

S B

247

# ALASKA STATE SENATE

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HEALTH, EDUCATION & SOCIAL SERVICES (CHAIR)  
JUDICIARY (VICE CHAIR)  
FINANCE  
MAJORITY CAUCUS (CHAIR)

FOR IMMEDIATE RELEASE:  
May 6, 1983

## SENATE HESS COMMITTEE APPROVES

### CHILD CARE CENTERS IN STATE BUILDINGS

JUNEAU, AK. -- When the State of Alaska plans a new office building those plans should include space for the children of working parents, according to the members of the Senate Health, Education and Social Services Committee. The committee today approved S.B. 247 which requires child care centers in new state office buildings and on the campuses of the University of Alaska and the state's community colleges.

"The members of the HESS committee believe it is in the public interest to encourage child care centers in public buildings," said Anchorage Senator Joe Josephson, chairman of the HESS committee. "It is our understanding that such centers will increase productivity among state employees who are working parents. We also believe it is a good idea to have child care centers located at the state's university and community college campuses to encourage our residents to further their own formal educations," Josephson said.

S.B. 247 requires that the child care centers be privately operated, and requires the commissioners of Labor and Commerce and Economic Development to determine the need for child care centers in new state office buildings. Under the bill, a minimum of 40 children and a maximum of 60 children must be served by the centers before they will be included in any of the

(more)

state's plans for new office buildings.

S.B. 247 was originally introduced by Senators Bettye Fabrenkamp (R-Fairbanks); Vic Fischer (D-Anchorage); Jalmar Kerrettula (D-Palmer); Joe Josephson (D-Anchorage); Arliss Sturgulewski (R-Anchorage); and Pat Rodey (D-Anchorage).

The legislation also allows the public to make use of the child care centers.

"Our intent is to foster productivity among Alaskan working parents, encourage them to pursue their formal educations, and to encourage the private sector to develop plans for their own child care centers at the workplace," Josephson said.

He said the dramatic increase in the number of parents in Alaska's work force prompted the committee's consideration of the legislation.

The members of the Senate HESS Committee are Senators Vic Fischer, Rick Halford (R-Chugiak), Paul Fischer (R-Kenai), and Pappy Moss (D-Delta Junction).

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For further information, contact:  
Nancy Dietrick, Tel.: 465-4907

050683

SECTION ANALYSIS - SB 247

SECTION 1 FINDINGS AND INTENT

A goal of the state to foster productivity of Alaskan workers through quality day care in or near the workplace and on campus.

This will encourage private employers to provide adequate child care facilities for their workers.

SECTION 2 PLANS FOR CONSTRUCTION, EXPANSION OR RENOVATION of a state building shall include plans for a day care center for 40-60 children, if determined necessary under (b)

(b) the person responsible for work under (a) shall contact the Departments of Labor and C&RA to determine if a child care center is necessary based on need of workers and students, and the availability of licensed child care centers

(c) the person responsible for assigning or leasing space in which a licensed child care center is located shall consult with C&RA and contract with a private provider for operation of the center.

(d) use of the child care center is open to the public.

SECTION 3 immediate effective date.

May 6, 1983

Testimony in Support of S.B. 247

I am here today to speak in support of Senate Bill No. 247, "An Act relating to child care centers in state buildings". S.B. 247 addresses an urgent need of all working Alaskans who have children---the need for quality child care centers. The critical shortage of such facilities in Alaska imposes great hardship on both parents and children. Parents, many of whom must work in order to provide for their children's basic needs, are faced with the added stress of wondering if their children are being adequately cared for, worrying about the distance they would have to drive to respond to an emergency, and feeling guilty about not having more time to spend with their children. Children suffer as a result of frequent turnover of babysitters, being away from their parents for very long stretches of time, or not having opportunities to engage in constructive learning activities directed by trained pre-school instructors.

Traditional outlets for providing care to young children, such as leaving them with a grandmother or a close neighbor, are largely non-existent in Alaska as so much of our population is made up of first generation Alaskans who have moved here from other parts of the United States. Many move here because they feel they can provide a better quality of life for their children in a land of great beauty and potential.

I, too, believe Alaska is a land of great beauty and potential. That is why my husband and I have chosen to live here, and raise a family. We believe the future of Alaska lies in the hands of its children, and that they have the right to quality child care. Passage of S.B. 247 will be a significant step in alleviating the shortage of child care in Alaska. By providing space for child care facilities, private enterprise will be encouraged to provide this much needed service for Alaskan children. Parents will be relieved to know their children are being well

(cont.)

cared for, and are close enough to their own workplace that they can see them during the day when necessary or desired. Children will benefit from consistent, quality care provided by trained personnel. They will feel more secure knowing their parents are close by. They will be in an environment conducive to realizing their full potential as unique human beings.

I urge passage of S.B. 247. I urge it on behalf of the many Alaskan children who are our future.

Katie Hendrickson  
5895 Lemon Street  
Juneau, Alaska 99801

JOE Changes from Finance CS on page 3 highlighted in yellow. (Fahrenkamp requested changes in Rules)

Hein  
4/18/84

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."

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

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

10 (h) In this section

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

14 (2) "leased" means leased under a pre-built lease with  
15 provisions for renovations for the state or under a lease for a build-  
16 ing to be built according to state specifications, but "leased" does  
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).

# STATE OF ALASKA

## DEPT. OF COMMUNITY & REGIONAL AFFAIRS

OFFICE OF THE COMMISSIONER

May 5, 1983

### POSITION PAPER

RE: SB 247

SPONSOR: Senator Fahrenkamp

#### Program Effects:

This bill would require that in the construction, renovation or expansion of State buildings that the needs for child care be assessed. Should a need exist, licensable space will be designed into the facility. The child care facility would be open to the public.

#### Comments:

The Department supports the concept of onsite child care centers in State facilities.

Child care is one of the fastest growing small service industries in the State. But, even with this rapid growth, supply has not kept pace with demand. The demand is caused by both economic and social needs. The Alaska Department of Labor revealed that in 1981, 66 percent of the women in Alaska over 16 years of age were active in the labor market. Of the mothers who have children under 6 years of age, 50 percent are employed outside the home. The availability of quality, convenient child care provides for entry of more women, especially single heads of households, into the work force.

Nationally and in Alaska, employer-sponsored onsite child care is becoming an increasingly popular employee benefit. New federal tax laws and IRS clarifications have also made this a more attractive option for employers. As one of the major employers in Alaska, the State would be joining some private employers and providing a model for others in the field of onsite child care.

The Department does have a few concerns with regard to procedures outlined in the bill. We are concerned that the needs assessment required from Department of Labor and DCRA not delay design or construction schedules. Through regulation, specific timelines and clear delineation of responsibilities must be outlined.

BILL SHEFFIELD, GOVERNOR

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Specifically with regard to the needs assessment, DCRA will be responsible for satisfying in a timely manner the requirements for Section 35.10.021, b, 3, "determining the availability of licensed child care centers located within a convenient distance from the building."

With regard to subsection C, the Department will seek a child care consultant or Department employee knowledgeable in this area to work with the person or agency responsible for assigning or leasing space. Through regulation, criteria for a qualified contractor should be identified. We are particularly concerned that the lowest bidder not be the only criteria used in determining the contract award.

In conclusion, there is a growing need for child care in Alaska. The State of Alaska as a major employer, can act as a model for other employers in providing a service that will hold individuals, particularly women, in the work force. Senate Bill 247 can begin to address these multiple needs.

  
Mark Lewis, Commissioner

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 Regional Affairs  
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 *RR*  
Division: Commissioner's Office

Phone: 465-4703  
Date: 5/5/83

Approved by Commissioner: *Fahrenkamp*  
Department: Community & Regional Affairs

Date: 5/5/83

Distribution:

Original to Legislative Finance  
Copy to Office of Management and Budget (for Legislature introduced bills)  
Copy to Department (for Governor introduced bills)  
Copy to Sponsor  
Copy to Requestor (if different from Sponsor)

3/8/83

# naeyc- sea



## 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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**sea**



National Association  
for the Education  
of Young Children-  
Southeast Alaska

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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**sea**



National Association  
for the Education  
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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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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



STATE OF ALASKA

OFFICE OF THE GOVERNOR

ALASKA WOMEN'S COMMISSION  
3601 C STREET - SUITE 742  
ANCHORAGE, ALASKA 99503

MEMO

TO: Senate Finance  
FROM: <sup>KM</sup> Kathy Marshall, Executive Director  
SUBJECT: Senate Bill No. 247  
DATE: February 6, 1984

The Alaska Women's Commission is committed to addressing the pressing Alaskan problem of insufficient and inadequate child care facilities and child care programs. There is a tremendous need for quality, affordable, accessible care for children of employed parents.

Nationally, both public and private employers are recognizing that quality child care is at least as important to the families of many employees as health insurance, retirement plans and other more traditional benefits. Studies have indicated that on site child care reduces absenteeism and turnover rates which results in tremendous savings.

The Commission, therefore, supports the creation of privately run child care centers in State buildings.

CC:  
Senators  
B. Fahrenkamp  
V. Fischer  
J. Kerttula  
A. Sturgulewski  
J. Josephson  
P. Rodney



STATE OF ALASKA

OFFICE OF THE GOVERNOR

ALASKA WOMEN'S COMMISSION  
3601 C STREET - SUITE 742  
ANCHORAGE, ALASKA 99503

MEMO

TO: Senate Health, Education and Social Services  
FROM: Kathy Marshall, Executive Director  
SUBJECT: Senate Bill No. 247  
DATE: February 6, 1984

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J. Josephson  
P. Rodney



Joe, Larry, Paul

May 6, 1983

SB 247

Nina Kuler - HISS

- depart. supports.
- does licensing requirements

Linn McKinna

- member of AK Assoc for Ed of Young Children
- supports bill.

Barbara Dale - V. Ch. Comm on Status of Women

- supports concept.

Susan Clarke - Am Assoc of U. Women

- amend. - owned or leased
- pg 2 line 15 "quality"



Wants  
Paul -

standards of "quality" in day care - CIRA? HISS? NAEYC?

Patie Henderson -

Support - State Employee Dept of Labor.

SB 247

New Boyer - Fahrerkamp  
no subsidy required for building



American Association of University Women  
Alaska State Division

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.

# naeyc- sea



## National Association for the Education of Young Children- Southeast Alaska

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## National Association for the Education of Young Children- Southeast Alaska

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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National Association  
for the Education  
of Young Children-  
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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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 a  
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  
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TESTIMONY BEFORE SENATE HESS MAY 6, 1983

Good Afternoon. My name is Barbara Dale. I am the mother of three small boys, owner of a local retail business and vice-chairperson of the Alaska Commission on the Status of Women.

The 1980 Census data shows that 70% of all Alaskan women 16 years of age and older are employed.

56% of all Alaskan women with children are employed.

47% of all Alaskan women with children under the age of six are employed.

The economic situation that we find ourselves in today necessitates a change in lifestyles for us all. Dual career families, employed mothers, and single parent families are becoming a way of life here and across the nation. We are experiencing radical changes in lifestyles and they are being felt by individuals, families and by employers. As a result of these changes we all need to work toward a merger of work and family life.

Both employees and employers benefit from on-site child care facilities.

In terms of the state, the cost-benefit ratio would be very high if on-site day care decreased employee turnover, helped eliminate tardiness, improved retention and provided peace of mind for users of the facility.

Presently, licensed day care is available for only about one out of every eight Alaskan children under the age of six. Migration of full-time homemakers into the workplace has greatly reduced the pool of traditional informal child care providers -- neighbors, friends and relatives. It

longer can we protest that women should be at home taking care of their own children. Today this is an unrealistic luxury for most women who return to the job market to feed and house their own families. The lack of access to quality child care will not eliminate the economic necessity of supporting one's family. The ones who suffer as a result of inadequate child care facilities are our next generation of Alaskans.

Since it's inception the Alaska Commission on the Status of Women has supported child care facilities in state office buildings. We commend you for this step in building family security in the workplace which will benefit the fulfillment of human potential, both male and female. Thank you for your time and attention.

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.

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.

IN APRIL THIS YEAR, 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.

RECENTLY, THE ANCHORAGE DAILY NEWS CARRIED AN ARTICLE REGARDING ON-SITE CHILD CARE. IN THE ARTICLE LARRY SNYDER,

DIRECTOR OF PERSONNEL AT MERLANDS 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 TED KESSEL, DIRECTOR OF THE CENTER FOR EDUCATIONAL DEVELOPMENT AT PROVIDENCE HOSPITAL, THE HOSPITAL PLAN, TO OPEN A QUALITY DAY CARE CENTER BY FEBRUARY, 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 HERE 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.

MR. CHAIRMAN, I WOULD BE HAPPY TO ANSWER QUESTIONS, HOWEVER, I AM CHAIRING A MEETING OF MY COMMITTEE. IF YOU HAVE ANY QUESTIONS, MARK BOYER WOULD BE HAPPY TO RESPOND. THANK YOU