation correspond with the needs of employees.

Companies such as Zale Corporation in Dallas, Texas; Neuvill-Mobil Sox in Hickory, North Carolina; Red Rope Industries in Bristol, Pennsylvania; ABT Associates in Cambridge, Massachusetts; Intermedics Inc. in Freeport, Texas; and Corning Glass Works in Corning, New York have

established child care facilities within, adjoining, or near to their physical plants. Degree of support, which varies in each of the centers depending on operational design, may range from total subsidization to contribution of expertise, equipment, or operating funds.

Polaroid Corporation in Cambridge, Massachusetts supports quality child care in a different way, by using an employer voucher system, which subsidizes a percentage of an employee's child care costs at any licensed family day care home or center.

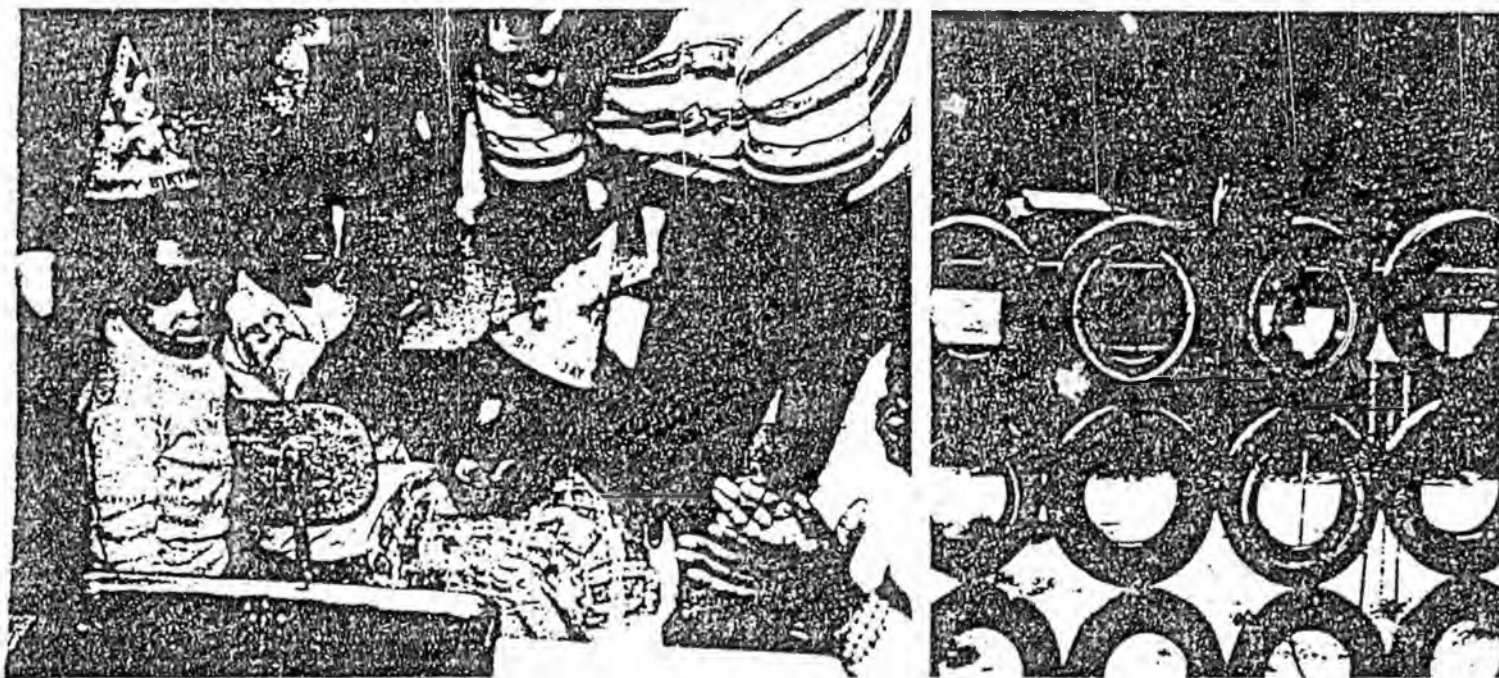
Some companies have expanded their objectives to include the community at large. For example, Stride Rite Shoe Company of Boston opened the Stride Rite Children's Center in 1971 "in response to a growing need among large numbers of Stride Rite employees and the surrounding community." Stride Rite President Arnold Hiatt indicates that

Stride Rite's center is working "due in large part to the decisions made at the onset of the program, company sponsorship, parent participation, careful staffing, and outside sources of funding."

The Northside Child Development Center in Minneapolis, like the Fox Chase Center, is a consortium formed by a group of companies to provide child care for company employees and the community. The consortium, including Control Data Corporation, Dayton's Department Store, Farmers and Mechanics Bank, Federal Reserve Bank, Lutheran Brotherhood Insurance Company, Northern States Power Company, Northwestern Bell Telephone Company, and the Pillsbury Company, shares tasks and costs associated with the center.

Funded by the above corporation, monies from Title IVA of the Social Security Act, and the U.S. Department of Agriculture, the

WORK AND FAMILY LIFE MERGE: Companies are adapting to significant social and economic trends, such as the growing number of working mothers.



STRIDE RITE SHOE COMPANY



center is a model of business, government, and community cooperation. Control Data's manager of public affairs, Gary Lohn, states, "Our company got involved and stayed involved in the center because of the benefits to the community and employees."

Merck Sharpe and Dohme in West Point, Pennsylvania found that contributing funds to an existing child care center has helped assure their employees priority at the center. However, Merck's Rahway, New Jersey plant is helping employees establish a parent-run child care facility, which will be in a church located a mile from the plant. Merck will donate "seed money" to cover renovation and other start-up costs and help the program become self-

sustaining. In another approach, Illinois Bell Telephone hired personnel to assist employees in finding adequate child care services.

Unions, such as Amalgamated Clothing Workers of America (A.C.W.A.), are involved in the care of employees' children. Currently, A.C.W.A. child care centers in Virginia, Maryland, Pennsylvania, and Illinois are supported by a percentage of total gross payroll of area clothing manufacturers. Monies are paid to a joint health and welfare fund, and administered by seven representatives from labor and seven from management. The plan has worked successfully to date, and cares for more children than any other private American organization. All union members are eligible, and the large

number of children served in the center indicates that many A.C.W.A. members enjoy the benefits of the program.

Planning: A priority

Obviously, there is no one best way for employers and employees to share in a partnership to support child care. The program model selected will certainly influence both start up and operating costs of a program. Employers are well-versed in the importance of careful planning before embarking on a new venture. Planning for employer support of child care requires the same consideration:

- Learn what the models are for employer-support of child care.

- Establish a task force, which should include management, labor representative, knowledgeable employees/parents, and persons with skill in personnel, law, and public relations.
- Assess needs to determine suitability of a child care program and encourage feedback from interested employees. Needs assessment must elicit accurate information; it is crucial that needs assessments be designed for the specific population.
- Communicate results of needs assessment to employees through memos, posters, and group meetings. (This is the employer's chance to state clearly the institution's position. If communication is assumed rather than on-going, a well-intended program for child care may be doomed before it starts.)
- Evaluate existing community services.
- Support a particular model for child care at the work place, based on

highest quality, best tax and financial advantage to those concerned, and least liability for the major contributor.

- Consider hiring an outside consultant to help analyze costs; assist in site selection; develop the program; store information concerning child care philosophy, goals, objectives, policy, and procedures; and evaluate the total proposed program. Consulting services may be cost effective, if those involved are not thoroughly familiar with child care programs.
- Evaluate the effectiveness of the planning process in establishing the program.

For the employer committed to the concept of quality child care at the work place, the accompanying list itemizes both start up and operating costs, as listed by the U.S. Department of Labor in a 1980 report. These items vary, depending on size, location, and decisions about type of program to be implemented.

Investment by employers may not be readily measurable in terms of the bottom line, but real benefits of child care to all involved may far outweigh expenditures.

At the employer-employee level, for example, operation of a child care unit helps reduce absenteeism, tardiness, and turnover; while serving to retain valuable employees, it also helps attract new applicants. It demonstrates that company management shares basic concerns of the workers, thus contributing to overall improvement in company-employee relations. In the community, the center is a highly visible charitable contribution and thus a plus for corporate public relations.

Parents (employees) are likely to adopt more positive attitudes toward their jobs; worries about separation from their children are eased by the center's proximity. The parent is available in case of an emergency, giving a better sense of security to the parents and the child.

Family relationships therefore benefit in a variety of ways. The child's day is more structured, and opportunities for child growth and development are improved.

Support of child care presents a challenge for the future. Solutions to meet the demands of contemporary lifestyles will not come easily. However, improving the quality of family and work life is necessary to keep pace with a changing workforce in a changing world. Amory Houghton, Jr., chairman of the board of Corning Glass Works noted, "We (at Corning) provide a working environment that is supportive for men and women. The Corning Children's Center helps provide that essential to all family life—the best possible care for children." ◊



NEW OPPORTUNITY TO SHARE: Work-site day care enables parents and children to have lunch together, another way in which family relationships can be strengthened.



Susan R. Clark, State Legislative Chair
1109 C Street, Juneau, Alaska 99801

May 1983

AAUW supports Senate Bill 247 which would include in the architectural plans of major state buildings the space for a child care center for employees, students and other parents who work in the vicinity.

Our society is at a point where economic conditions are forcing parents in greater and greater numbers to seek employment. Only 7 years ago for the first time nationally more women with children were employed than were working at home (a rise from 18% to 54% over the last thirty years). Now in Alaska almost 50% of all women with preschool children are employed. Women seek meaningful employment for the same reasons men do - out of economic necessity and out of a need to lead contributing, independent and challenging lives. Now that we have begun, in Alaska at least, to outlaw discrimination against women in education and employment, women have increased opportunity and are taking that opportunity to pursue professional goals - goals that must of necessity for many include less time spent exclusively parenting. Women who do choose parenting also realize that raising children usually occupies but one-third of their adult life, and that they must prepare themselves at least educationally for the economic security of that other two-thirds.

In addition to an increase in the need for two-parent incomes, we have a high percentage of single parents whose lack of alternatives for child care while they are earning a living or studying to earn one is often acute. I point out these facts to underscore the knowledge that the need for day care for infants, preschoolers, and before and after school is now a fact of life in our society as a whole and even more so in Alaska where almost one-half of all our families have pre-schoolers. But even though more parents are working outside the home, satisfactory child care arrangements are something to be envied, and in no way taken for granted. Given our need and self-interest as citizens to assure that the next generation is adequately nurtured as well as educated, we must as citizens concern ourselves with the availability of affordable, reliable, accessible quality child care for parents who must also earn a living.

The issues in the excellent proposal before you are 1) the quality of child care while parents are employed, and 2) support of families as they assume their responsibility in raising their children. That a benefit also exists to an employer in terms of lower absenteeism and reduced employee turnover, is but delightful fallout to the basic issues of quality child care in and outside the family.

On-site child care speaks to all of these issues. Picture the average employed family with young children. Depending on where parents can find a vacancy in adequate preschool care that they can afford; depending on the number of children in the family needing different kinds of care (a school child, for example, usually must receive care near the school); depending on the location of



each parent's job, the severity of rush hour traffic, and whether all this scheduling and transportation must be done in a single family car or even on public transportation, then the resulting daily logistics can easily add one hour or more to each end of the 8 hour day. For a pre-school child whose waking day is normally 12 hours, the result is the limitation of possible child-parent interaction to two hours that are traditionally ones where both parent and child are tired, hungry and rushed. Latest figures show that the average parent spends but 17 minutes a day actually interacting with his or her child - 14 minutes of which are spent in directing the child to do something. Fathers generally spend more time shaving than they do with their children!

On-site child care reduces drastically the transportation logistics giving parents the maximum time with their child before and after work, but also adds an important additional factor - parents whose children are accessible to their place of employment are provided with the important option of 1) spending additional time with their child during scheduled breaks in the work day or at lunch, and 2) being able to observe first hand and at various times during the day the adequacy or quality of the care program. For too many parents, the only knowledge they really have of their children's day care situation is what they see through the front door at drop-off and pick-up time, and given the lack of options many parents have, many just trust to luck that the arrangement is satisfactory.

These two points (time with the child and observation of the program), however, not only benefit the parent-child interaction, but also help at the same time to raise the quality of the program in general. Studies have conclusively proven that high parental involvement in any child-care program produces the highest quality of care. Not only do parents using on-site care know more fully what their children are doing during the day thereby exerting more control, but through visitation they also help to increase the staff-child ratio during parts of the day, which thus increases the amount of individual attention each child can receive.

Benefits to the employer or school result not only from parents' increased peace of mind, but from the consequent stable child care situation. Parents relying on sitters find that even the most reliable ones have sick days or other commitments and the turnover of family day care home providers is startlingly high. A substantial number of work days are consumed not in caring for a sick child, but in providing care when the regular provider can not or when that person abruptly seeks other employment or respite.

A national trend toward on-site or adjacent child care has begun. President Reagan even highlighted the need in his State of the Union message this year. Over the last decade the IRS has permitted businesses to deduct the expenses of providing a child care facility, but too few businesses have taken advantage of that provision which may have expired in 1982 (and needs to be reinstated). One intent of this proposed legislation is to enable the state to take a leadership role in on-site child care, encouraging private employers to follow suit.

AAUW strongly supports this bill and urges prompt action.

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National Association
for the Education
of Young Children-
Southeast Alaska

My name is Lynn McKinnon. My husband and I are life-long Alaskans, Juneau residents for three and one-half years and the parents of two boys. I am a member of the Alaskan Association for the Education of Young Children and the volunteer legislative advocate for the Association. I am also the fund-raising chairperson of Capital School and Membership Vice-President for the Juneau Co-operative Preschool.

I am here today to urge you to support Senate Bill 247. I will tell you why I became involved, the steps that took place before this proposal became a bill and what the benefits are for on-site child care.

Quality child care means that children are in a life-safe developmentally healthy environment with caring, competent caregivers. I would like to share with you a quote from a report entitled "Child Welfare: Day Care of Children" by Theresa Lansburgh.

"The fundamental issue in day care is how optimal nurturance of today's children can be provided at a time when both the American family and the society are undergoing vast changes.... This country primarily helps "damaged" children and broken families by providing for foster care or institutionalization. The cost of this policy -- social, financially, and in human terms -- is great. The early nurturance provided children can prevent much of the later trauma, dislocation, and disruption. Since children represent the future of the country, this policy also affects the quality of national life and the country's character and ability to meet the tests of leadership, purpose, and threats to survival. Too many children are now growing up without the opportunity to develop into contributing members of society. High-quality day care services can be an important resource for families and for enriching the development of children during their crucial formative years."

In January I read in the Empire that Governor Sheffield announced plans for new buildings to house state agencies.

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It occurred to me that plans for child care facilities for the children of those employed ought to be included in those plans. I had read several articles about successful corporate on-site child care facilities and the advantages for employers as well as parents and children. I then discovered that bills proposing this idea had been introduced in past legislatures, but had not received the attention they deserved.

With the help of a number of people, successive meetings were held to discuss a freshly written proposal. At these meetings all who would eventually be involved should this legislation become law were able to critique and offer suggestions. Participants included representatives from the Departments of Administration, Community and Regional Affairs, Health and Social Services, Education, and Transportation as well as representatives from the Child Care Coalition. The bill was revised to better reflect the concerns expressed by each of these representatives. I feel strongly that because of the work done in advance by all the people involved that this legislation has an excellent chance of being implemented smoothly. I will volunteer any assistance necessary to help in the implementation of this legislation.

A recent status report on child care in Alaska pointed out, among other needs that:

- 1) Alaska has a greater than average need for child care services.
- 2) Day care is a sound investment for the State, at least in helping the disadvantaged. Day Care Assistance can reduce welfare and the need for other social programs. Young children reap long term benefits from quality programs.

On-site child care facilities would have many advantages to the State which would include:

- 1) Reduced costs due to improved ability to recruit highly skilled workers. An on-site child care facility would draw many professional people to the pool of available personnel.
- 2) Reduced turnover and improved retention of employees. The child care facility would enable well-trained staff members, particularly professional women, to remain on the staff.

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Southeast Alaska

- 3) More effective training. By retaining existing staff the State would build on prior training and improve the value of staff.
- 4) Happier employees who would likely be more productive employees.

Advantages for parents and children include:

- 1) Relief from the anxiety of separation during the workday. Parents' accessibility to the child and availability in case of emergency helps relieve this concern and contributes to peace of mind.
- 2) The convenience of on-site care reduces the inherent stress from scheduling problems and leaves more time for the relationship between parent and child.
- 3) Nearness to the workplace allows for more time during lunch for parent and child to be together.
- 4) Studies have shown that the greater the parent involvement the higher the quality of the child care. A center near the workplace would increase parental involvement.
- 5) Women could return to employment from maternity leave sooner, and if they chose, could continue to nurse their babies.

The structure and lifestyle of the Alaskan family has changed dramatically, economic necessity dictating that many women have passed the point where they have a choice about entering or continuing in the labor force. This legislation would affect all Alaskans by demonstrating a continued commitment from the State in supporting families, and the enrichment of social, physical and intellectual experiences for children. Yes, it will cost the State money initially for the space to be included in building plans. I would like to quote an article about the on-site child care facility at the Fox-Chase Medical Center in Philadelphia regarding cost-effectiveness:

"Retirement programs can cost from 8% to 10% of total direct payroll, and basic family dental plans will generally range from 1% to 1.5% of the same payroll base. In contrast, the child care program at Fox-Chase is expected to draw .5% of direct payroll in the first year operating costs, plus approximately .3% of payroll for initial seed money. If this program significantly decreases turnover,

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National Association
for the Education
of Young Children-
Southeast Alaska

increases retention and increases effectiveness of training,
then the cost-benefit ratio would be great indeed."

Senate Bill 247 allows only for space to be provided for the
facility. The expense of operating the facility would primarily
be born by the private provider contracting for the service.

I question whether we can afford not to implement this
valuable program, and will close with another quote by Arnold Hiatt,
president of the Stride Rite Center on corporate premises:

"All of today's delinquents were three and four year
olds a short time ago. Efforts to train hard-core un-
employables have been largely futile. Our tax dollars
provide merely custodial care. The cost of teaching a
child to sing, to grow and to trust peers and adults in
a positive environment is small in comparison."

Children are our most important renewable resource. The
relationship between the workplace and child care has great
significance to fostering optimal nurturance in the family.

Lynn McKinnon
502 West 10th
Juneau, Alaska 99801

FACTS AND ISSUES RELATING TO ON-SITE DAY CARE IN ALASKA STATE OFFICE BUILDINGS

On women in the labor force:

According to U.S. Census Bureau data from the 1980 census, the participation rate of Alaskan women in the work force has increased 100% since 1970.

---70% of all Alaskan women age 16 years and older are working.

---56% of all Alaskan women with children are working.

---47% of all Alaskan women with children under the age of 6 are working.

On current availability of licensed day care in Alaska:

House Research Agency Report 81-207, completed in February, 1982, contains these facts on the availability of licensed day care in Alaska:

---In 1982, licensed day care capacity statewide, including licensed day care homes, was 6,507.

---Of 33 centers surveyed in ten communities, 16 centers (48%) were filled to capacity, and 12 of these had waiting lists.

---Centers with the longest waiting lists were in Anchorage, Fairbanks, and Juneau, (Note that these are areas with large concentrations of state workers.)

---Infant care appeared to be less readily available than day care for children two years and older,

On current need for licensed day care in Alaska:

Alaska Dept. of Labor, Research and Analysis Section, estimates that in 1982:

---There were 51,000 children under the age of 6 living in the state.

---8,200 of these children live in single-parent households.

This means that licensed day care is available for only one out of eight Alaskan children under the age of six.

From these facts, several conclusions can be made:

---There is a critical need in Alaska for additional licensed day care facilities, and particularly for infant care.

---That the need for such facilities is most pressing in Anchorage, Fairbanks, and Juneau (in that order).

---That because there are large concentrations of state employees in these areas, the state as employer has an obligation to address the needs of its employees in the area of child care.

---In addition to its role as employer, the state also has an obligation to provide for the health, education, and welfare of its citizens and for the poor in particular.

All of us who live in this state have an interest in, and a responsibility to, the children of Alaska. Without them, Alaska has no future.

The advantages of on-site day care;

---Employees have greater peace of mind at work and are more productive, knowing that their children are nearby and that they could respond immediately in the event of emergency. This is particularly important for parents of infants and/or children with chronic health problems.

---Mothers who are breast-feeding can return to work from maternity leave sooner.

---The benefits to the state would be many. Employers with on-site day care consistently report increased ability to recruit and train skilled workers, alleviation of scheduling problems, and reduced job turnover rates.

A major study done by Control Data Corporation showed that in their on-site center, over a 24-month period, the average monthly turnover rate for mothers using the center was 1.70%, while for all other females in the same job classes, the average monthly turnover rate was 5.47%. The study also showed less absenteeism and improved job performance by mothers using the center.

The situation as it now exists:

---With present day care arrangements, families live under the strain of complicated schedules to pick up and drop off children. This situation becomes even more of a burden when there are children who go to day care and public school, or when parents work at different locations and there is a single family car. For parents who must rely on public transportation, it is even worse, particularly in harsh weather.

---In addition, with the present arrangements, children spend little time with their parents, with such time occurring only at the end of long, busy days when both children and parents are tired. Some parents counter this by spending all their weekend and holiday time with their children, rather than socializing with adults, participating in the civic affairs of the community, or engaging in other adult growth experiences.

---Such parents often have little or no time to themselves, an important factor in working out the domestic tensions that arise in even the healthiest of relationships. Marital tensions and, in the case of low-income families, economic pressures are known to contribute to divorce, domestic violence, child abuse and neglect, alcoholism and substance abuse, and suicide.

* * * * *

In the past, opponents of child care legislation have based their arguments largely on the premise that women should stay home and take care of their own children. This argument carries little weight in 1983, when most women have passed the point where they have a choice about working. The structure and lifestyle of the Alaskan family has changed dramatically, and much of that change has come out of economic necessity.

Testimony given at a Joint U.S. Senate Hearing in 1975 summarizes the situation eloquently:

"Women will go on working regardless of what actions are taken by this Congress. The lack of access to quality child care will not eliminate the economic necessity of supporting one's family. Rather, failure to provide quality child care to those who need it will simply force families to settle for custodial child care. And it will be the children who will suffer as the result of this ostrich-like approach. The problem will not go away by ignoring it. It is not a question of encouraging women to leave home. Rather, women working and leaving home are

facts which exist and will continue to exist in spite of rising unemployment and in spite of decreased family size."

Unless it becomes possible for Alaskan parents to manage work and family life without undue strain for themselves and their children, our state will suffer a significant productivity loss in the labor market and the economy, and perhaps even a more important loss in terms of the quality of family life experienced by current and future generations.

With this in mind, the legislature is asked to give favorable consideration to this bill, which provides for the construction of day care facilities in new state office buildings and major renovations of existing buildings where a demonstrated need for such facilities exists.

There is a national trend toward on-site day care, and there are many precedents for government participation in areas where there are high concentrations of government employees. A comprehensive report done in 1976 by the Nevada State Department of Human Resources discusses the successful on-site centers operated at the National Institute for Health; the Department of Health, Education, and Welfare; the Social Security Administration; the Department of Agriculture, and the N.A.S.A. Goddard Child Development Centers. This report also states that on-site centers are operating at hundreds of hospitals, colleges, and universities. In the private sector, the Stride Rite Corporation, Wang Laboratories, Control Data Corp., and Hewlett-Packard are just a few employers who provide this valuable service.

Historically, society has addressed problems only after severe damage has been done, at enormous social and economic costs. The need for additional day care facilities in Alaska has already passed the critical stage, and grows worse each year. The legislature is therefore asked to consider the well-being of Alaskan children a top priority for 1983,

Alaska State Legislature House of Representatives Research Agency. Day Care Assistance - Alternatives for Legislative Action. Report #80-50, done in 1980 for Rep. Duncan. 12 pages plus attachments. A comprehensive study providing alternatives for improving the long term financial stability of day care facilities in Alaska. (Note: see also Report #81-207 done in Feb. 1982 for update of statistics and issues) Available upon request from House Research Agency, Juneau.

Review of the Day Care Funding Study. Report #81-76, done in April, 1981 for Reps. Duncan and Buchholdt (see also #81-78). 5 pages plus attachments. Summarizes Moebius Corporation study on cost of care and program eligibility. Attachments include cost-of-living indices, DCRA subsidy schedules, and proposed revised formula. Available upon request from House Research Agency, Juneau.

Day Care. Report #81-207, done in February, 1982 for Rep. Rogers. 27 pages. Provides current information on availability and funding of day care in Alaska. Includes discussion of financial problems/conditions of centers and the Child Care Grant Program. Available upon request from House Research Agency, Juneau.

Assistance for Parents of the Developmentally Disabled. Report #82-57, done in March, 1982 for Rep. Phillips. 2 pages. Identifies resources that can assist parents of developmentally disabled children. Available upon request from House Research Agency, Juneau.

Bane, Mary Jo, and others. Child Care Arrangements of Working Parents. Monthly Labor Review, Oct. 1979, pp. 50-56. A report on diverse child care arrangements in the U.S., extent of government involvement, costs-benefits, current and future policy issues. Available on microfilm at the Alaska State Library, Juneau.

Canon, Belle. Child Care Where You Work. Ms, Magazine, April 1978, pp. 83-86. A discussion on the advantages and history of on-site child care. Includes feminist issues related to child care and list of additional resources. Available on microfilm at the Alaska State Library, Juneau.

Day Care at Work Makes a Comeback. Nation's Business, July 1980, p.20. Brief report on trend toward on-site day care. Available on microfilm at the Alaska State Library, Juneau.

Kamerman, Sheila. Child Care and Family Benefits Policies of Six Industrialized Countries. Monthly Labor Review, Nov. 1980, pp. 23-28. A study of government policies in the U.S. and five European countries, comparing child care and family benefits. Available on microfilm at the Alaska State Library, Juneau.

Nevada State Department of Human Resources. Dollars and Sense: Employer-Sponsored Child Care. ERIC document # ED 129417, 359 pages. A comprehensive study of employer-sponsored day care (both on-site and in off-site centers) in the public and private sectors (Note: this study was done in 1976 and statistics need updating.) Available on microfiche at Alaska State Library, Juneau.

Perry, Kathryn Senn. Child Care Centers Sponsored by Employers and Labor Unions in the United States. U.S. Dept. of Labor, Women's Bureau, 1980. Not available at Alaska State Library, Juneau.

Reece, Carolyn. Bringing Children to Work. Children Today, July-Aug. 1982, pp. 16-21. A report of on-site day care, focusing on Mt. Vernon Hospital in Virginia. Available on microfilm at Alaska State Library in Juneau.

Stride Site Children's Center. A corporate report on the successful functioning, financing, purposes and policies of the Center. Available on request from Stride-

Introduced: 4/8/83
Referred: Health, Education
and Social Services
and Finance

BY FAHRENKAMP, V.FISCHER,
KERTTULA, STURGULEWSKI,
JOSEPHSON AND RODEY

1 IN THE SENATE

2

SENATE BILL NO. 247

3

IN THE LEGISLATURE OF THE STATE OF ALASKA

4

THIRTEENTH LEGISLATURE - FIRST SESSION

5

A BILL

6 For an Act entitled: "An Act relating to child care centers in state
7 buildings; and providing for an effective date."

8 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:

9 * Section 1. FINDINGS AND INTENT. (a) The legislature finds that it
10 is in the public interest to foster the productivity of Alaska workers and
11 to encourage and assist Alaska parents to further their own formal educa-
12 tion. The achievement of these goals will be served by establishing facil-
13 ities for quality child care services in or near the workplace and on the
14 campuses of the University of Alaska and the state's community colleges.
15 To that end, this Act provides for the creation of privately run child care
16 centers in state buildings.

17 (b) It is the intent of the legislature that this action will encour-
18 age private employers to provide adequate child care facilities for their
19 employees.

20 * Sec. 2. AS 35.10 is amended by adding a new section to read:

21 Sec. 35.10.021. CHILD CARE CENTERS IN STATE BUILDINGS. (a) The
22 plans for the construction, expansion, or major renovation of a state
23 building shall include plans for a child care center in the building
24 if a child care center to accommodate 40 to 60 children is determined
25 to be needed under (b) of this section. The child care center shall
26 be designed to accommodate not less than 40 children, nor more than 60
27 children, and to meet all licensing requirements.

28 (b) The person or agency responsible for planning the construc-
29 tion, expansion, or major renovation of a state building shall obtain

1 from the Department of Labor and the Department of Community and
2 Regional Affairs a determination of the need for a child care center
3 in the building. The determination shall be based on an assessment of

4 (1) the child care needs of public and private employees
5 who work in the building or in neighboring buildings;

6 (2) the child care needs of students who attend classes or
7 other school functions in the building or in neighboring buildings;
8 and

9 (3) the availability of licensed child care centers located
10 within a convenient distance from the building.

11 (c) The person or agency responsible for assigning or leasing
12 space in a building in which a licensed child care center under this
13 section is located shall consult with the Department of Community and
14 Regional Affairs and contract with a private child care services
15 provider for the operation of the child care center in the building.

16 (d) Use of a child care center in a state building is open to
17 the public.

18 * Sec. 3. This Act takes effect immediately in accordance with AS 01.-
19 10.070(c).

Staffing Requirements

(2) more than a total of 10 children under age 12, including children related to the caregiver.

(d) In a day care center, the ratios of caregivers to children must be maintained at all times as follows:

(1) no newborn children may receive care in a day care center;

(2) there must be one caregiver for every five children between the ages of six weeks and 24 months;

(3) there must be one caregiver for every 10 children between their second and sixth birthdays;

(4) for school children aged six to 10 years, there must be one caregiver for every 15 children;

(5) for school children aged 10 - 14 years, there must be one caregiver for every 20 children.

(e) In a day care center where there are more than 10 children present, there must be a minimum of two caregivers on the premises.

(f) In a day care center, only caregivers who spend at least 75 percent of their working time providing direct care for children will be counted in meeting staff-child ratios. (Eff. 4/4/62, Reg. 5; am 2/3/77, Reg. 61)

Authority: AS 47.35.030

7 AAC 50.220. PHYSICAL PLANT. Repealed. (Eff. 2/3/77, Reg. 61)

7 AAC 50.230. EQUIPMENT. Repealed. (Eff. 2/3/77, Reg. 61)

7 AAC 50.240. GENERAL PROGRAM. (a) The program conducted in a day care facility must provide planned experiences which promote the individual child's physical, emotional, social, and intellectual growth and a positive identity. Satisfactory compliance with this subsection requires that

(1) caregivers generally follow a written schedule of daily activities which provide a

balance of quiet and active activities and include snacks, individual attention and however, the activities facilities need to be

(2) opportunities for self-expression of emotions and creative expression

(3) opportunities for physical activity and for taking into consideration

(4) opportunities to participate in putting away belongings, clothing and holding

(5) opportunities for and social development of games, toys, blocks, crayons, and materials;

(6) opportunities for activities as weather awareness

(7) discipline and punishment by the parent or any other shaming, humiliating of child;

(8) the amount and equipment use are appropriate of the children

(A) the quantity equipment of sufficient competition and meet criteria

(B) and will be to each child belong.

passed out during meeting!

Loren Rasmussen
Chief, D, C & M Standards

February 21, 1984

4000

789-6247

Gary Tvdall
Highway Standards

Building Costs-
Office & Day Care

Donn Ketner called this afternoon with the cost info you requested, as follows:

Class A Office Space (certain code, access, finish, parking requirements)

1. Leasing

ANC \$175 to \$200/S.F.
FAI \$200 to \$225/S.F.
JNU \$215 to \$250/S.F.

2. New Construction

ANC \$100 to \$120/S.F.
FAI \$106 to \$127/S.F. (ANC + 6%)
JNU \$102 to \$122/S.F. (ANC + 2%)

Child care facilities, however, are in the "institutional" classification and must meet more stringent requirements than office space. These include fire floor location, separation from office spaces, access and fire protection demands, and considerably different requirements for plumbing, mechanical equipment, etc. The conversion of existing office or other spaces to child care facilities is not readily accomplished, and it can involve tremendous costs. New Construction costs area estimated as follows:

Child Care Facility

1. New Construction under Davis-Bacon

ANC \$170/S.F.
FAI \$.80/S.F. (ANC + 6%)
JNU \$173/S.F. (ANC + 2%)

2. New Construction not under Davis-Bacon

ANC \$150/S.F.
FAI \$159/S.F.
JNU \$153/S.F.

This does not include furnishings cost.

The above data is not valid for equating price differences to arrive at renovation costs, as discussed above. These figures are only for comparing new construction with new construction. For renovation costs, the specific facility would have to be evaluated.

If you have any further questions, call Donn at 266-1535.

cc: Donn Ketner

STATE OF ALASKA
FISCAL NOTE

Revision Date _____, 1983

I. REQUEST
 Bill/Resolution No.: SB 247
 Title: Child Care Centers
 Sponsor: Fahrenkamp
 Requestor: _____

II. FISCAL DETAIL
 Agency Affected: II & SS
 Program Category Affected: _____
 BRU, Program of Subprogram(s) Affected: _____

EXPENDITURES/REVENUES: (Thousands of Dollars)

	FY 83	FY 84	FY 85	FY 86	FY 87	FY 88
OPERATING						
100 PERSONAL SERVICES						
200 TRAVEL						
300 CONTRACTUAL						
400 COMMODITIES						
500 EQUIPMENT						
600 LAND & STRUCTURES						
700 GRANTS, CLAIMS, ETC						
TOTAL OPERATING	0	0	0	0	0	0
CAPITAL						
REVENUE						

FUNDING: (Thousands of Dollars)

GENERAL FUND	0	0	0	0	0	0
FEDERAL FUNDS						
OTHER (Specify Source)						

POSITIONS:

FULL-TIME		0	0	0	0	0
PART-TIME						
TEMPORARY						

III. SOURCE OF FUNDS TO OFFSET FISCAL IMPACT OF BILL:

The source of funding was not identified by the sponsors.

IV. ANALYSIS: Attach a separate page for any Analysis

Prepared By: Michael L. Price, Director *Michael L. Price* Phone: 465-3170
 Division: Family & Youth Services Date: 4/15/83

Approved by Commissioner: Robert Rodney Smith, Ph.D. *Robert Rodney Smith* Date: 4/25/83
 Department: Health & Social Services

Distribution:

Original to Legislative Finance
 Copy to Office of Management and Budget (for Legislature introduced bills)
 Copy to Department (for Governor introduced bills)

COMMITTEE REPORT

SENATE

FURTHER: FINANCE

Date: May 9, 1983

Mr. President:

The Committee on HESS has had SB 247

Relating to child care centers in state buildings; eff. date

under consideration and (a majority of the committee) (the committee) reports it back with the following recommendations:

- do pass [] do not pass
- [] do pass with attached amendments(s)
- [] replace with CS for _____ [] same title [] new title
- and recommends _____
- [] AND attaches a "Letter of Intent" [] New Fiscal Notes *200*
- [] reports it back without recommendation
- [] referred to the _____ Committee

MEMBERS SIGNING DO PASS

[Signature]

[Signature]

MEMBERS HAVING OTHER RECOMMENDATIONS:

Do not pass without amendments or fiscal note.

Paul Fisher

[Signature]

[Signature]

CHAIRMAN