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FISCAL NOTE

STATE OF ALASKA
1992 LEGISLATIVE SESSION

BILL NO : SB 422

Revision Date: _____
Title: *An Act exempting certain community health aides from overtime wage requirements.*
Sponsor: Senator Hoffman
Requestor: Senate Labor & Commerce

Department Affected: Labor
BRU: Labor Standards & Safety
Component: Wage & Hour
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						
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REVENUE FUND SOURCE:						
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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)

Randy Carr
Prepared by: Randy Carr, Acting Director Phone: 269-4900
Division: Labor Standards & Safety Date: 3/3/92
C.W. Mahlen
Approved by Commissioner: C.W. Mahlen
Agency: Department of Labor Date: 3/3/92

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

FIRST COMMITTEE OF REFERRAL

DATE: 2/18/92

FURTHER:

Date of 5-Day Notice: 3/10/92
(in accordance with Uniform Rule 23)

DATE TURNED INTO OFFICE: _____

L&C Committee considered SB 422

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

and recommends:

replace with _____ CS _____ (_____)

same title
 new title
 technical title change
(HB only)

attaches amendment(s)

adopts _____ Letter of Intent

further referral to the _____

do pass

do not pass

no recommendation

individual recommendations

NEW FISCAL NOTES: Dept/Date

zero fiscal notes
LABOR 3-3-92

fiscal notes _____

appropriation--no fiscal note

PREVIOUS FISCAL NOTES: Dept/Date

Governor's bill with fiscal notes:
zero fiscal notes _____

fiscal notes _____

DO PASS:

Stanley Craft
John Collins
Keith Halford

OTHER RECOMMENDATIONS:

Chair: Signature and Recommendation
Chair: Signature and Recommendation



Senator Lyman F. Hoffman

Alaska State Senate
P.O. Box V • Juneau, Alaska 99811 • (907) 465-4453

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MEMORANDUM

To; Senator Drue Pearce, Chairm
Labor and Commerce Committee

From; Senator Lyman F. Hoffman *LH*

Date; March 2, 1992

Re, Scheduling of Senate Bill ~~44~~ *44-422?*

Please receive this memo as a formal request for the scheduling of the above mentioned bill.

As you are aware, this bill would exempt community health aides employed by regional or local health organizations, from the provisions of the states overtime laws. These health organizations prefer a more desirable type of policy which allows the Health Aides to recieve one week off for every three weeks worked.

The bill has the support of regional health corporations and C.H.A.s from across the State as well as the administration.

I have taken this opportunity to include with this memo copies of corospondence in support of the bill.

The committee's scheduling of the bill would be greatly appreciated.

Thank you.



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

98757-4486

M. 82

714.0

CHA

1-23-72

Dear Governor Hickel

My name is Kias 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.

I thank you

Kias Clark - CHA
Aniak

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

Post-It™ brand fax transmittal memo 7671		# of pages	1
To	Maria Munder	From	(Marie) Tunguing
Co.		Co.	Gennie
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

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

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

TOGIAC HEALTH CLINIC

P.O. Box 128

TOGIAC, 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: file
Sirena Alakayak

710 02
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:

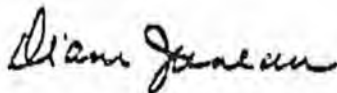
As the Director of the Bristol Bay Area Health Corporation's, Community Health Aide Program, I am stating my support for designating Community Health Aides as Exempt employees.

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



Bristol Bay Area Health Corporation

P.O. Box 130
DUNLAP, ALASKA 99576
PHONE: (907) 842-5201
FAX: (907) 842-9354

TO: Myra Munson	FROM: NAME: Diane Juneau CHAP Director, BBAHC DEPARTMENT:
TELEPHONE: FAX: 586-3883	TELEPHONE: FAX: 842-9354

COMMENTS: _____

DATE: January 23, 1992

SENT BY: Diane Juneau

NUMBER OF PAGES (INCLUDING COVER): 2



Bristol Bay Area Health Corporation

P.O. Box 130
DILLINGHAM, ALASKA 99576
PHONE: (907) 842-5201
FAX: (907) 842-9354

TO: Myra Munson	FROM: NAME: Diane Juneau CHAP Director, BBAHC DEPARTMENT:
TELEPHONE: FAX: 586-5883	TELEPHONE: FAX: 842-9354

COMMENTS: _____

DATE: January 23, 1992

SENT BY: Diane Juneau

NUMBER OF PAGES (INCLUDING COVER): 2

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 its 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 Genimie

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

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
 CHA

Akiachak Native Community
Akiachak IRA Council

AKIACHAK, ALASKA 99561

(907) 825-4220

1/23/91

1) Why I want to be exempt.

The reason why I want to be exempt- is because we get burned out from work. Also, lots of health aides have stop working from being burned out.

2) How important your week off is to you.

it helps us to be more refreshed after our week off, from being stress. Helps us to support our family by hunting or doing chores at home.

3) How to use your week off.

We use our week off to rest from seeing patient and also from being stress out. Also, to be with our family. Mainly to hunt for food.

Thank-you.

Ickley J. Charles
Ickley J. Charles- CIA.

Akiachak Native Community
Akiachak IRA Council

AKIACHAK, ALASKA 99801

(907) 825-4320

1/23/91

To be fresh to go to work after week off. During our week off it helps us to do what needs to be done at home and stay with family members. Also, going out to tundra having fresh air, and to villages to see some friends.

So we can go to work with a fresh mind.

Thank-you.


Filma Peter - CHA

Akiachak Native Community
Akiachak IRA Council

AKIACHAK, ALASKA 99501

(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. Resets 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 Mac Moses

Anna Mac Moses

CHP-

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 wringer.

2 We as CHAS need the time off to relax in order to be able to give adūcate 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 ^{our} ~~your~~ 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 you're the only one as a CHA in the village.

To: The Governor's office
ATTN: HORI 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 crap 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 mental 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. Fittka-CHA
Ruth A. Fittka-CHA

AS A CBP 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), making 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

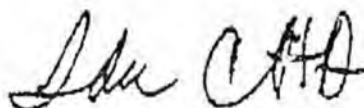
January 22-92

Ida, and Martha CHA, CHP
Box NME
Nighthute, 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 relex at home, and not worry about work. Besides we need week-offs to do our chores.

Thanks for your time
Ida CHA



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 - poach water and dump honey buckets in designation area. We dont 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

City of Toksook Bay

1-23-92

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

I am a health aide from Toksook Bay.
I want to be exempt so I can continue
to have my week-off. My week-off is very
important to me because that's the time I get
to get some of my stress off from work.

When I have my week off I spent my
time with my family and that's also the
time when we catch up with so many
things we have to do. Some of our assistance
includes hunting and some catch up work with the
scale, fish, berry picking and so on.

If we stop having our week-off we will be
stressed and burned-out. I have worked before
we had our week-off. So many health aides
have burned out. And we don't want that
to happen to us.

We mostly work over time seeing patients, waiting
for Dr. to call back, do home visits after working
hours, even see patients during weekends, and
we don't get paid for overtime. I would
very much would like to continue to have
my week-off.

Anna R. John, C.H.A.
Toksook Bay

City of Toksook Bay 1-23-92

TOKSOOK BAY CLINIC
 NELSON ISLAND
 TOKSOOK BAY, ALASKA 99637
 (907) 427-7712

1) I want to be Exempt so I can continue to get my week off. I like my week off because that's when I can do the things I have to do. I don't want to work without my week off because I know I'll get burned-out. Being a health aide is not easy job. There's lots of worrying, thinking & grieve, that's why I want exempt so that I can continue to have my week off. I don't think any health aide can last long on the job without that week off.

2) My week off is very important to me because that's the time I get to do the things I have to do & like to do. I work 6 hrs a day Monday thru Friday for 3 wks & get my week off. During those 3 wks I work on people with different health problems. When I work on people who are very ill I get worried my mind really does lots of thinking. Children that are ill make me worry to, I think about their parents. I get calls at night & early morning hrs. When I get called I go. When I work for 3 wks busy I get stressed. That's why my week off is very important to me.

3) I use my week off to be with my family, to hunt, check fish traps, other traps, get fire wood. I love to hunt on my week off when the weather lets me. But can go every day because I'm stuck at work. I love working as a health aide for my community. I can write & write & write about what I do on my week off. **I THANK GOD THAT WE HAVE THE WEEK OFF THAT WE HEALTH AIDES REALLY NEED VERY, VERY MUCH.**

Thank you
James B. Moses City
 TOKSOOK BAY

CITY OF TOKSOOK BAY
TOKSOOK BAY CLINIC
NELSON ISLAND
TOKSOOK BAY, ALASKA 99637
(907) 427-7712

1-23-92

I want to Exempt because my week-off is very important to me because it helps me in so many ways and it worth getting it.

My week off is very important to me because it gives me relieve from the stress I had in work and it gives me time to recuperate, working as a health care is very difficult + being burned doesn't help us working, getting our week off helps a whole lot from burning out, cause being burned out is like walking in the dark don't know where your going.

I use my week off to spend more time with my family + it makes my family happy to be around there mom. Kids needs to spend time with there mom + it helps me to catch-up what I missed. Also I get to catch up on house hold work + things I need to do it helps alot during spring + summer time cause at that time we start working on seal + fish + we get to work on them before they get spoiled.
SO PLEASE EXEMPT US FROM OVERTIME LAW

Julia Street
Toksook Bay

City of Toksook Bay

1-23-92

TOKSOOK BAY CLINIC
NELSON ISLAND
TOKSOOK BAY, ALASKA 99897
(807) 427-7712

① I am a Certified Community Health Aide Practitioner from TOKSOOK Bay. I want to be exempt, because it helps me in so many ways, and ~~is~~ is worth in so many different ways.

② My week off is real important to me, because it relieves me from stress, and prevents me from getting burned out from work. Nevertheless, it makes me feel more relaxed, and be less stressed for the next 3 weeks I have to work, instead of being burned out from work and stressed from worrying about so many things like e. weather, patients, and ~~unexpected~~ unexpected emergencies, and trying to meet all of the patients needs like I used to do in the past years before we ever got our week-offs. Now that we get our week-offs it has ~~clearly~~ helped us and has made a big difference from our past lives.

③ I use my week off by spending more time with my family or visiting relatives. It also helps me catch up on all my chores. ~~Also~~ Spending time with my family is good, and I look forward to having my week off, because I hardly get to spend as much time as I want to with my family since I work 6 hours a day and were always ~~on~~ on call 24 hours a day for emergencies. Some days we hardly spend a night with our family, because we have to either escort our patients in or watch our patients for the whole night till the planes arrive in the morning with the weather permitting. I am so proud and very grateful for the week-offs we get. ~~because~~ I ~~can~~ even thank God for week offs we get, because every Health Aide in the Delta deserves a week off which is worth a whole lot. I also love ~~to~~ my job even though it maybe a stressful job, and I ~~love~~ like taking care of our people in our village.

Thank You,
Dellie Abner C.H.A.

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 Jerue*

ANVIK CLINIC

Marsha Jerue
CHA

MJ:rr

**Kodiak
Area
Native
Association**



71402
CHA

402 Center Avenue
Kodiak, Alaska 99611
Phone (907) 486-5721

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 Hickel'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 1-286-2215 work
1-286-2414 home

Julie Rowland CHAP 1-454-2414 home

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

Thank-you for all your efforts.

Lauren

Jan. 23, 1992

To: Paul Furse

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 reason.

Thank you for your
time and service.

Sincerely,

Valen Reft - CHA

Larsen Bay, Ak.

Emmal Cleve

Emmal, Rte 9958
Phone 945-1511

from CHP/Pres, Beverly, Dan
Barney & Maggie

1111 - 1111 - 1111

Dear

Excuse Nickel,
it is important for all the CHP/As
to be on each of each and one a
little. Because having me will off
help. We have read from all kind
of papers (etc) also from our local
and having contact from our job.
It is a CHP/As is not easy, because
many of us have family of our own
and wife's well being 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. We will be our family, Beverly
and we will give our family to you
it will be good for you with thinking
to have you in charge. Also help us
to be work at home, sewing, clean
making good meal, shopping. Most, important
not give up what being.

Fixed from time to time

1-23-92

11:34 AM

This letter is to support Exempting CHA's from the overtime law, and to encourage Governor Diehl 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
Julia Witchell
Nunapitchuk, Ak 99641

2482/1 Wk 55:11 241 noon 02 FAXED TO JUNEAU

1-23-92

To
Governor Hickel and
the state Legislature

From:
Ruth M Ewan 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 Ewan CHP
Napaskiak Clinic
Napaskiak, AK 99559

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
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

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: *Laurie Naughterkam*

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



NORTON SOUND HEALTH CORPORATION

P.O. BOX 906
NOME, ALASKA 99762
(907) 443-3311

74-
244

November 12, 1991

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

Post-It™ brand fax transmittal memo 7671		# of pages 1
To Myra Munson	From Shirley Daniels	
Co.	C/O NSHC/VHS	
Dept.	Phone # (907) 443-3283	
Fax # 272-8332	Fax # 443-3139	

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. NSHC 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 Niksik 2
Mary Jane Merculief 3

Lucy Apatiki 2
Ella Agibinik 3
Millie Lee 3
Lennard Adams 2

The following voted for exemption:

Carolyn Noongwook
Bobby Kava
Sally Agloinga

Karen Iya
Karen Waghiyi
Norma Kavuirlook

Jesse Cologergen
Martha Keyouktuk
Diane Acoman

The following were undecided:

Orpha Oozevascuk

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

114.00
BRISTOL BAY AREA HEALTH CORPORATION

P.O. BOX 130 • DILLINGHAM, ALASKA 99576

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

received
10-16-91

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

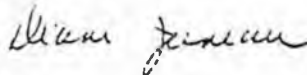
All of the telephone numbers are the village clinic numbers, the health aides should be at the listed number between 9 a.m. and 3 p.m.

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

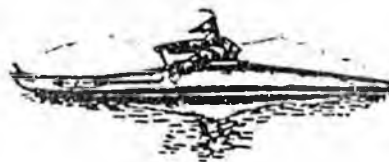
Thanks for all of the good work!

Sincerely:



Diane Juneau, CHAP Director
BBAHC

**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 Rowle, 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