

H B

5 2 7

**Kodiak
Area
Native
Association**



received
10-24-91

402 Center Avenue
Kodiak, Alaska 99615
Phone (907) 486-5725

October 22, 1991

Myra M. Munson
Law Offices of Sonosky, Sache, Miller & Munson
229 4th. Street
Juneau, Alaska 99801

Dear Ms. Munson,

First, I would like to apologize for not getting you the information you requested earlier. Because of some last minute details I have not been able to get a list of Health Aides together.

The following are CHA/P's from our area that would support the exempt status of CHA's.

Judy Simeonoff, CHA - Akhiok	phone 836-2230
Valen Reft, CHA - Larsen Bay	" 847-2208
Stella Krumrey, CHP Old Harbor	" 286-2205
Dorothy Pestrikoff, CHA - Old Harbor	" 286-2205
Julie Rowland, CHP - Port Lions	" 454-2275
Sally Hill, CHA - Port Lions	" 454-2275

Our other Health Aides probably have a positive attraction to the exempt status but for various reasons would be easily swayed by different proposals. These are their names.

Mary Reft, CHP - Karluk	phone 241-2228
Joyce Smith, CHP - Ouzinkie	" 680-2265
Love Chichenoff, CHA - Ouzinkie	" 680-2265

Since the initial teleconference we have had resignations from Health Aides and currently several positions are vacant.

Again, in closing, I apologize for not having this information to you sooner.

Sincerely,

KODIAK AREA NATIVE ASSOCIATION
Kelly Simeonoff, Jr., President

Harvey H. Baker, RNC ANP
CHAP Instructor/Coordinator

HHB/mr

Serving the communities of: Akhiok • Karluk • Kodiak • Larsen Bay • Old Harbor • Ouzinkie • Port Lions

January 23, 1992

To: Paul Fuhs
Lori Naughtenham
Myra Munson

From: Nancy Dull, CHP
Gloria Hanson, CHA
Fevronia Neketa, CHA

Re; Week off for CHA'S

Dear: Mr. Fuhs, Ms. Naughtenham, and Ms. Munson

We are Health Aides from New Stuyahok. We work for Bristol Bay Area health Corporation. We often get calls after Clinic hours either from people who are sick or emergencies. It's better for us to have extra time off, - like every 3rd. week off than to get paid for the extra hours that we work. We need that time off to get away, be with our families or for subsistence time. As in the past when health aides did not get any time off at all, it increase the number of health aides that quit because of burn out or stress.

It will also save the government money when it does not have to pay more money to hire new health aides, after a health aide quit because of burn out and stress.

We will not last long as a Community Health Aide in New Stuyahok or anywhere else if we lose our time off. Please reconsider this matter very carefully before you take away our week off.

Sincerely,

Nancy Dull Chp
Gloria L. Hanson - Cha
Fevronia Neketa Cha

January 23, 1992

To: Paul Fuhs
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Myra Munson

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Sincerely,

Nancy Dull Chp
Gloria L. Hanson- Cha
Fevronia Neketa Cha

1-23-92

To
Governor Hickel and
the state Legislature

From:

Ruth M Evan CHP

6044

Napaskiak, Clinic

Napaskiak, AK 99559

The reason why ~~want~~ ^{we} want to be exempt, is that we have tough times at our villages. With our jobs, it is very stressful and many of us work 24 hrs a day, twice or three times a week that is why our week off is very important to us, that is how we get our stress and depression off, we get to stay with our family and friends for a wk, and still we work with emergencies on our week off, we never exactly be off we still see patients.

Thank-you

Very much

Ruth M Evan CHP

Napaskiak Clinic

Napaskiak, AK 99559

Jan. 23, 199

to: Paul Fuse

This letter is in support of the governor's bill for Community Health Aide's.

Currently, I am working as a health aide in Larsen Bay. My work hours are 6 hours a day in the clinic and on call hours are 24 hrs a day, 7 days a week etc. Have you heard of "Burnout"?

I prefer the compensatory time because of having to deal with the stressful situations that arise in my position as a CHA. We need changes made desperately for this season.

Thank you for your time and service.

Sincerely,

Valen Reft -CHA

Larsen Bay, Ak.

714.02
CHA

**Kodiak
Area
Native
Association**



402 Center Avenue
Kodiak, Alaska 99615
Phone (907) 486-5725

To: JANA Larsen KANA Regional Health Director
From: Lauren J. Salamone KANA CHAP Manager
Harvey Baker KANA CHAP Instructor Coordinator
Date: January 23, 1992

As you know, Kodiak Area Native Association CHAP Program strongly supports Governor Nickell's Legislation for Exempt Status for our Community Health Aides.

Representing KANA will be the following CHAP employees available to discuss this issue via telephone today:

Harvey Baker CHAP 907-454-2414 home
Stella Stanley CHAP 1-286-2213 work
1-286-2217 home

Julie Rowland CHAP 1-454-2414 home

Also, Valen Reft CHA Larsen Bay will be saving you & Myra a letter of support.

Thank-you for all your efforts.

Lauren

City of Toksook Bay

TOKSOOK BAY CLINIC
NELSON ISLAND
TOKSOOK BAY, ALASKA 99837
(907) 427-7712

1-23-92

I want to be exempt because my week off is very important to me because I get to spend with my family after being away at work for two weeks. My wk-off is very important to me to because i get to catch up on my housework. We do not have easy life in Village because we mostly do everything by ourself like getting heat for house - pooh water and dump honey buckets in designation area. We don't have services to provides us for someone to do for us all those things, besides that its stress relieving for us from work.

I use my week off to catch up on all the work that i have to do at home and get to stay with my family too.

So please exempt us from overtime law.

Henry Friday float CHP,
Toksook Bay

To: The Governor's office.

ATTN: KORI NOTTINGHAM

From: Marshall Health Aides.

Why we want to be exempt from overtime laws.

We work 3 wks straight and were on-call 2 wks out of 3 wks. When were on-call it means being on-call for 24 hours a day for 7 days. And by the end of 3 wks were really stressed out. We need that 1 wk off to get ourselves ready mentally and physically for the next 3 wks, and whatever emergencies we might encounter for the next 3 wks.

How important is the week-off to us.

A lot of people think working as a health aide is easy. But to us it isn't, because it's a very stressful job. We take a lot of crab from people that like to complain and most of the time we ignore the complaints. But still it gets to much sometimes. When we have emergencies and that patient dies, that's when it really hits us mentally and that's the time we really need the wk-off.

How do we use the week-off.

We use our week off to be with our family, do house work, get caught up on laundry etc. And if our week-off falls on the holidays that's even better, because when were working during holidays we only get 1 day off for that particular holiday. We the health aides value our week-off, because it gives us a break from being stressed out.

From: Elizabeth L. Fitka - CHA
Ruth A. Fitka - CHA

Jennie .D. Tunguing
P.O. Box 5004
Koliganek, Ak 99576
January 23,1992

Post-It™ brand fax transmittal memo 7671		# of pages ▶
To <i>Maria Munday</i>	From <i>(Marie) Tunguing</i>	
Co.	Co. <i>Jenniel</i>	
Dept.	Phone #	
Fax #	Fax #	

Walter Hickel-Governor
Governors Office
State Legislator Building
Juneau Ak, 99811-0800

Dear Governor,

My name is Jennie Tunguing ,a Health Aide from the village of Koliganek and I work for Bristol Bay Area Health Corporation. I get calls after hours from the people in my village and also have to take care of emergencies that happen after I close the clinic. I feel that it is better for me to have extra time off like every 3rd week then to get paid for the extra time that I work. I use that time to get away from the village to relax or for subsistence purposes. Having extra time off is better for me then having overtime, because it gives me time away from a very stressful job. I do not agree with the idea off working full time without having a week off.
Thanking you for your consideration.

Cordially,

Jennie .D. Tunguing

Jennie .D. Tunguing
CHA
Koliganek

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THE ORIGINAL

714.02
received
10-16-91

BRISTOL BAY AREA HEALTH CORPORATION

P.O. BOX 130 • DILLINGHAM, ALASKA 99576
(907) 842-5201 or (907) 842-5202

October 11, 1991

Ms. Myra Munson
Law Offices
Sonosky, Chambers, Sachse, Miller and Munson
229 Fourth Street
Juneau, Alaska 99801

Dear Ms. Munson:

Listed are the names, addresses and telephone numbers of three Health Aides from the Bristol Bay Area Health Corporation who support the Wage and Hour Legislation that would make the Health Aides exempt:

Shirley Nielsen, Kokhanok Bay 99606 Phone #282-2203

Jennie Tunguing, Koliganek 99576 Phone #596-3431

Sirena Alakayak, Togiak 99678 Phone #493-5511

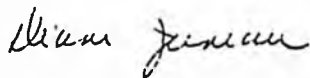
All of the telephone numbers are the village clinic numbers, the health aides should be at the listed number between 9 a.m. and 3 p.m.

One health aide out of 8 that I spoke with said that she would rather be paid overtime, since she never managed to get her scheduled days off unless she actually left the village, she was:

Sue Arce, Iliamna 99606 Phone #571-1383

Thanks for all of the good work!

Sincerely:



Diane Juneau, CHAP Director
BBAHC

BILL NO: House Bill No. 527

DATE: March 13, 1992

TITLE: "An Act exempting certain community health aides from overtime wage requirements."

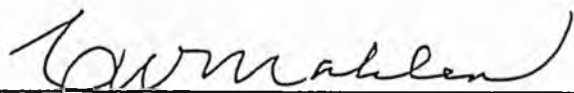
CONTACT: Arbe Williams
465-2700

House Bill No. 527 would exempt community health aides employed by a local or regional health organization from the overtime provision of the Alaska Wage and Hour Act. The bill was introduced in an attempt to accommodate the unpredictable hours of work required of the community health aides.

The Alaska Wage and Hour Act requires monetary overtime compensation for any hours worked in excess of eight hours a day. Community health aides are usually the only medically trained persons in the village and are required to work on a 24 hour on-call basis in order to respond to medical emergencies at any hour. The exemption is an attempt to allow flexibility in the work schedules of the community health aides. In addition, it appears that the community health aides would opt for compensatory payment of overtime worked which the Wage and Hour Act also cannot accommodate.

This legislation does not have an impact on the programs of the Department. We will not oppose this effort to address the needs of the health organizations. The right of the community health aides to overtime compensation after a forty hour work week will be protected by the Fair Labor Standards Act.

APPROVED:



C. W. Mahlen, Commissioner
Department of Labor

POSITION PAPER/Department of Labor

Dept. of Labor Position



Yukon-Kuskokwim Health Corporation

Community Health Aide Program

"Fostering Native Self-Determination in Primary Care, Prevention and Health Promotion"

HEALTH AIDE SERVICES
Yukon-Kuskokwim Health Corporation
P.O. Box 528
Bethel, Alaska 99559
(907) 543-4471 543-5075

HEALTH AIDE TRAINING
Kuskokwim Community College
P.O. Box 368
Bethel, Alaska 99559
(907) 543-1540

March 13, 1992

Senator Lyman Hoffman
P.O. Box V
Juneau, Alaska 99811

Senator Hoffman;

I'm writing in support of Senate Bill # 422 which is in regards to exempting Community Health Aides from the State Law requiring payment of overtime.

I've been associated with the Health Aide Program since 1980. During this time I've been fortunate to be a part of many changes within this program. When I arrived, Health Aides would work overtime with little or no compensation. They had little time for their families, few vacations, and were "on call" a majority of the time. Our attrition rate was over 50%, and we had great difficulty recruiting anyone to fill CHA vacancies. I realize I'm painting a "bleak" picture of how our situation was at the time, but we truly were in a "crisis".

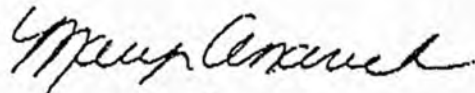
Then we received additional federal money which enabled us to help us deal with these problems. In our corporation we made a commitment to provide a way for our CHA's to have relief in their work schedules. They now normally work three weeks in their clinics, do the "on-calls" that are needed, and have one week off every month. Time after time the CHA's tell me this has helped them more than increased salaries and increased staffing. The ability to get away from the village, to go hunting, fishing or just out on the tundra to refresh their minds has decreased our attrition rates. Additionally I'm seeing individuals now wanting to be CHA's rather than positions going unfilled for lack of qualified applicants.

Exempting CHA's from the state overtime law will enable us to continue our schedules, and it also will provide us with the flexibility to change our CHA work schedules if their needs change in the years to come.

I realize I'm rather biased when it comes to the CHA Program, but I'm constantly amazed by the grand work they perform. A week doesn't pass that I don't receive a letter praising a CHA for diagnosing an unusual condition, or coolly handling a life threatening emergency, or delivering a set of twins, and on and on. This will be a special way the State of Alaska can say "thanks CHA's for a job well done."

I'm privileged to be a part of this program, and will be looking forward to your legislative action in regards to this issue.

Sincerely,



Mary Anaruk
CHAP Director

pc: John Robinson, V.P. Community Services
Donn Kruse, Medical Director

TANANA CHIEFS CONFERENCE INC.
HEALTH SERVICES
122 FIRST AVENUE
FAIRBANKS, ALASKA 99701 FAX # 452-8937
PHONE 1 (800) 478-7822 ext 299 or (907) 452-2446

DATE: 3/14/92

FROM:
PAUL SHERRY DIRECTOR TCC HEALTH
RON GOULD DIRECTOR VILLAGE HEALTH SERVICES:
COMMUNITY HEALTH PRACTITIONER PROGRAM

TO: SENATOR LYMAN HOFFMAN

RE: SB442 CHA OVERTIME EXEMPTION

TANANA CHIEFS CONFERENCE INC, AND ITS HEALTH SERVICES PROGRAM,
INCLUDING THE COMMUNITY HEALTH AIDE/ PRACTITIONER PROGRAM SUPPORT
THE EXEMPTION OF CHA/PS FROM OVERTIME PAY.

THE COMMUNITY HEALTH AIDE/ PRACTITIONER, AT THEIR LEVEL OF
TRAINING PROVIDE PATIENT CARE IN A COMPARABLE WAY TO PHYSICIAN
ASSISTANTS, NURSE PRACTITIONERS, AND PHYSICIANS, SUPERVISING
OTHERS AND MAKING ADMINISTRATIVE AND MEDICAL MANAGEMENT
DECISIONS. THESE ARE DONE LIKE ALL OF THE ABOVE IN INDEPENDENT
AND CONSULTING INTERACTIONS DEPENDING ON THE PROBLEM AT HAND.

THE CHA PERSONNEL ARE COMPENSATED AS ADEQUATELY SALARIED
EMPLOYEES WITH FULL BENEFITS, AND AGENCY PAID TRAINING.
ASSISTANCE IN PROVIDING HEALTH CARE IS OFFERED BY ALTERNATE CHA'S
OR SECOND AND THIRD PRIMARY POSITIONS TO SHARE THE WORK LOAD AND
ON CALL DUTIES.

PLEASE ADD CHA'S TO THE EXEMPT STATUS OF OTHER MEDICAL PROVIDERS

Letters in Support

ALASKA STATE LEGISLATURE

Representative Georgianna Lincoln

HESS Committee, Co-Chair
Resources Committee, Vice-Chair

Budget Subcommittees
Health and Social Services
Revenue



P.O. Box V
Juneau, Alaska 99811

Phone: (907) 465-3732
FAX: (907) 465-2652

MEMORANDUM

Alatna
Allakaket
Aniak
Anvik
Arctic Village
Beaver
Bettles
Birch Creek
Chalkyitsik
Chuathbaluk
Crooked Creek
Evansville
Fort Yukon
Galena
Grayling
Holy Cross
Hughes
Huslia
Kalskag
Kaltag
Koyukuk
Lake Minchumina
Lime Village
Lower Kalskag
Manley Hot Springs
Marshall
McGrath
Minto
Mountain Village
Nikolai
Nulato
Pilot Station
Pitkas Point
Rampart
Red Devil
Ruby
Russian Mission
Shageluk
Sleetmute
St. Mary's
Stevens Village
Stony River
Takotna
Tanana
Telida
Tuluksak
Tyonek
Venetie
Wiseman

TO: House Health, Education and Social Service Committee Members
FROM: Representative Georgianna Lincoln *georg*
DATE: March 26, 1992
RE: House Bill 527 - exempting certain community health aides from overtime wage requirements

House Bill 527 would exempt community health aides employed by a regional or local health organization from the overtime provision of the Alaska Wage and House Act. This statutory change would correspond to the exclusion of hospital employees providing medical services (AS 23.10.060(d)(13).

Health aides typically work on call for extended hours, with an extended period of time off. Some organizations call the time off "comp time," others refer to it as "subsistence time." This flexibility in working hours allows health aides to take a break from the very stressful responsibility of being on call for virtually weeks at a stretch.

Exempting community health aides from state overtime laws will enable regional corporations to continue to operate flexible schedules. This statutory change is supported by the Alaska Native Health Board, regional health organizations, and community health aides themselves.

FISCAL NOTE

STATE OF ALASKA
1992 LEGISLATIVE SESSION

BILL NO. House Bill No. 527

Revision Date: _____ Dept. Affected Health and Social Services
 Title: An Act exempting certain community BRU: Health Grants
health aides from over time wage requirements Component: Community Health Grants
 Sponsor: Representative Lincoln
 Requestor: HESS, Labor, Commerce COMPONENT SERIAL NO. 0299

Expenditures/Revenues

(Thousands of Dollars)

OPERATING	FY93	FY94	FY95	FY96	FY97	FY98
PERSONAL SERVICES						
TRAVEL						
CONTRACTUAL						
SUPPLIES						
EQUIPMENT						
LAND & STRUCTURES						
GRANTS, CLAIMS						
MISCELLANEOUS						
TOTAL OPERATING	0.0	0.0	0.0	0.0	0.0	0.0

CAPITAL						
---------	--	--	--	--	--	--

REVENUE						
---------	--	--	--	--	--	--

FUNDING:

(Thousands of Dollars)

GENERAL FUND						
FEDERAL FUNDS						
OTHER						
TOTAL	0.0	0.0	0.0	0.0	0.0	0.0

POSITIONS:

FULL-TIME						
PART-TIME						
TEMPORARY						

Estimate of current year impact: None

ANALYSIS: (Attach a separate page if necessary)

Prepared by: Peter M. Nakamura, M.D., M.P.H., Director *P/M/N* Phone: 465-3090
 Division: Public Health Date: March 16, 1992
 Approved by Commissioner: Theodore Mala, M.D., M.P.H. *[Signature]* Date: _____
 Agency: Department of Health and Social Services

Distribution (by preparer):
 Legislative Finance OMB
 Legislative Sponsor Impacted Agency(ies)
 Requestor

FISCAL NOTE

STATE OF ALASKA
1992 LEGISLATIVE SESSION

BILL NO : HB 527

Revision Date: _____

Department Affected: Labor

Title: "An Act exempting certain community health aides from overtime wage requirements."

BRJ: Labor Standards & Safety

Sponsor: Representative Lincoln

Component: Wage & Hour

Requestor: House HES

COMPONENT SERIAL NO. 345

EXPENDITURES/REVENUES: (Thousands of Dollars)

OPERATING	FY 93	FY 94	FY 95	FY 96	FY 97	FY 98
PERSONAL SERVICES						
TRAVEL						
CONTRACTUAL						
SUPPLIES						
EQUIPMENT						
LAND&STRUCTURES						
GRANTS, CLAIMS						
MISCELLANEOUS						
TOTAL OPERATING	0.0	0.0	0.0	0.0	0.0	0.0

CAPITAL						
---------	--	--	--	--	--	--

REVENUE FUND SOURCE:						
----------------------	--	--	--	--	--	--

FUNDING: (Thousands of Dollars)

GENERAL FUND						
FEDERAL FUNDS						
OTHER						
TOTAL	0.0	0.0	0.0	0.0	0.0	0.0

POSITIONS:

FULL-TIME						
PART-TIME						
TEMPORARY						

Estimate of current year impact: None

ANALYSIS: (Attach a separate page if necessary)

Prepared by: Randy Carr, Acting Director *Randy Carr* Phone: 269-4900

Division: Labor Standards & Safety Date: 3/5/92

Approved by Commissioner: C.W. Mahlein *C.W. Mahlein*

Agency: Department of Labor Date: 3/5/92

Distribution (by preparer): Legislative Finance, Legislative Sponsor, Requestor, OMB, & impacted Agency(ies).

HOUSE COMMITTEE REPORT

(7)

Date Referred: February 18, 1992

FURTHER REFERRAL :

Labor & Commerce

Date of Committee Action: 3/26/92

The HEALTH, EDUCATION AND SOCIAL SERVICES Committee considered:

HB 527

HOUSE BILL NO. 527

COMMUNITY HEALTH AIDE OVERTIME EXEMPTION

"An Act exempting certain community health aides from overtime wage requirements."

RECOMMENDATIONS:

be replaced with _____ the same title

have attached amendments(s) a new title

do pass

do not pass

no recommendations

individual recommendations

additional referral to the _____ Committee

ADOPTS: _____ letter of Intent

ATTACHES NEW FISCAL NOTE(S): (Dept) _____

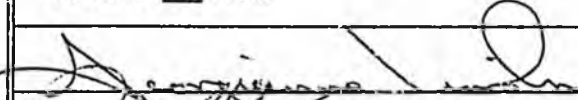

APPROVES PREVIOUS: (Dept/Date) _____

fiscal impact _____

fiscal note(s) _____

zero fiscal note Labor, DHSS

zero fiscal note(s) _____

SIGNING <u>DO</u> PASS	DP	OTHER RECOMMENDATIONS	DNP	NR	AM
	✓				
	✓				
Betty Davis	✓				
Cheri Davis	✓				
G. C. Songler	✓				


CHAIRMAN'S SIGNATURE

Community Health Aide Program

Winnie Reeve
Academic Coordinator, Community Health Aide Program

The Community Health Aide Program is a unique system of health care designed to provide village health care in Alaska's remote villages. The community health aides provide medical care under the supervision of referral physicians in each region of the state. They are taught to do a patient history, physical exam, assessment, and treatment plan using the *Community Health Aide/Practitioner (CHAP) Manual*, published by the Alaska Area Native Health Service in 1987.

Community health aides manage the treatment and referral of common medical problems, medevac emergencies to the nearest referral hospital, provide monthly exams for pregnant women, provide well-child exams and immunizations, and follow up with patients with chronic illnesses. Using the *Community Health Aide/Practitioner Manual*, they assess and treat patients according to medical standing orders and refer patients on a daily basis to a referral physician over the telephone. CHAP administrators, CHAP field instructors, traveling field physicians, public health nurses, maternal and child health nurses, dentists, eye doctors, and other health care providers create a support system by on-going telephone contact and field trips.

Currently, there are approximately 440 community health aides serving a population of 42,722 Alaska Natives in 171 villages. They are employed by the regional Native corporations and in some cases by independent village contractors, funded by Indian Self-determination Act contracts with the federal government.

Five CHAP training centers provide the basic training courses leading to community health practitioner certification. These training centers are located at the Alaska Native Medical Center in Anchorage; the Norton Sound Health Corporation in Nome; the Kuskokwim Campus, College of Rural Alaska in Bethel; the North Pacific Rim Native Corporation in Seward; and the Southeast Alaska Regional Health Corporation in Sitka.

Community health aides attend three training sessions in one of the training centers. Each session is three to five weeks in length. Students practice the knowledge and skills learned during a 200-hour fieldwork experience in a village clinic after each session and complete a two-week preceptorship in a referral hospital or large village clinic. After the completion of community health practitioner certification, the title community health aide changes to community health practitioner.

The Community Health Aide Program is a collaborative program with the College of Rural Alaska of the University of Alaska Fairbanks. It is a multi-agency program including the Alaska Area Native Health Service, the Alaska Department of Health and Human Services, the five CHAP Training Centers, 11 Native corporations, and several independent village contracting agencies. Because the community health aides and practitioners are employed in rural communities, a CHAP academic coordinator is employed to serve the needs of the students, to represent the program within the university, and to coordinate

with the many agencies involved in CHAP training around the state.

Three statewide committees meet to discuss village health care needs, to revise the CHAP curriculum, and to address the concerns of the community health aides and practitioners. These committees are the Association of CHAP Directors, the Academic Review Committee, and the Statewide Community Health Aide Association. Current projects that are underway include the revision of the statewide basic training curriculum, the development of a new emergency care course, a review of the community health practitioner certification process, a revision of the certification examination, and planning for the eighth annual statewide CHAP Program Forum.

The statewide Community Health Aide Program's mission to provide primary health care in Alaska's remote villages is exciting, challenging, and demanding, due to the continual need to teach and certify community health practitioners who can work safely and effectively in their home villages. It is also a challenge to provide the support needed for the students who work in the stressful situation of being a responsible health care provider in a setting that requires that they often care for their own families and friends.

The Alaska community health aides and practitioners are a wonderful loving community of individuals dedicated to serving their own people by stretching human physical, mental, emotional, and spiritual potential to the limit. Their work performance, strength of character, and love for the Alaska Native people can be an inspiration for us all. ▶

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THE ORIGINAL



NORTON SOUND HEALTH CORPORATION

P.O. BOX 966
NOME, ALASKA 99762
(907) 443-3311

7:4.0
CHA

Post-It™ brand fax transmittal memo 7671 # of pages ▶

To	Myra Munson	From	Shirley Daniels
Co.		Co.	NSEC/VHS
Dept.		Phone #	(907) 443-3283
Fax #	273-8332	Fax #	443-3139

November 12, 1991

Myra Munson
Suite 700
900 West Fifth Avenue
Anchorage, AK 99501

Dear Ms. Munson:

This letter is in regards to whether CHA/P's should be considered exempt or non exempt.

NSEC has 49 filled CHA/P positions 26 of 49 were surveyed or 53%. 14 for non exempt, 9 for exempt and 3 undecided. 14 voted to remain non exempt due to the following reasons:

1. NSEC does not give compensation for overtime worked under exempt.
2. CHA/P's like the extra income.
3. Currently CHA/P's work over 40 hours per week.

Marion Aukon 1-2
Janice Walunga 2
Grace Ongtowsruk 2
Vivian Obruk 3
Arlene Saccheus 2

Irene Aukongak 1-2
Henrietta Wilson 3
Geraldine Nixsik 2
Mary Jane Mercurief 3

Lucy Apariki 2
Ella Agibinik 3
Millie Lee 3
Leonard Adams 2

The following voted for exemption:

Carolyn Noongwook
Bobby Kava
Sally Agloinga

Karen Iya
Karen Waghlyi
Norma Kavairlook

Jesse Cologergen
Martha Kayouktuk
Diane Acoman

The following were undecided:

Orpha Oozevasuk

Martha Abouchak

Sally Olanna

I hope this has helped. Any questions please feel free to call me at 443-3282.

Thank you for your time

Sincerely,

Shirley Daniels

Shirley Daniels, Director
Village Health Services

cc: Ray Herrera, Dr. Eva Gregory, VHS file

P. O. Box 192
Naknek, Alaska 99633

465-3147

January 22, 1992

Mr. Paul Fuhs
Lori Naughtenhaus

To Whom It May Concern:

My name is Sandra Pitts, I am a Community Health Aide from Naknek, Alaska. I am an employee of Bristol Bay Area Health Corporation since 1987.

I am concerned about the "comp time" that I receive from my employers. I wholeheartly support the 2 week on with every 3rd week off as comp time. I prefer this schedule, as it gives me the extra time to unwind after being on call 24 hours a day as a Community Health Aide. I get calls from the residents of Naknek after my regular clinic hours for emergencies and other health needs that have to be met. Naknek is a busy community in the summer months as we get an increase in population for the busy fishing season. This schedule of 2 weeks on with 1 week off is a big help in a situation that otherwise would create burnout.

I prefer the comp time instead of the overtime pay, as it gives me time to do other activities, such as subsistence fishing, hunting, and not having to worry about the medical needs, which is done by the other CHA, who also has this opportunity during her time off.

If this schedule were not available, I would probably not be a CHA, as the wages do not even come close to what other medical personnel doing this same kind of work gets.

I hope this helps you to understand and support our "comp time" status. This system has worked for the last 2-3 years that I have been a CHA, and I want it to continue.

Thank-you,

Sincerely,

Sandra Pitts

Sandra Pitts
Naknek - Community Health Aide 246-4214

cc: Myra Munsen 586-5883
Diane Juneau - CHAP Director -BBAHC

71407
CHA

BRISTOL BAY AREA HEALTH CORPORATION

P.O. BOX 130 • DILLINGHAM, ALASKA 99576

(907) 842-5201 or (907) 842-5202

January 23, 1992

Paul Fuhs
Office of the Governor
P.O. Box A
Juneau, Alaska 99811-0101

Dear Mr. Fuhs,

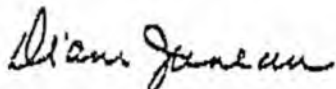
As the Director of the Bristol Bay Area Health Corporation's, Community Health Aide Program, I am stating my support for designating Community Health Aides as Exempt employees.

The Community Health Aide must take call for sickness and emergencies 24 hours a day, seven days a week.

In general, the Health Aides in Bristol Bay prefer to get scheduled time off rather than being paid overtime, for the extra hours that they work. At present they get every third week off to compensate for the extra hours of call and work time. The Health Aides enjoy this week off since they can do whatever they want during this time without worrying about caring for their village people. They often use this time for home and family activities, substance, or just to get away from the village.

Please feel free to call me at 907-842-9344 for any further comments on this very important issue.

Sincerely:



Diane Juneau, R.N.
Community Health Aide Program Director
Bristol Bay Area Health Corporation

cc: Myra Munson



DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
PUBLIC HEALTH SERVICE
HEALTH SERVICES AND MENTAL HEALTH ADMINISTRATION

9674754486

P. 82

714.02

CHA

1-23-92

Dear Governor Hicken

My name is KASS Clark
and I am a health aide in Aniak. I am
writing to ask you to keep the health aides
exempt from the overtime laws.
We health aides really need and deserve
our week off. Ours is a very stress-full
job and without our week off there
would be a lot less health aides than
there are now. Less health aides in
the villages means poor health care
in the villages, and a greater expense
for the people. I am sure you are
aware of the financial situation in the
bush and realize how expensive it would
be for a person to have to go to Bethel
because of a minor problem, when a health
aide could treat it at home. In closing
I urge you to consider that health aides
need a break, to prevent burn out and
the people need health aides to maintain
high quality health care for the villages.

Thank
you,
KASS Clark - CHA
Aniak

Suzanne Evanoff, CHP
Box 474
Pilot Point, AK. 99649

Ms. Myra Munson
Governors Office
Juneau, Ak. 99801

January 23, 1992

Dear Ms. Munson,

My name is Suzanne Evanoff of Pilot Point, Alaska where I work as a Community Health Practitioner for the Bristol Bay Area Health Corporation. In my position, when I am "on call" I receive many calls after hours from people with health problems. Also, as primary caregiver I must respond to any and all emergency calls, after hours and weekends.

I would prefer to keep the scheduled week off as is instead of being paid for the extra time. With time off I can relax and relieve the stress built up from this demanding job. I also use my time off for subsistence, travel, and for medical appointments for my family and myself.

Thank-you for letting me express my feelings on this issue, as having extra time off is better for me than getting paid overtime.

Sincerely,

Suzanne Evanoff, CHP
Suzanne Evanoff, CHP

cc: Paul Fuhs
Laurie Naughtenham

JAN 23 02 11:01

TOGIAK HEALTH CLINIC

P.O. Box 128

TOGIAK, AK 99678-0128

(907) 493-5511

January 23, 1992

From: Sirena Alakayak, CHA
Togiak Health Clinic
P.O. Box 128
Togiak, Alaska 99678

ATT: *Myra Manson*

Re: Health Aide Schedules

Hi! My name is Sirena Alakayak and I am a Health Aide from Togiak Clinic. I work for Bristol Bay Area Health Corporation. I get calls from people in the village when the clinic is closed when they are sick, I also have to take care of emergencies 24 hours a day.

It's better for me to have extra time off like every 3rd week, then to get paid for the extra time I work. I can use the extra time for subsistence use, be with my family because I have an infant son at home or to get away from the village for a while because when I'm working I have to sit by the phone constantly without doing anything else. Having extra time off is better for me then getting paid overtime.

Thank-you.

Sincerely,

Sirena Alakayak

Sirena, Alakayak, CHA

SA/cac

cc: ftle

Sirena Alakayak

Tuntutuliak Health Aides
General Delivery
Tuntutuliak, AK 99680
January 23, 1992

Dear Governor Hickel and The State Legislature,

We, Helen, Lucy, and Annie; Health Aides here in the village of Tuntutuliak are concerned about our week off being suspended. As the village Health Aides it's hard for us to deal with all the problems that our community, especially the teenagers, have. Not being fully experienced with the mental problems such as depression, suicidal attempts, and so on gives us enough stress thinking about what will happen next.

Helen, one of the Health Aides, who had an experience being on call 24 hours a day 7 days a week said, "A lot of Health Aides had quit their jobs due to being burned out or to reduce stress." She also mentioned that having to have a week off has given her a chance to forget about the problems by being with the family and doing home chores.

Thank - you,
Health Aides
Helen A. Pavila
Annie S. Frank
and Lucy Jennie

From: SCAMMON Health aides
Scammon Bay, Alaska 99662
1/23/92

To: Governors office
ATTN: Lori Nottingham

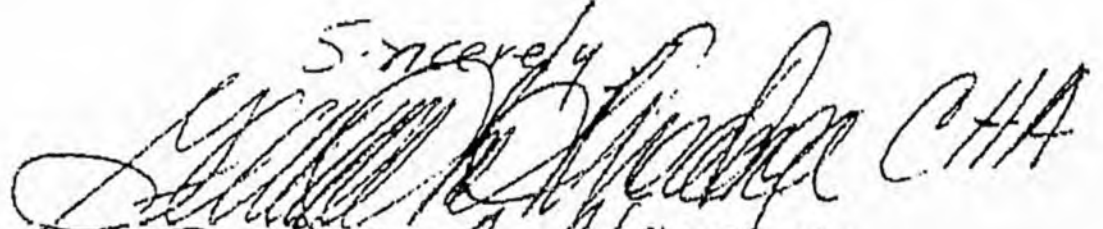
Dear Governor,

I am writting in support of Health aides week off. I am writting to request for continue over time work and week off with pay for Health Aides.

Our week off is very important for all the health aides, because it gives us time to rest before we go back to our 24 hr. on call the following week, so that we can be rested and be readdy to work with the sick people and emergencies without being over tired.

We use our week off after three weeks of seeing 20 or more patients a day.

It is very IMPORTANT for BUSH COMMUNITY to have HEALTH AIDE efficient and effective health aide. WE HOPE FOR YOUR SUPPORT.

Sincerely,

Linda CTHA
Scammon Bay, Alaska

ALL INFORMATION CONTAINED HEREIN IS UNCLASSIFIED
DATE 11-19-92 BY 15106 P.04

Akiachak Native Community
Akiachak IRA Council

AKIACHAK, ALASKA 99551

(907) 825-4320

1) Why I want to be exempt-

1/23/91

Because if I don't get exempt from work I will be burned out from work, and before the week-off policy, There was alot of health aides quitting work. If we continue to have our week-off, we will be refreshed to come back for 3 more weeks.

2) How important my week-off is.

It is important because it helps me to think right- rest my mind a little from worrying about the patients I see. Rests my tired and burned out mind for a whole week, and not worrying about quitting.

3) How I use my week-off.

I spent my time away from Clinic and instead of patients I get to spent some time with my family and rest at home. Also, to do my home chores and what needs to be done, which I was unable to do when I was worrying 24 hrs a day to see if there was going to be emergency patient or not.

Thanks,

Anna Mae Moses

Anna Mae Moses

CHT-

Akiachak Clinic

Grayling CLINIC
01-23-92

CHA, Time Off

1 We CHAS need our time off once a month. After going through treating our patients for you name it illnesses not to mention your own families. you feel like you've been through the winger.

2 We as CHAS need the time off to relax in order to be able to give adducate care to your or our patients. Being on call 24 hours takes a tole on you. we are individuals we get burnt out as well as any one.

3 We use our time off to relax and to go and be able to work to ~~your~~^{our} best for our people in keeping them well, and to teach them how to keep well.

Now give me one good reason why you are declining the CHAS one mangie week off. PLEASE WE BURN OUT, we are not robots I wish we are.

Mary A. Deacon CHA M.A.D.

Grayling.
PS some of us don't get a wk off, because your the only one as a CHA in the village.

AS A CHP AND A CURRENT SUPERVISOR OF CHA'S I FEEL THAT THE CHA'S SHOULD BE EXEMPT FROM OVERTIME LAWS.

THE CHA'S SCHEDULE IS VERY STRESSFUL. THE WEEK OFF THEY CURRENTLY RECIEVE ALLOWS FOR MUCH NEEDED REST AND INCREASES CHA EFFECTIVENESS.

THE CHA'S NEED A WEEK OFF TO FULLY RECOVER FROM THE CONSTANT JOB RELATED STRESS IMPOSED BY THE CHA POSITION.

PLEASE PASS LEGISLATION ALLOWING US TO CONTINUE OUR PRESENT WORKING SCHEDULE.

I think it's very important for healthaides to have their week offs. Because it gives them time to be with their families full time. This is especially important for small children. They can also do some other things they do during the day, like washing clothes (some pile up in large families), giving their family full cooked meals, house cleaning, and a lot of other things housewives do. These week offs can also be used ~~to~~ to go berry picking in summer, fish cleaning & drying or just go to another place if they want to have complete free time. This is because they're still on call for emergencies if they are in their village even if the other healthaide is officially on call.

Sincerely,
Martha Albert

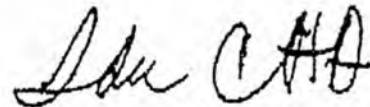
January 22-92

Ida, and Martha CHA, CHP
Box NME
Nightmute, Ak 99690

To; Governor Hickel,

Our week-off's are important to us, because we can spend more time with are families, and loved ones at home, and the CHA-P wouldn't be stress out from work. If we didn't have any week-off's we would start to forget what we need to do, because we didn't have are week-offs, and we'd have short temper. We use our week-offs to take time, and relax at home, and not worry about work, Besides we need week-offs to do our chores.

Thanks for your time
Ida CHA



ANVIK CLINIC
P.O. BOX 50
ANVIK, ALASKA 99558-0050
(907) 663-6334

January 23, 1992

The Honorable Governor Walter Hickel
State Capitol
P.O. Box A
Juneau, AK 99811-0101

Dear Governor Hickel:

I am writing to you regarding the overtime law which Community Health Aides are exempt from.

We do not receive overtime regardless of the overtime we put in after regular hours and during weekends. This all balances out with our week off time with pay.

During some instances we work during our week off if there is an emergency and the other CHA needs assistance. Our week off gives us time to review and educate ourselves using the Community Health Aide Manual without interruptions.

We encourage you to support exempting the CHA's from the overtime law. For this is very important to all CHA's.

Thank you for your time and consideration regarding this matter.

Sincerely, *Marsha Jarue*

ANVIK CLINIC

Marsha Jarue
CHA

MJ:rr

Emmora Clinic

Emmora, Pa. 99581

phone 949-1511

from: CHP/Person, ⁽²⁾ ⁽³⁾ ⁽⁴⁾
Dorothy & Maggie

Mr. & Mrs. Nottingham

Dear

Governor Nickel,

It is important for all the CHP/As
to have one week off each and once a
month. Because having one week off
helps us have rest from ill patients
depressed (etc.) also from over tired
and losing interest from our job.
Being a CHP/As is not easy, because
most of us have family of our own
The village's we're living in are not
getting smaller each year, they are
getting bigger, in the near future they
will increase more.

Having a week off helps us to have
rest. Be with our own family, being
together with your own family is far
a week is good for you with thinking
of a few you a change. Also helps us
do our work at home, sewing, cleaning,
cooking good meals, sleeping. Most, important
and your whole being.

Faxed from emo to juneau area.

This letter is to support Exempting CHA's from the overtime law, and to encourage Governor Hiebel and the State Legislature to support us.

Being the Health Aide is very stressful job, and the workload gets heavy at the end of day, that's why we are asking for your support to continue our work-off as it was before.

Ever since the Week-off started couple years ago, Health Aides that I talked with are less stress and working more harder than before, and we have less burn-out CHA's, that's why its important for us.

We have used our week-off for couple years, and in our village, we take 3 who on and 1 wk. off, and its working very well.

We are asking for your support and the State Legislature, because if this week off continues, it will surely brighten our lives and the rest of the people.

Thank-you for your support.

Sincerely Health Aides
Thomas J. Andrew
Jillia Witchell
Nunapitchuk, Ak. 99641

FAKED TO JUNEAU AT 11:35 AM 1/28/92

TOGIAK HEALTH CLINIC

P.O. Box 128

TOGIAK, AK 99578-0128

(907) 493-5511

January 23, 1992

From: Sirena Alakayak, CHA
Togiak Health Clinic
P.O. Box 128
Togiak, Alaska 99578

ATT: *Laurie Naughterman*

Re: Health Aide Schedules

Hi! My name is Sirena Alakayak and I am a Health Aide from Togiak Clinic. I work for Bristol Bay Area Health Corporation. I get calls from people in the village when the clinic is closed when they are sick. I also have to take care of emergencies 24 hours a day.

It's better for me to have extra time off like every 3rd week, then to get paid for the extra time I work. I can use the extra time for subsistence use, be with my family because I have an infant son at home or to get away from the village for a while because when I'm working I have to sit by the phone constantly without doing anything else. Having extra time off is better for me then getting paid overtime.

Thank-you.

Sincerely,

Sirena Alakayak

Sirena, Alakayak, CHA

SA/cac

cc: ftle

Sirena Alakayak