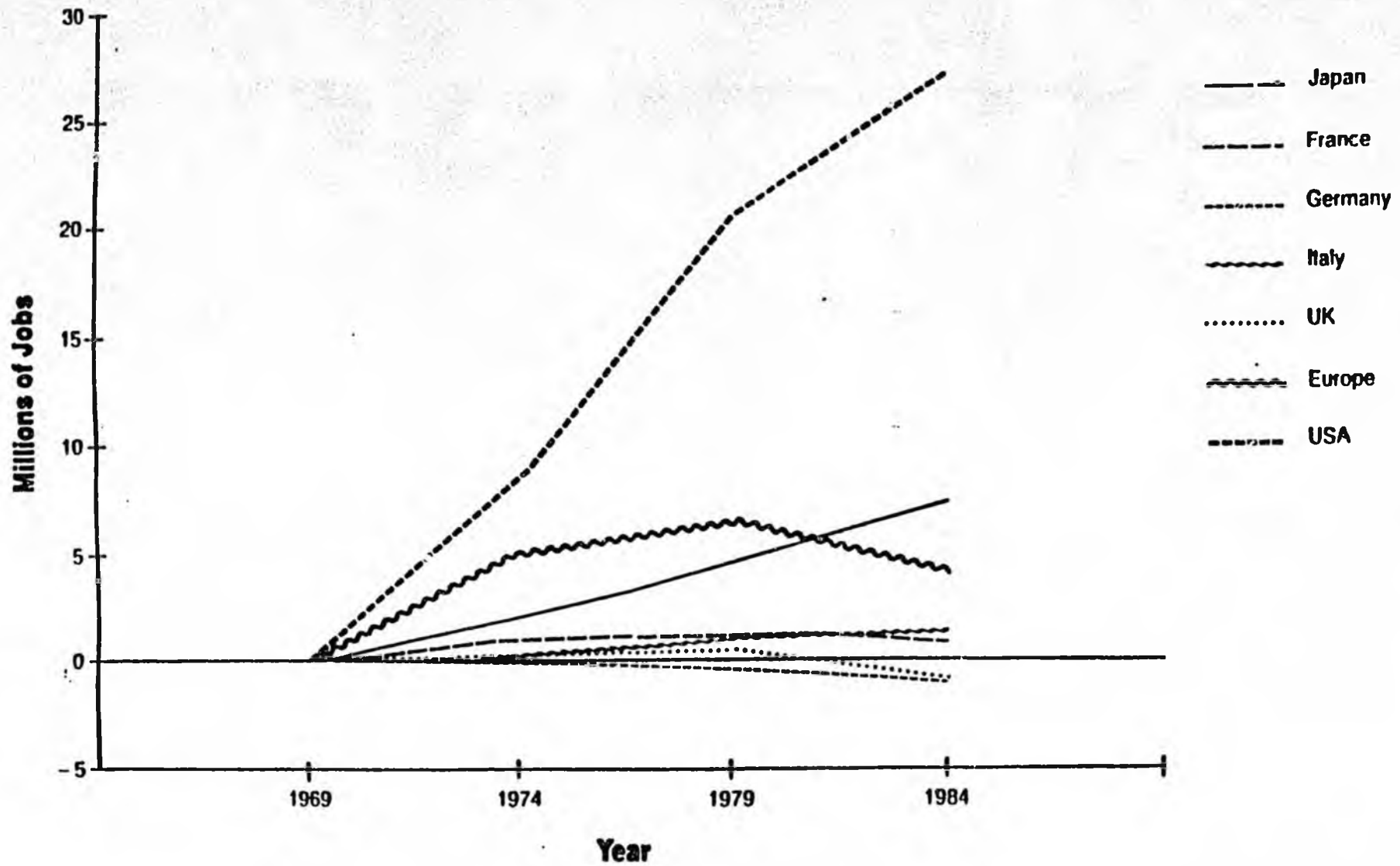


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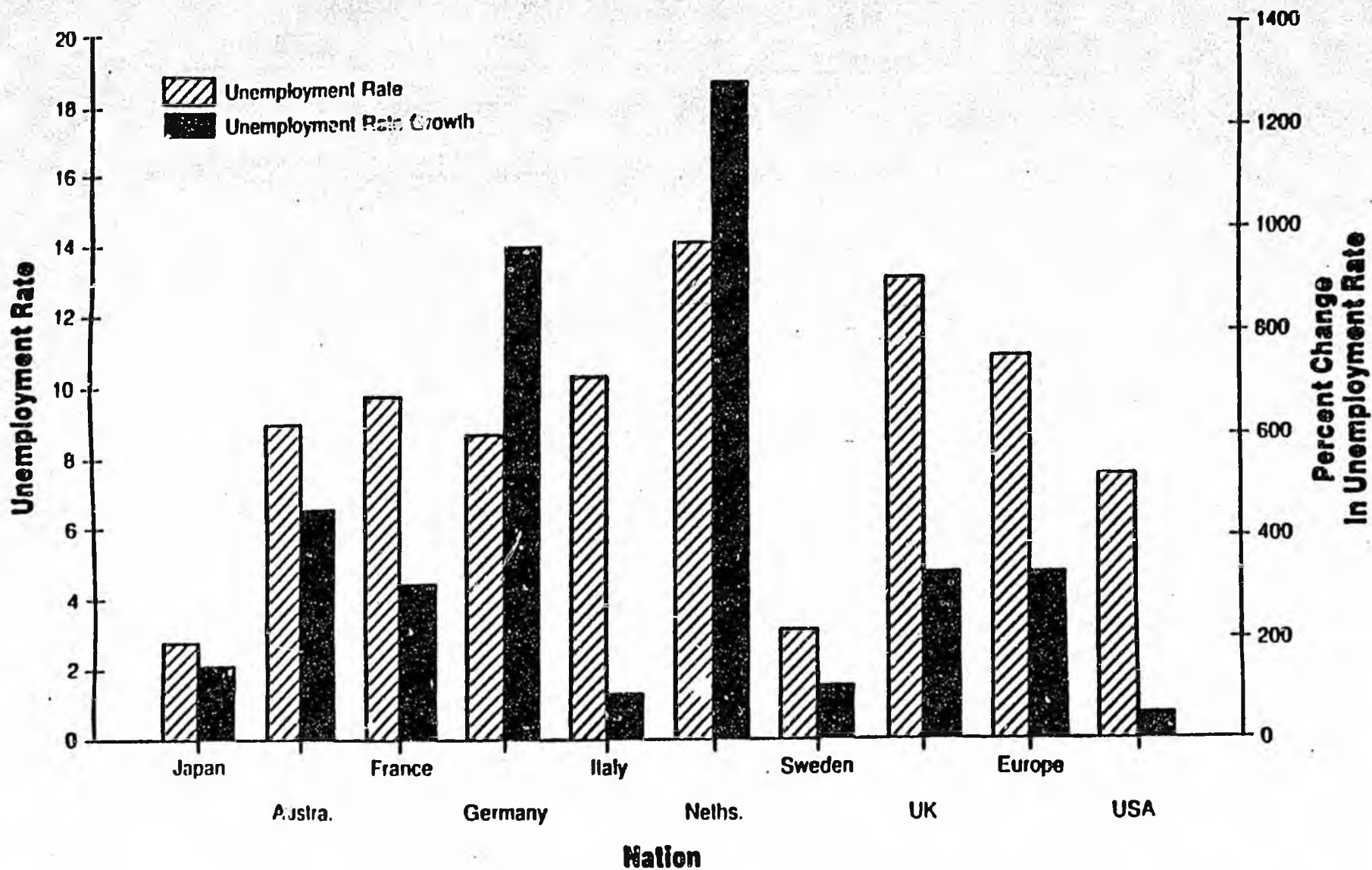
68

Cumulative Growth in Total Employment For Selected Nations At Five Year Intervals



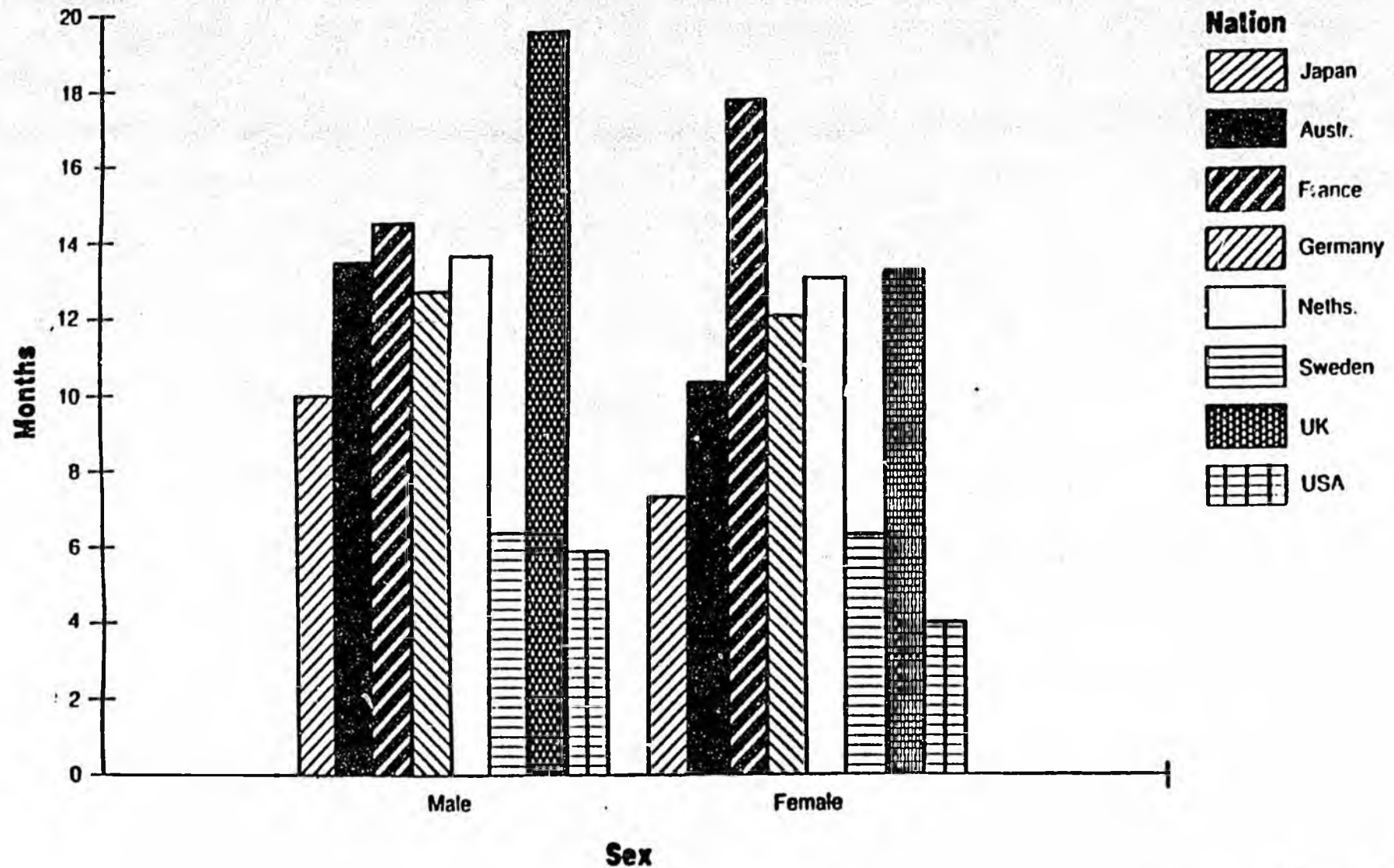
Source: From OECD data

Unemployment Rate (1984) and Percent Growth in Unemployment Rate (1970-1984) by Selected Nation



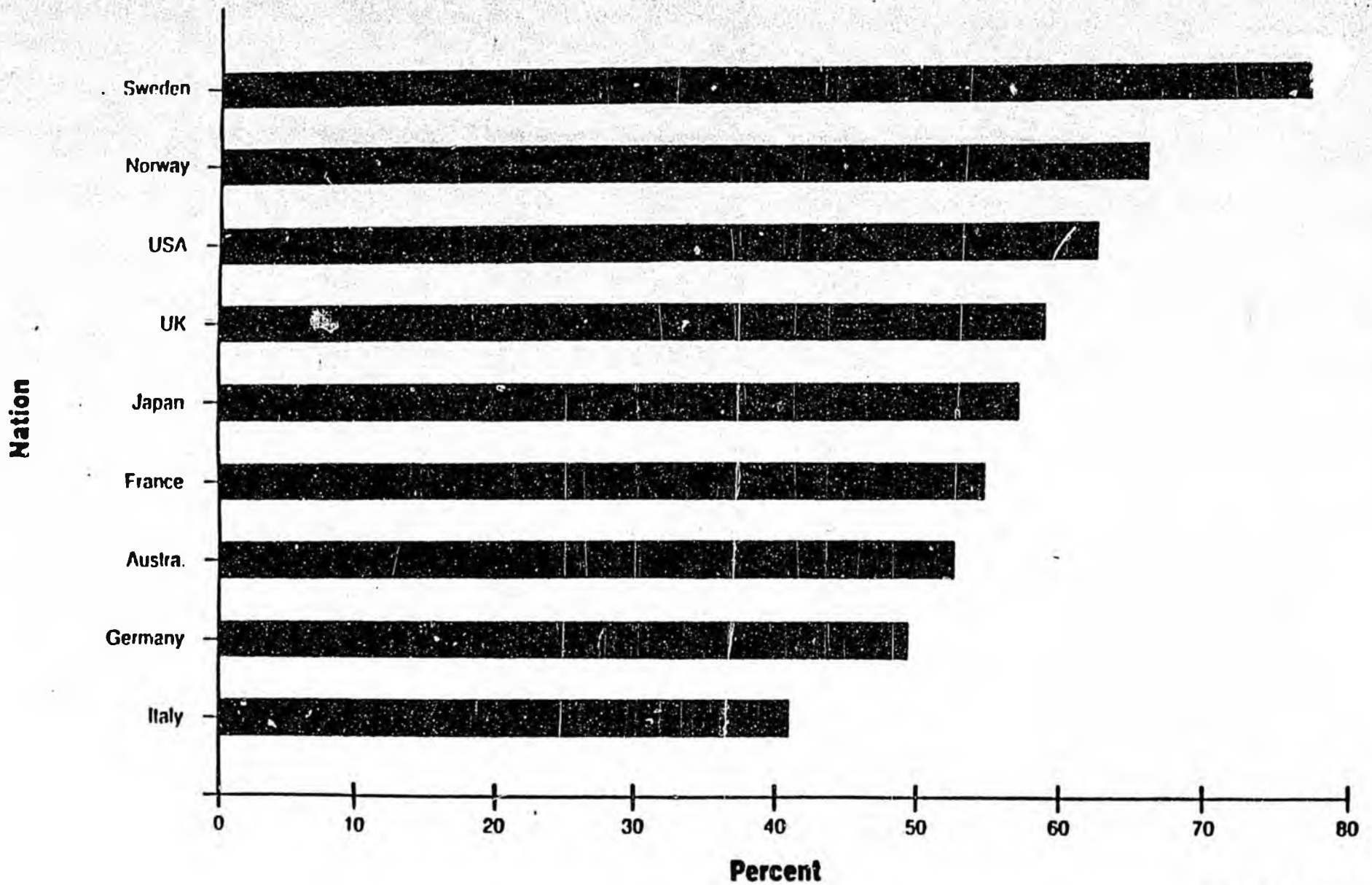
SOURCE: OECD

Mean Average Duration Of Unemployment in Progress By Selected Nation—1984



Source: OECD

Female Labor Participation Rates By Selected Nation—1984



SOURCE: OECD

CSHB 155, (proposed finance) "An Act relating to employee health insurance coverage, employment rights based on pregnancy, childbirth, and related conditions, and family leave."

SECTION 1: Short Title: Alaska Family Protection Act

SECTION 2:

(A) FINDINGS

- (1) generally, parents are the best providers of care for their children;
- (2) single and two parent household in which the parent(s) work outside the home are increasing significantly;
- (3) it is important to child development and to the family unit that parents be able to take part in early child rearing and the care of a sick child;
- (4) the lack of employment opportunities to accommodate working parents can force individuals to choose between job security and parenting; and
- (5) it is important for the family unit that a person be able to care for a parent or spouse who has a serious health condition.

(B) PURPOSES

- (1) to balance the demands of the work place with the needs of families, and to promote stability and economic security in families;
- (2) to entitle employees to take reasonable leave for the birth or adoption of a child, for the care of a child, spouse or parent who has a serious health condition, and in case of their own serious health condition.
- (3) to accommodate the legitimate interests of employers.

SECTION 3: amends AS 14.20.590 by adding a new subsection

- (b) not withstanding existing provisions regarding negotiation and mediation in AS 14.20.550 - 14.20.610, an agreement concerning benefits and leave is void unless it provides benefits as least as beneficial as 23.10.500-23.10.550. (Prior HESS version required "comparable" benefits.)

SECTION 4: amends AS 23.10 by adding new sections

Article 7 Section 23.20.500

- (a) requires employer to grant an employee whose health is affected by pregnancy, childbirth, or a related medical condition the same employment benefits and privileges granted to other temporarily disabled employees, including allowing the employee to take disability, sick, or a other accrued leave if it is available to other temporarily disabled employees.

However, except as provided in (d) of this section, an employer is not required to provide health insurance coverage for the medical costs of pregnancy, childbirth, or related medical condition.

- (b) an employee is eligible for family leave if the employee has worked for the employer at least 35 hours a week for at least six consecutive months, or at least 17-1/2 hours a week for at least twelve consecutive months immediately preceding the leave.

An eligible employee can take family leave for a total of 18 workweeks during any 24-month period.

The leave may be unpaid, but the employee may choose to substitute, or the employer may require the employee to substitute, accrued paid vacation leave, sick leave, personal leave, or other paid leave.

If the employee is entitled to a longer period of leave under (a) of this section, then the longer period applies.

An eligible employee is entitled to take family leave

(1) because of pregnancy, the birth of a child of the employee, or the placement of a child, other than a stepchild, with the employee for adoption, with the entitlement to leave expiring at the end of the 12-month period beginning after the date of the birth or placement; an employer may require that an employee using family leave under this paragraph take the leave in a single block of time;

(3)

(2) in order to care for the employee's child, spouse, or parent who has a serious health condition; "child" is defined as including the employee's biological, adopted or foster child, stepchild, legal ward, or child to whom the employee stands in loco parentis; and

(3) because of the employee's own serious health condition. (Prior HESS version did not provide this benefit.)

- (c) notwithstanding (b) of this section, an employer is not required to grant two employees working for same employer family leave simultaneously to care for a parent or child.
- (d) during the time the employee is on leave, the employer must maintain coverage under any group health plan at the level and under the conditions that coverage would have been provided if the employee had been employed continuously from the date the leave began until the employee returns under (e) of this section.

The employer may require that the employee pay all of the costs for maintaining health insurance coverage during the period of unpaid leave.

- (e) unless the employer's circumstances have changed to make it impossible or unreasonable, when an employee returns from family leave, the employer will restore the employee

(1) to the position held by the employee when the leave began; or

(2) to a substantially similar position with substantially similar benefits, pay and other terms and conditions of employment.

- (f) this section applies only to employers who employed 21 or more employees for each working day during 20 consecutive workweeks;

This section does not apply to a small business facility if the total number of employees employed within 50 road miles of the facility including those employed at the facility during the 20 consecutive workweeks was fewer than 21.

(4)

(g) an employer may refuse to grant an employee family leave under (b) of this section if the employer establishes that

(1) the employee's salary is in the top 10% of all employees in the facilities of the employer covered by this section; and

(2) the employee has skills, knowledge, or experience that cannot be satisfactorily provided by other employees, including temporary employees or persons available for temporary employment, during the period of the proposed leave and that are necessary to the employer during that time to meet a business necessity. (Prior HESS version did not specify that an employer had to consider use of temporary employees.

ARTICLE 7 Section 23.10.510 EMPLOYEE NOTICE

Requires employee to give employer prior notice of an expected need for leave in a reasonable and practical manner if the necessity for leave is foreseeable based on an expected birth or adoption, or on planned medical treatment or supervision.

If the need for leave is foreseeable based on planned medical treatment or supervision, the employee shall also make a reasonable effort to schedule the treatment or supervision at time that will not unduly disrupt the operations of the employer, subject to the approval of the health care provider of the employee, or the employee's child, spouse, or parent.

ARTICLE 7 Section 23.10.520 EMPLOYEE TRANSFER

(a) A pregnant employee may request a transfer to a suitable position. The employer may not offer the position to another person other than the requesting employee until the employer has offered the position to the employee and the employee has refused the offer. A position is suitable if

(1) it is an existing unfilled position in the same administrative division in which the employee is currently employed and is less strenuous or less hazardous than the employee's current position;

(2) transfer to the position is recommended by a licensed health care provider;

(5)

(3) the employee is qualified and immediately able to perform the duties of the position; and

(4) the transfer will not subject the employer to legal liability.

(b) the employer shall compensate an employee who receives a transfer under this subsection at a rate at least equal to the lesser of the rate, as adjusted by changes to compensation that apply generally to the work force, at which

(1) the employee was compensated immediately before requesting the transfer; or

(2) the position into which the employee transfers is compensated.

ARTICLE 7 Sec. 23.10.530 APPLICATION TO OTHER LAWS

(a) The provisions of AS 23.10.500 - 23.10.550 do not affect any other provision of law relating to sex discrimination, pregnancy, or parenthood.

(b) The provisions of 23.10.500 - 23.10.550 are subject to collective bargaining. However, a collective bargaining contract is void unless it contains terms giving employees benefits at least as beneficial to the employee as those provided by AS 23.10.500 - 23.10.550. (Prior HESS version required "comparable" benefits.)

ARTICLE 7 Sec. 23.10.540 INVESTIGATION AND CONCILIATION OF COMPLAINTS

(a) a person aggrieved by a denial of a right or privilege granted by AS 23.10.500 -23.10.550 may file a complaint with the Department of Labor.

(b) the department shall informally, promptly, and impartially investigate the matters set out in a filed complaint. If the investigator determines that the allegations are supported by substantial evidence, the investigator shall immediately try to eliminate the denial of rights or privileges by conference, conciliation, and persuasion.

(6)

ARTICLE 7 SEC. 23.10.550 DEFINITIONS (as 23.10.500 -
23.10.550)

- (1) "child" means an individual who is
 - (a) under 18 years of age; or
 - (b) 18 years of age or older and incapable of self care because of mental or physical disability;
- (2) "employer" means a person, including the state and a subdivision of the state, who employed at least 21 employees in the state for each working day during 20 consecutive workweeks in either the current or preceding calendar year;
- (3) "health care provider" has the meaning given in AS 18.23.070.
- (4) "parent" means a biological or adoptive parent, a parent-in-law, or a stepparent;
- (5) "serious health condition" means an illness, injury, impairment, or physical or mental condition that involves
 - (A) inpatient care in a hospital, hospice, or residential health care facility; or
 - (B) continuing treatment or continuing supervision by a health care provider;
- (6) "small business facility" means a facility of an employer at which fewer than 21 employees were employed for each working day during 20 consecutive workweeks in the current or preceding calendar year;
- (7) "state" includes the University of Alaska and the executive, legislative, and judicial branches of state government including public and quasi-public corporations and authorities established by law.

SECTION 5 AS 23.40.200 is amended by adding a new subsection to read

- (g) Notwithstanding any provisions of AS 23.40.070 - AS 23.40.260 to the contrary, an agreement between an employer subject to AS 23.10.500 - 23.10.550 and an employee bargaining organization that conflicts with the benefit provisions of AS 23.10.500 -

23.10.550 is void unless the agreement provides benefits at least as beneficial to the employee as those provided by AS 23.10.500 - 23.10.550.
(Prior HESS version required "comparable" benefits.)

SECTION 6 AS 39.20.225 (b) (4) is amended to read:

- (4) Pregnancy and childbirth is a medical reason for a female officer or employee to take personal leave. (deletes language limiting leave to a maximum of nine weeks immediately preceding and following childbirth.)

SECTION 7 AS 39.20 is amended by adding a new section, 39.20.305
FAMILY AND HEALTH LEAVE

- (a) an employee who is otherwise qualified for a leave of absence may take family leave for a total of 18-workweeks during any 24-month period. The employee shall use accrued personal leave. After exhausting accrued personal leave, the employee may take unpaid leave for the balance of the 18-week period.

If the employee is entitled to a longer period of time under AS 23.10.500(a), then the longer period applies.

An eligible employee is entitled to take family leave

(1) because of pregnancy, the birth of a child of the employee, or the placement of a child, other than the employee's stepchild, with the employee for adoption. The entitlement to leave expires at the end of the 12-month period beginning after the date of the birth or placement; the department or agency may require that an employee using family leave under this paragraph take the leave in a single block of time;

(2) in order to care for the employee's child, spouse or parent who has a serious health condition; in this paragraph, "child" includes the employee's biological, adopted, or foster child, stepchild, legal ward, or a child to who the employee stands in loco parentis; and

(3) the employee's own serious health condition.
(Prior HESS version did not provide this benefit.)

(8)

- (b) Requires employee to give department or agency head prior notice of an expected need for leave in a reasonable and practical manner if the necessity for leave is foreseeable based on an expected birth or adoption, or on planned medical treatment or supervision.

If the need for leave is foreseeable based on planned medical treatment or supervision, the employee shall also make a reasonable effort to schedule the treatment or supervision at a time that will not unduly disrupt the operations of the employer, subject to the approval of the health care provider of the employee, or the employee's child, spouse, or parent.

- (c) notwithstanding (a) of this section, if a parent or child of two employees employed by the state has a serious health condition, the state is not required to grant family leave to both employees simultaneously.

- (d) an employer may refuse to grant an employee family leave under (a) of this section if the employer establishes that

(1) the employee's salary is in the top 10% of employees within that department or agency; and

(2) the employee has skills, knowledge, or experience that cannot be satisfactorily provided by other employees, including temporary employees or persons available for temporary employment, during the period of the proposed leave and that are necessary to the department or agency during that time to meet a business necessity. (Prior HESS version did not require consideration of using temporary employees.)

- (e) In this section, "child," "health care provider," "parent," and "serious health condition" have the meanings given in AS 23.10.550.

SECTION 8

Notwithstanding AS 14.20.590(b), enacted by sec. 3 of this Act, AS 23.10.500 - 23.10.550, enacted by sec. 4 of this Act, and AS 23.40.200(g), enacted by sec. 5 of this Act, a collective bargaining agreement in effect on the effective date of this Act that contains terms that do not comply with AS 23.10.500 - 23.10.550 remains valid until the agreement expires. However, the contract may not be extended by agreement or renewed unless it complies with AS 14.20.590(b), AS 23.10.530, or AS 23.40.200(g), as applicable.

January 22, 1990
Rep. Kay Brown

STATUTES REFERENCED
IN CS HB 155 (HESS) AND CS HB 155 (PROPOSED FINANCE)

SECTION 3

14.20.590: TEACHERS AND SCHOOL OFFICIALS - Grievance Procedures

14.20.550 -.610: TEACHERS: Negotiation, Bargaining, Mediation
Grievance

23.10.500-.550: LABOR & WORKERS COMPENSATION (TITLE 23)
Chapter 10: Employment Practices & Working Conditions

Authorizes for Teachers standard consistent with Labor
& Workers amendments in Section 4 of this bill

SECTION 4

23.10.500 - .550: LABOR & WORKERS COMPENSATION (TITLE 23)
Chapter 10: Employment Practices & Working
Conditions

New sections setting standards for family leave benefits

SECTION 5

23.40.200: LABOR & WORKERS COMPENSATION (TITLE 23)
Chapter 40: Labor Organizations - Arbitration
Chapter 40.070-.260: Labor Organizations -
Public Employees Relations Act

Affecting workers with bargaining unit: new
sub-section standard consistent with
Labor & Workers amendments in Section 4 of this bill

SECTION 6

39.20.225(b)(4): PUBLIC OFFICERS AND EMPLOYEES (TITLE 39)
Chapter 20: Compensation and Allowances - Use of
Personal Leave

For State employees: amending language authorizing
standard consistent with Labor & Workers amendments in
Section 4 of this bill

SECTION 7

39.20: PUBLIC OFFICERS AND EMPLOYEES (TITLE 39)
Chapter 20: Compensation and Allowances-Use of Personal
Leave

amendments authorizing standard for state employees
consistent with Labor & Workers amendments in
section 4 of this bill

SECTION 8

14.20.590(b) TEACHERS AND SCHOOL OFFICIALS
23.40.200(g) LABOR AND WORKERS COMPENSATION
23.10.500-.550

Affecting workers with bargaining units: an effective
date authorizing standard consistent with Labor & Workers
amendments in Section 4 of this bill

Kay Brown

Alaska State Legislature House of Representatives

DATE: January 15, 1990

TO: Representative Ronald L. Larson, Co-Chair
Representative Lyman F. Hoffman, Co-Chair
House Finance Committee

FROM: Representative Kay Brown *Kay*

RE: Scheduling HB 155 (HESS), An act relating to Family Leave for a hearing in the House Finance Committee.

I am submitting to you a request for a hearing on HB 155 (HESS), legislation that would establish a family leave policy for Alaska. Briefly, HB 155 (HESS) would,

- o allow an employee to take up to 18 weeks of unpaid leave of absence within a 12 month period for each birth or adoption in a family;
- o allow an employee to take an unpaid leave of absence for up to 18 work weeks in a single block of time within a 24 month period in order to care for the employee's child, spouse or parent in the event of a serious health condition.
- o require that an employer reinstate the employee in the same or a substantially similar position at the end of the leave;
- o protect the health of a pregnant woman and her baby by requiring that an employer transfer a pregnant employee to a less hazardous or strenuous position if an unfilled position exists in the same administrative division, and if the transfer is requested by a health care provider;
- o require an employer to maintain coverage under any group health plan for an employee taking family leave at the employee's expense.

P. O. Box 20-2661
Anchorage, AK 99520-2661
(907) 272-0207

During Session:
P. O. Box V
Juneau, AK 99811
(907) 465-4998

I would also note that HB 155 (HESS) is responsive to concerns expressed by the National Federation of Independent Business in so far as it would exempt small businesses with less than 21 employees.

During the interim I have had a draft committee substitute prepared for consideration by the Finance Committee. The proposed committee substitute would make one major change in the HESS version. The draft committee substitute would apply the proposed unpaid leave provisions to the employee in the case of his or her own serious health conditions.

The proposed measure has a fiscal note of \$62,800 for the enforcement functions assigned to the Department of Labor.

* * * *

I appreciate your consideration in scheduling HB155 at the earliest possible date. If you have any questions regarding this legislation please let me know or contact Mary Core of my staff at 465-4998.



Older Alaskans Commission

Box C
Juneau, Alaska 99811-0209
907/465-3250

POSITION PAPER - HB 155

LEAVE FOR FAMILY CAREGIVERS

The Older Alaskans Commission supports this bill in concept. The OAC views it as pro-family and pro-employee legislation designed to encourage "eldercare" by family members. In light of the high private and public cost of alternatives to family caregiving for the elderly, namely, institutionalization, this is also a cost-effective proposal.

Work place policies which accommodate caregivers' need for leave or flex-time work make good management and business sense. In the case of caregivers to the elderly, the employee caregivers are usually over the age of forty, and thus are usually experienced employees with a high replacement value. They are often middle or top level managers.

Retaining experienced employees, and keeping them at their most productive and healthy functioning level will benefit employers. Numerous research studies have shown that full-time employee caregivers of the elderly provide 12 to 35 hours a week of care giving services. This results in considerable stress to the employee, which in turn shows up as decreased production at work, unscheduled absences, and increased costs to the employee health benefit program. (See Attachment A)

Under HB 155, most major employers in the state would be required to simultaneously offer these new caregiver leave benefits. This is an equitable solution to this social problem, as all competitors in any field would be operating under the same public policy.

Proposed federal legislation similar to HB 155 was studied by the Government Accounting Office which found that the cost to the national business community of providing family leave is only one-seventh (1/7) the cost to the taxpayers of unemployment and welfare payments resulting from lack of caregiving leave. (See Attachment B.)

HB 155 will benefit three groups of Alaskans:

"...* the employees whose health and well-being are preserved;

* the employer who profits from their continuing productivity and their lower utilization of health care and other benefits; and

* the dependents for whom the employee's support is essential."

(Employer Support for Employee Caregivers, The New York Business Group on Health, Inc., p. 2, Attachment C)

The Older Alaskans Commission understands that there may still be details to be worked out in this legislative proposal, and the OAC would be supportive of compromises that meet the needs of both employers and employees. (Indeed, the OAC Legislative Subcommittee was split on the issue of whether to support this bill, with a majority of the committee strongly in favor, and the third committee member preferring to hold back on support of this bill until the issues have been more fully developed.)

Although HB 155 may benefit from some refinements, the concept of the workplace making an accommodation to the leave needs of family caregivers is supported by the OAC.

Approved by:

Reviewed by:

for Connie & Lise
Mellie Terwilliger, Chair
Older Alaskans Commission

John M. Andrews
John M. Andrews, Commissioner
Department of Administration

Date: April 3, 1989

Date: 4/3/89

The Corporate Response to the

by Michael A. Creedon, D.S.W.

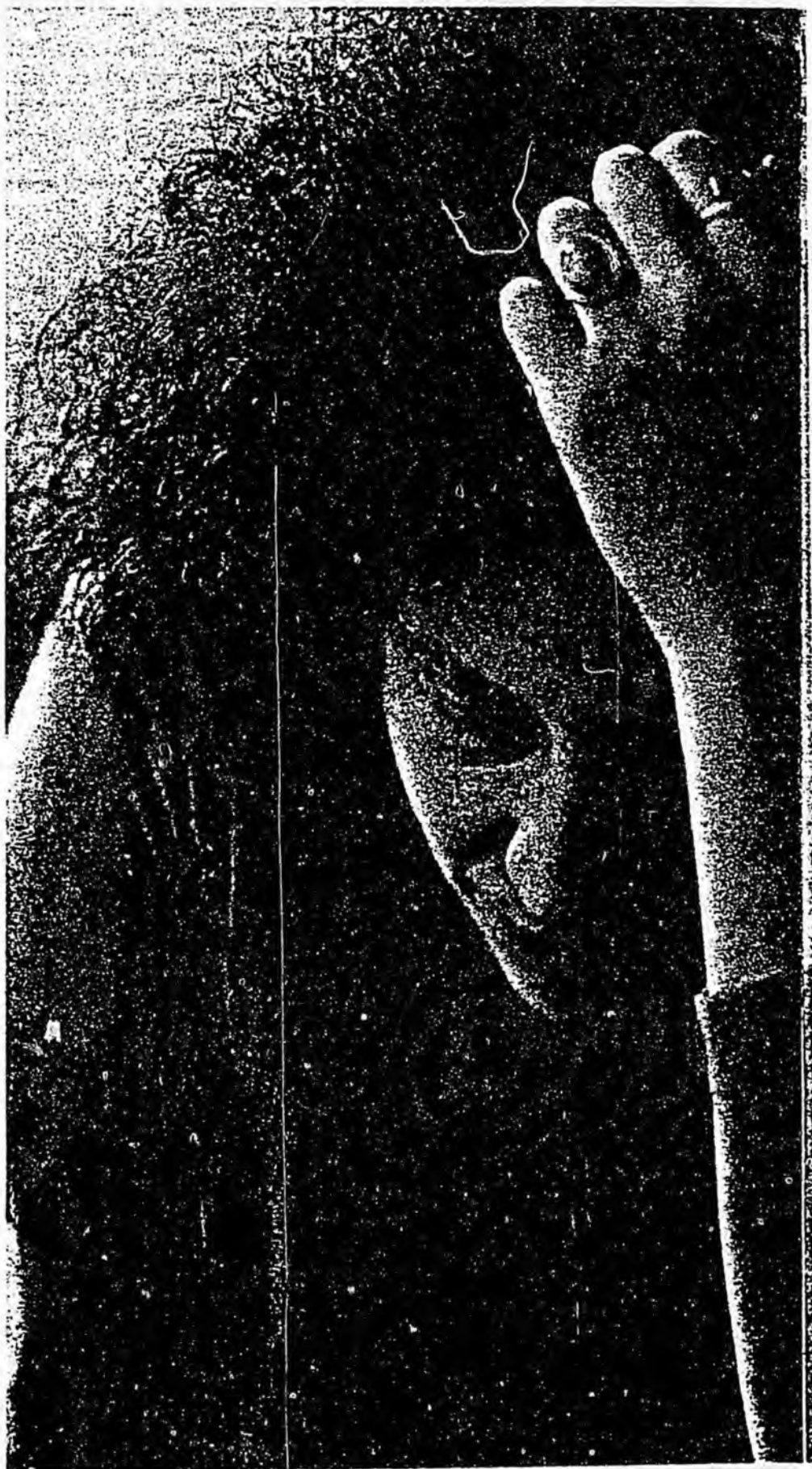
Of the many changes in the family which could affect family care of the elderly, perhaps the most obvious is the rapid increase in the number of dual-career couples. Today, in some 60 percent of families, both spouses work. A recent Bureau of National Affairs report on *Employers and Eldercare* (1988) suggests that 75 percent of women between 45 and 60 will be in the workforce by the year 2000.¹

Until recently, work and family conferences have focused almost exclusively on child care, and the corporate response to the child care concerns of employees has steadily increased. Help from employers to ease the situation of the employee caring for an elderly person, however, has been much slower to develop. This has been the case even though researchers have been affirming for the past 20 years that the family is the primary support system for the elderly.

Research Findings

Perhaps the central finding in recent series of research projects on employees and eldercare was the large proportion of employees with eldercare responsibilities. The Traveler's Employee Caregiver Survey in 1985 reported that among employees over 30, some 20 percent were caring for an older relative or friend.² Four additional work force studies undertaken recently by corporations and univer-

Michael Creedon is Director of Corporate Programs at the National Council on the Aging in Washington, D.C. and Clinical Professor of Gerontology at the University of Bridgeport in Connecticut.



Working Caregiver

One study suggests working caregivers use health services more often and are more subject to anxiety and depression.

sities have shown that the proportion of employees caring for an elderly relative ranged from 20 to 30 percent.^{3,4,5}

The second striking research finding is the amount of service provided to the elderly by working caregivers. Enright and Friss (1987) reported an average of 35 hours per week of care provided to brain-damaged adults.⁶ Travelers (1985) reported 12 hours per week of care of elderly relatives (16 hours for females). The National Association of Area Agencies on Aging (NAAAA) reported (1987) 15.9 hours per week of care.⁷

What kind of services were the caregivers providing? In the NAAAA study, female caregivers, reported that they were providing emotional support, daily or weekly visits, shopping, cooking, banking, personal care and transportation. The University of Bridgeport Corporate Eldercare project cited transportation (73.6%), making appointments (64%), providing meals (66.4%), visiting (54.4%), home maintenance (54.4%), personal care (29.6%), filling out forms (62.4%), searching for a new residence (9.6%) and financial assistance (63.2%).⁸ Regardless of the mode of assistance—personal care, paid care or management of care—employee caregivers invest heavily in the care of older relatives.

From a corporate perspective, the most important research finding is the impact of caregiving on work performance. Employee caregivers make great efforts to carry out both responsibilities faithfully (Brody, et al, 1987).⁹ An AARP survey of employees found that only 5 percent of caregivers said that caregiving interfered regularly with job performance.¹⁰ However, one survey reported that 75 percent of employers noted lateness and

unscheduled days off among the effects of caregiving, while 64 percent noted excessive use of the telephone.¹¹ In another employer survey, 57 percent of respondents received requests from caregivers for time off. Days lost from work are an important cost to the employer.

Many caregivers are forced to choose between employment and caregiving. Brody suggests that 12 percent of caregivers leave the workforce early. Enright and Friss (1987) report that many caregivers reduce their work hours. Finally the University of Bridgeport project suggests that employee caregivers use health services more often and are far more subject to anxiety, depression, headaches and weight gain or loss.¹²

The research reviewed here documents the large proportion of today's workforce affected by eldercare responsibilities. It also suggests that there are corporate costs associated with caregiving, ranging from lost days to lowered productivity to higher health costs to lost employees. The American workplace will be increasingly affected by eldercare as we move into the 21st century, and employers will find that they will need to address the special needs of working caregivers.

Barriers to Workplace Support

The eldercare obligations and stresses on the two-career family have been slow to gain recognition because of several factors. First may be the lack of executive awareness of this problem. Just two years ago, the vice president for human resources of one major defense contractor stated to this author that he had never heard of the problem of eldercare in his workforce, despite an average age of more than 40 among the employees and a female

proportion of more than one-third.

Such an executive response may very well be attributable to the fact that many employees may not want managers to be aware of their eldercare concerns, and may not see their employers as a possible source of support. In some cases, working caregivers may not even be aware that they can get help from others. Clearly, awareness of eldercare as a fact of life for employee caregivers is the first necessity for corporate response.

Employer resistance to the development of new benefits is another barrier to be overcome. Retirement Advisers, Inc., reported in 1987 that a typical executive response to inquiries regarding eldercare was that stirring up new demands was bad. "Leave well enough alone," was the attitude.¹³ In the highly competitive business world, providing a new benefit needs rigorous justification for the corporate bottom line.

In short, low awareness of employees' eldercare burdens, lack of employee demand, tight budgets, and executive resistance to new benefits all contribute to a lack of support in the workplace.

Current Initiatives

Nonetheless, a variety of eldercare efforts are underway in major U.S. corporations. For instance, I.B.M. implemented in January, 1988 a nationwide telephone assessment and referral service for

employee caregivers (see article on p.26 in this issue). In 1986, Pepsico, Inc. provided employees with "Eldercare", a resource guide which discusses normal aging, problems of aging and resources for helping the elder and the caregiver.¹⁴ Champion International provided a booklet on caregiver resources to their employees and implemented a 6-month leave of absence policy for various family problems, including eldercare emergencies.¹⁵

Remington Products of Bridgeport, Conn. in November 1987 introduced an experimental program in which the company and the employee share the costs of respite care. A full-time caregiver can obtain respite care on weekends or evenings for a minimum of four hours through the Visiting Nurse Association, with care provided by a home health aide or a senior companion. Other corporate programs include a self-directed support group for caregivers at the Travelers Companies in Hartford, Conn. and a Counseling Service for caregivers offered by Family Services of Kansas City for Hallmark Cards employees.

Perhaps, the most frequent response, and the most necessary from a caregiver perspective, has been liberal leave policies and flexible work options. A recent survey of employers found that 57 percent received requests from working caregivers for time off, 39 percent for leaves of absence and 26 percent for work schedule

changes.¹⁶ A large number of of the employers stated that their companies made such options available to their workforce.

This review of support programs would be incomplete without reference to the Dependent Care Assistance plans offered by many companies. This benefit option allows employee caregivers to set aside up to \$5,000 of salary pre-tax for a targeted caregiving purpose. Presently, most users are providing support for childcare partly because current federal regulations for the plans were developed with a childcare model in mind. The requirements state that the caregiver must provide 51 percent of the cost of care and that the dependent must live with the caregiver at least 2 days a week and be declared a "dependent" on the employee's tax return.

The employer who offers a Dependent Care Assistance plan must also inform the caregiver of tax credit options (which may be more relevant to the needs of the lower-level employee). Linda McFarland of Hewitt Associates, an expert on benefit options, estimates that only four percent of employees at any given time are using Dependent Care Assistance Plans. However, these plans offer significant potential support for caregivers.

Arranging Family Counseling

Many corporations are examining their

1. Crim, Sarah. *Employers and Eldercare*. Washington DC, Bureau of National Affairs, 1988.
2. The Travelers Employee Caregiver Survey. Hartford, Ct.: The Travelers Companies, 1985.
3. Wagner, Donna and Creedon, Michael. "Employed Caregivers" (in press) Bridgeport, Ct.: University of Bridgeport, 1988.
4. Kola, Lenore A. and Dunkle, Ruth. "Caregivers of the Elderly in the Workplace." Unpublished Monograph, Cleveland, Ohio. Case Western Reserve University, 1987.
5. Neal, Margaret. Portland State University. Personal Communication, February 26, 1988.
6. Enright, Robert B. and Friss, Lynn R. "Employed Caregivers of Brain-Damaged Adults: An Assessment of the Dual Role."

San Francisco, CA : The Family Survival Project, 1987.

7. The National Association of Area Agencies on Aging. *Eldercare Employees Survey*. Washington, DC, 1987.
8. Wagner, D.L. "Corporate Eldercare Project Findings." *Issues for an Aging America: Employees and Eldercare*. Edited by Michael A. Creedon, Washington DC.: The National Council on the Aging, Inc., 1987.
9. Brody, Elaine; Klevan, M.H. et al. Work Status and "Parent Care: A Comparison of Four Groups of Women." *The Gerontologist*, Vol. 27(2), 1987, p. 201-08.
10. American Association of Retired Persons. "Caregivers in the Workplace Survey," Washington, DC, 1986.
11. Lucas, Theodore et al. *Employer Support for Employee Caregivers*, New York: New

York Business Group on Health, 1986.

12. Wagner, Donna. "Corporate Eldercare Project Findings." Ibid.
13. Retirement Advisers Inc. "Employer Survey on Eldercare." New York: RLI, 1987.
14. Creedon, Michael A. and Wagner, Donna L. *Eldercare*. Purchase, N.Y. : Pepsico, Inc. 1986.
15. Mullady, Sarah. *Caring for the Elderly*, Stamford, Ct.: Champion International, 1987.
16. National Association of Area Agencies on Aging. Ibid.
17. McFarland, Linda. "Financial Support for Employee Caregivers." Proceedings of the National Conference on Issues for an Aging America: Employees and Eldercare. New York: The Conference Board (in press).

options for responding to the eldercare burdens of employees, which may increasingly occur simultaneously with child care obligations. Because of postponement of parenthood, the population cohort now entering their 40's, a particularly large group, is more likely to have young children than previous groups. The members of this cohort are also established in their careers and among the most valued employees. Thus, when an employee is likely to be achieving senior employee or management status, he or she is also likely to experience significant demands from children and/or older adult relatives.

Employee Assistance Programs (EAP's), which offer counseling and other services, are one avenue for providing valuable advice and help to caregivers. While these programs have gradually added child care concerns to their early focus on drug abuse and alcoholism, it is obvious they also need to address the issue of eldercare. When developing EAP contracts with outside providers, human resource executives should include both childcare and eldercare expertise in the contract specifications. If the EAP is developed internally, in-house expertise on a broad range of caregiving issues would be required.

A family session with a counselor, arranged through EAP's, could be very useful to caregivers. Because dependency of an older relative is often of sudden onset, the family response is frequently a "panic" reaction, with little formal consideration of the roles each sibling can play in caregiving. We know that, in practice, care is given by the spouse or a female child, usually the daughter who lives nearest. Professionals frequently note that the "primary" caregiver makes almost all the adaptations while others do very little.

A formal consultation with a counselor could do much to insure broader family involvement—spouse, all adult children, nephews, nieces, etc. A family consultation should be available as part of the three visits with a counselor or psychiatrist that EAP programs usually provide. Extending counseling to other family members would add little or nothing to the cost of the counseling benefit, while maximizing the caregiving capacity of the family net-

work and hence reducing stress on the employee caregiver.

In research conducted by the University of Bridgeport, half of employee caregivers said they were the primary caregiver. Such a high proportion suggests that maximizing the role of other family members could be very cost beneficial for a corporate-based eldercare support program.

New Caregiver Services

Future corporate response to employee caregivers will in part be dictated by the types of "products" and services developed by the private sector. Within the past year, Work Family Directions in Boston has developed a nationwide telephone case assessment and referral system which puts employee caregivers in touch with appropriate services and supports for elderly relatives in any part of the nation. This program was implemented by IBM in January 1988 (see a title on p. 26 of this issue).

Developmental Child Care, Inc., of Westport, Conn., has produced a videotape on "How to Find Appropriate Elder-care" (with a follow-up 800 number) which has been adopted by at least 10 corporations. Eldercare Resources, Inc., also of Westport, has developed a "Pathways to Care" packet for employees which provides employee caregivers with a binder of detailed service information for any region of the country.

These are only three examples of the types of eldercare support products that are being developed. Nonprofit organizations are also involved. For example, the National Council on the Aging (NCOA) in 1987 established a family caregivers unit which provides a continuous flow of state-of-the-art information to the caregiving family for a yearly fee of \$25. NCOA also has available a briefing book for corporate executives on the eldercare issue. AARP has developed a kit of six caregiver workshops for corporate use (See page 26).

Ties To Public Agencies

Corporate support for employee caregivers is clearly related to their work role—the basic rationale being that such programs help retain employees or help them to maintain a high productivity level.

Public sector support has tended to focus almost exclusively on the dependent needing care. Until recently, family care at home was a family responsibility while nursing home or hospital care was often charged to government only.

Clearly, the nation benefits when the family provides the bulk of care. If we were to rely on an institutional approach to care in the 21st century, the costs would bankrupt our society. Consequently, we can expect public policy to focus more attention on the caregiver in the future. An example of this would be current legislative initiatives providing for expanded support for adult day care through Medicare.

It is my belief that the public sector must continue to provide the bulk of formal community care services needed by the elderly—day care, respite care, meals on wheels, home care, etc.—and these services will grow in proportion to the number of frail older adults. The employer, however, can help the employee caregiver to deal with both emotional stresses and needs for information when faced with an eldercare crisis.

Employee assistance professionals and staff in agencies serving the elderly must be in regular contact regarding services, programs, and specific caregivers and their dependent elders.

Earlier in this article it was suggested that this interface depends in part on the presence of eldercare expertise on the corporate human resources staff. Knowledge of eldercare issues in the State Agency on Aging is also important. Likewise State Offices on Aging and Area Agencies on Aging should give some priority to communication with corporate human resources staff. Thus, a budgetary allocation for written materials, brochures, etc. is essential. The Administration on Aging has provided an excellent example of such a commitment through its book "Where to Turn for Help for Older Persons" which it has made available to corporate users. (See article on p. 30 of this issue.)

In addition to corporate and public programs, it is important to realize that voluntary organizations offer a broad range of services to caregivers. The Alzheimers

(continued on inside back cover)

The Corporate Response – continued from page 19

and Related Disorders Association (ARDRA), for example, has chapters in every sector of the U.S.A. and offers ongoing support to those caring for brain disorder victims. Other national organizations such as The Friends and Relatives of Nursing Home Residents or The Older Women's League also provide support for a wide variety of needs.

On the State and local levels there are a vast array of similar organizations. The Family Survival Project, for example, based in San Francisco involves thousands of families who care for brain damaged adults. Such organizations as The National Council of Catholic Women offer respite care services from volunteers. The Lions Club offers help with eye problems. Syna-

gogues and local churches provide spiritual support, transportation, social activities, weekly home visits and a variety of other assistance.

Conclusion

In businesses and corporations throughout the country, it is important for EAP staff and other human resources personnel to have a basic knowledge of public and voluntary sector programs that support older adults and their caregivers. In each community there is an Area Agency on Aging, and most of these agencies have a service referral list, or booklet, detailing local resources. Such booklets ought to be on the desks of employee assistance personnel.

Often the employee's request for help will come at a time of great stress. Human resources personnel can reduce needless searching for the 'right' source of help and relieve caregivers of much of the anxiety that goes with entering an unknown service system.

Additional resources such as employee support groups, caregiver forums, booklets and service information packages can enhance the basic corporate response. As we enter the 21st century, we face a rising tide of older adults. Employee caregivers will need appropriate corporate support programs and policies. Such corporate efforts will become the norm rather than the exception as all of our social institutions react to the aging of our society. ■

JUDY MANN

The Leave Act's Costs

Sometime this spring, the House of Representatives is expected to vote on the Family and Medical Leave Act—an extremely modest measure by now—which would establish a minimum standard governing leave policies in the U.S. work place for employees who have family caretaking obligations.

Quite predictably, the bill has aroused organized opposition from business led by the U.S. Chamber of Commerce, which grossly misrepresented in congressional testimony the cost of such a measure to business. If the chamber's way with numbers is representative of the business community as a whole, no wonder we have a trade deficit. The chamber told the Senate subcommittee on children, families, drugs and alcoholism that the original bill would cost businesses \$16.2 billion a year. Sen. Christopher J. Dodd (D-Conn.) had trouble swallowing that and the chamber returned with an estimate of \$2.6 billion. The General Accounting Office has priced the bill at less than \$500 million—the cost to employers of providing health coverage for employers who are on unpaid leave.

The bill is being backed by all of the Democratic presidential candidates. Sen. Albert Gore Jr. (Tenn.) is a Senate cosponsor. The Reagan administration is opposing the bill on grounds that it would hurt small businesses and that the federal government should not be mandating benefits.

The original bill has been compromised in two areas: the length of unpaid leave that workers would be entitled to take, which has been reduced, and the size of the businesses that would be covered, which has been enlarged. The House version of the bill requires public and private employers with 50 or more employees to provide up to 10 weeks of unpaid leave over a two-year period for an employee to take care of a newborn or adopted child, or a seriously ill child or parent. Employees could take up to 15 weeks of unpaid leave if they are seriously ill and would be guaranteed of returning to their jobs or equivalent jobs. The employer would have to pay the employee's health benefits during the leave.

The Senate version provides longer periods of leave and covers employers of 15 or more persons, but it falls dramatically short of the House version in one major aspect: It does not provide for leave to care for a parent who is seriously ill.

The Family and Medical

Leave Act is a response, albeit a limited one, to the changes brought on in the U.S. family by economic pressures that have propelled women out of their homes and into the work force. In 1986 more than two-thirds of U.S. women were in the work force. Caring for dependent children and parents, however, remains principally a job done by women.

An analysis by the Institute for Women's Policy Research by Robert M. Spalter-Roth and Heidi I. Hartmann looks at the cost to workers and taxpayers of not having a national leave policy. The researchers used data gathered by the Institute for Social Research at the University of Michigan from a survey of 7,000 households that are interviewed each year.

The study found that new mothers who had no leave other than vacation "were in significantly worse economic circumstances" than mothers with leave policies in the year before the birth and that their circumstances continued to decline. "When those losses are generalized to estimate the costs to all employed women who give birth without leave, this loss amounts to \$607 million annually . . . Taxpayers bear an additional \$108 million in assistance costs for those not covered by some form of parental leave."

The study found that black people, in particular, suffered heavy, long-term financial losses when they or members of their families had long-term illnesses and they did not have the right to reemployment. Unemployment hours for everyone nearly doubled after an illness. The study estimated that this resulted in an additional \$8 billion in transfer payments borne by taxpayers. "The medical leave aspect of the [act] would mitigate these costs because it would ensure the right to reemployment, thus shortening or eliminating the amount of time unemployed workers receive income assistance," the researchers suggest.

GAO estimated that the cost to business of providing parental leave under the House version at \$102 million a year. The study found that a lack of leave and the resulting unemployment costs workers and taxpayers \$715 million a year. Opponents of the bill don't want the government mandating employee benefits. Under the present system, however, the government has mandated an employer benefit in that taxpayers are subsidizing leave policies that result in unemployment and welfare.

*Attachment
B*

*Employer Support
for*



Employee Caregivers

The New York Business Group on Health, Inc.
622 Third Avenue - 34th Floor
New York, New York 10017
(212) 808-0550

*Attachment
C*

Additional copies: Members \$15.00; Non-members \$30.00

The purposes of this study are: to assess the awareness of corporate members of the NYBGH about the problems of employees who have responsibility of caring for an incapacitated dependent family member at home, and to determine the programs and policies used in companies to deal with employee caregiver problems. During the 1960's, precipitated by the influx of women into the labor force, companies were forced to consider employer-supported child care, and attention to this issue continues today. More recently, a second issue, also related to the growing female workforce, has emerged concerning the care of chronically disabled or incapacitated family members (such as an impaired child, an elderly or disabled spouse or parent). The increase in numbers of individuals requiring some form of dependent care (notably, the elderly and impaired children), coupled with the diminishing capability of the family (particularly, women) to meet this need, creates a situation in which other institutions within our society must attempt to fill the gap.

The NYBGH survey is an important first step in examining the role of business and industry in regard to these issues. Three dimensions have been studied:

- knowledge — the degree to which responding companies have identified the needs of employee caregivers and the prevalence of work-related problems;
- attitudes — the degree to which responding companies believe that they are responsible for the personal and family problems of workers;
- behavior — the degree to which responding companies have initiated and implemented policies and programs for employee caregivers.

Findings from this descriptive study of a relatively small number of companies in the Greater New York area suggest that there is some disparity among these three dimensions of the employer's perspective. Overall, most companies feel that the employer should be responsible for meeting the needs of employees, and at least half say they know of employees with caregiving problems; yet, very few have provisions or policies specifically for these employees. The most consistent finding is that corporate awareness, attitudes, and behavior regarding the needs of employee caregivers are associated with a variety of organizational characteristics, including: size (number of employees and annual gross volume) and composition of workforce (age and sex). In general, the largest companies (2500 or more employees and annual gross volume of \$10 million or more) and those with a predominantly female (greater than 50 percent) and younger (greater than 50 percent under age 45) workforce are more likely than others to identify caregiver needs, report a prevalence of work-related problems, feel responsible for meeting the needs of employees, and provide policies and programs to meet these needs.

Because these findings point to organizational characteristics associated with caregiver needs and programs, they also suggest that companies should examine their own workforce composition, the extent of caregiver problems, and mechanisms for dealing with these problems. A company policy toward employee caregivers should be considered and guidelines for handling such problems developed and disseminated. Sharing information with other companies may be helpful in devising strategies to respond to current societal needs.

Introduction

The quality of worklife, productivity, the relationship of people to work, and the effects of stress on employee well-being seem to be established as issues of the 1980's. Employers have learned that, while their primary focus is on what happens at the workplace, they must also be cognizant of the personal problems arising in the employees' family life and in the community (NYBGH, 1983). With this, some employers have begun to realize that the traditional benefit plans, initiated during the post-war period, may no longer be sufficient to meet the needs of all or, perhaps, most employees (Bloom and Martin, 1983).

One issue which has received virtually no organized worksite attention involves employee caregivers, those who are responsible for the care of an incapacitated or chronically disabled dependent family member (for example, a parent, spouse, or child). Traditionally, the role of caregiver has been assigned to women. A number of social and demographic changes in our society within the past decade suggest that the demand for the care of dependent family members is increasing at the same time that traditional caregivers, women, are becoming less available to fill that role. While employee caregivers have yet to be recognized as a significant problem in the workplace, there is reason to believe that this issue is becoming increasingly more important.

THE EMPLOYEE CAREGIVER PROBLEM

Family provided home care for dependent family members has a long established history in our society (Horowitz, 1981; Sanders and Seelback, 1981; Soldo and Myllyluoma, 1983). The demand for the care of family members is increasing due to some demographic and social changes in our society within the last decade:

- (1) There has been a notable increase in two segments of the population who are most likely to need some form of dependent care:
 - the elderly (age 65 and older)
 - individuals with some form of activity limitation
- (2) The family's traditional role as caregiver may be threatened due to:
 - increased participation of women in the workforce
 - increased geographic mobility
 - decreased size of American families
- (3) Concurrent efforts to reduce institutionalization in favor of home care may put further pressure on families. There is both a shortage of inpatient facilities to house all the people who might be eligible for them and an inability to afford such expensive care for all those who might wish to have it. At the same time, there is growing awareness that with formal (e.g., home care agencies, meals-on-wheels, day care centers) and informal (e.g., family, neighborhood and community groups) support systems, such individuals can live healthier, happier, and more meaningful lives in their own homes with much less of a drain on their own and governmental financial resources.

EMPLOYER RESPONSIBILITY

The business community, along with the non-profit service sector, the government, and the public, has begun to identify the needs of employees and their families and to experiment with both long and short-term solutions to create a balance between work and non-work domains. One area which has received considerable attention since the 1960's is employer-supported child care (Burud, et al, 1984). Although the number of employers with child care programs remains small, there is evidence that substantial growth has occurred in more recent years. Current tax legislation, in particular, the Dependent Care Assistance Program of the 1981 Economic Recovery Tax Act (ERTA) has contributed to this growing support by employers. This legislation makes employer contributions for dependent care tax free for employees while still qualifying as a tax deductible business expense for the employer (Anderson, 1983; William M. Mercer-Meidinger, Inc., 1983).

It has been less well-recognized, however, that the range of family caregiving responsibilities of workers may extend beyond children to include other dependent family members as well. A large, but yet unidentified number of workers, typically women, is responsible for the care of a chronically disabled spouse or an elderly parent. Studies have suggested that such family caregivers are often strained financially, physically and emotionally (Cantor, 1983; NYSOA, 1983). The extent to which the competing demands of work and family care may actually inhibit labor force participation or affect either the quality of family care or job performance has not been adequately explored.

Perhaps the major reason for the lack of attention to this issue by employers has been the focus on the problems of the patient, the recipient of the care. These have been addressed as community, societal and governmental affairs by advocacy groups on behalf of the patients and by government agencies as providers or payers of the care they require. However, except for members of coalitions like NYBGH which do concern themselves with the health care needs of the whole population and the total health care delivery system, employers have avoided involvement in them. (This is beginning to change as employers who provide health care benefits to retirees and their dependents are beginning to recognize the financial implications of that obligation.)

The ability of employee caregivers to perform adequately on the job should be a concern of the employer. These are generally older, mature, senior employees whose knowledge, experience and stability make them valuable assets to the enterprise. Since many are in supervisory or leadership positions, their lapses may be reflected in the performance of those who report to them as well as their peers.

For the employee caregivers themselves, keeping the job by maintaining adequate performance is equally important. Their earnings are important not only to them but often also assist in providing for the care of their dependents. Transcending the financial implications in many instances is the significance of the job in terms of a career, self-realization, or simply as an escape from the confinement of the household.

The issue, then, is what is the responsibility of the employer to assist employee caregivers to play their dual roles and how may that responsibility be most effectively discharged. There are three potential beneficiaries:

- the employees whose health and well-being are preserved;
- the employer who profits from their continuing productivity and their lower utilization of health care and other benefits; and
- the dependents for whom the employees' support is essential.

THE NYBGH SURVEY

To address this issue, the NYBGH initiated a program to determine the extent to which the problems of employee caregivers and their effects on the workplace have been identified and addressed by employers and, based on these findings, to propose strategies for dealing with caregiver problems in the workplace. This paper reports the findings of the initial phase of that program, a survey of NYBGH members which focuses on employers' views of and experience with employee caregivers.

Alaska State Legislature

Legislative Research Agency



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Juneau, AK 99811-3100
Phone: (907) 163-3991
Fax: (907) 163-3351

March 2, 1990

MEMORANDUM

TO: Representative Kay Brown

ATTN: Mary Core

FROM: Maria Gladziszewski *MG*
Legislative Analyst

RE: Family and Parental Leave Statutes in Other States
Research Request 90.252

You asked this agency if any states have passed family or parental leave legislation since March 1989, when a memorandum on family and parental leave was prepared by the House Research Agency (89.320). Attached are updated versions of Tables 1 and 2 from the 1989 memorandum.

The number of states with statutory provisions for family or parental leave has doubled in the past year. Seven state legislatures have passed family or parental leave legislation in the last year, bringing the total number of states that have statutory provisions for family or parental leave to 12.¹ Two states (North Carolina and Vermont) have passed statutory provisions for maternity leave in the past year, bring the total number of states that have statutory provisions for maternity leave to 23.

I hope you find this information useful. If you have any additional questions, please do not hesitate to contact this agency.

Attachments

¹As of March 1989, Connecticut, Maine, Minnesota, Oregon, Rhode Island, and Wisconsin had passed family or parental leave legislation. Since then, legislators in New Jersey, North Dakota, Oklahoma, Pennsylvania, Washington, and West Virginia have passed family or parental leave legislation. In addition, the Connecticut legislature passed provisions adding certain private sector employers to the public sector employers already mandated to provide family or parental leave.

TABLE 1
STATES WITH STATUTORY PROVISIONS FOR FAMILY, PARENTAL, OR MEDICAL LEAVE

"Family leave" guarantees men & women time to care for a new child or seriously-ill child, spouse, or parent.

"Parental leave" guarantees men & women time to care for a newborn or newly-adopted child; may include care for a seriously ill child.

"Medical leave" guarantees time off for an employee's own serious health condition (including pregnancy and childbirth).

STATE	PURPOSES	WEEKS	EMPLOYERS COVERED	EFFECTIVE DATE OF LEGISLATION
Connecticut 1987 Conn. Pub. Acts 87-291	Family leave	24/2 years	public sector	July 1988
	Medical leave	24/2 years	public sector	
CONNECTICUT*	Family or medical leave	12/2 years (to be raised to 16 beginning 1991)	250+ employees	July 1990
	Family or medical leave	12/2 years (to be raised to 16 beginning 1992)	100-249 employees	July 1991
	Family or medical leave	12/2 years (to be raised to 16 beginning 1993)	75-99 employees	July 1992
Maine Me. Rev. Stat. Tit. 26, Sections 843-49	Family or medical leave	8	25+ employees	July 1988
Minnesota Minn. Stat. Sec. 181.930 -.980	Parental leave	6	21+ employees	August 1987
NEW JERSEY*	Family leave	12	not available	not available
NORTH DAKOTA*	Family leave	16	state employees	not available
OKLAHOMA*	Family leave	To be specified by regulation	state employees	not available
Oregon Or. Rev. Stat. Sec. 659.010-.121 659.360-370	Parental leave	12	25+ employees	January 1988
PENNSYLVANIA*	Parental leave for a new child	24	state employees	not available
	Medical leave	24	state employees	
Rhode Island RI ST 28-48-1 to 9	Parental leave; includes serious illness of a child	13	private sector, 50+ employees; public sector, 30+ employees	July 1987
WASHINGTON*	Parental leave; includes terminal illness of a child	12/2 years	state employees; local governments, 100+ employees; private sector, 100+ employees	September 1989
WEST VIRGINIA*	Family leave	12	state employees	not available
Wisconsin 1987 Wis. Act 287	Parental leave	6	50+ employees	April 1988
	Family leave for serious illness of family member	2	50+ employees	
	Medical leave	2	50+ employees	

NOTES:

The California legislature enacted a parental leave bill in 1987 that would have required employers with 25 or more employees to allow 16 weeks parental leave every two years. The bill was vetoed by Governor Deukmejian.

* States in capital letters were added to this table in February 1990; legislation in these states passed between March 1989 and February 1990.

Source: Women's Legal Defense Fund; National Conference of State Legislators.

Prepared by the House Research Agency, March 1989 (89-320A).
Revised by the Legislative Research Agency, February 1990 (90.252A).

TABLE 2
STATES WITH STATUTORY PROVISIONS FOR MATERNITY LEAVE

STATE	LEAVE	WEEKS	EMPLOYERS COVERED
Arkansas AR ST 21-4-209	Maternity disability	24	state employees
California 2 Cal. Admin. Code 7291.2(d)(3)	Maternity disability	16	all
Colorado 3 Col. Code of Regs 708, Sec 8	Maternity leave for a reasonable period		all
Delaware 14 Del. C. 1323	Maternity disability	12	public school teachers
Florida Fl St 110.221	Maternity disability	24	state employees
Hawaii Regs 12-23-1 to 12-23-22, 12-12-58	Maternity disability for a reasonable period		1+ employees
Illinois Ill Rev Stat ch 108 1/2 p 17-134	Maternity leave		public school teachers
Indiana IN ST 20-6.1-6-4	Leave of absence up to one year following birth		public school teachers
Iowa Iowa Code 601A.15-.17	Maternity disability	8	4+ employees
Kansas 1 Kans. Admin. Regs. 21-32-6	Maternity leave for a reasonable period		4+ employees
Kentucky Ky. Rev. Stat. 337.015	Adoption of a child under age 7	6	8+ employees
Louisiana LSA-RS 23:1007	Maternity disability	16	26+ employees
Maryland	Maternity leave		state employees
Massachusetts* Mass. Gen. Laws Ch. 149, Sec. 105D	Birth or adoption of a child under age three; Female employees only	8	6+ employees
Missouri MO ST 168.122	Grants Board of Education authority to establish maternity leave policy		public school employees
Montana MT ST 49-2-310 to 49-2-311, 49-2-501 to 49-2-509	Maternity leave for a reasonable period		1+ employees
Nevada NV ST 608.159	Maternity disability		employers who grant medical disability
New Hampshire NH ST 354-A:9-10	Maternity disability		6+ employees
NORTH CAROLINA ***	Maternity disability for period of disability		state employees
Pennsylvania PA Admin Code 41.104, 42.11-141	Adoption		employers that grant leave for childbearing & child care; 4+ employees
Tennessee** TN ST 50-1501 to 50-1505	Maternity disability and nursing	16	100+ employees
VERMONT ***	Parental & pregnancy disability for women	12	not available
Washington Wash. Admin. Code 162-30-020	Maternity leave for period of physical disability		1+ employees

* The 1972 Massachusetts maternity leave law was amended in December of 1984 to include leave for adoption of a child under age three.

** The Tennessee law as originally enacted required leave for female employees for the birth or adoption of a child. Because of an opinion issued by the Tennessee Attorney General in December, 1988, the Tennessee legislature revised the statute to make it applicable only to natural mothers.

*** States in capital letters were added to this table in February, 1990.

Source: Women's Legal Defense Fund; National Conference of State Legislators.

Prepared by the House Research Agency, March 1989 (89-320B).
Revised by the Legislative Research Agency, February 1990 (90-252B).

Family and Medical Leave

INTERNATIONAL
COMPARISONS

GOVERNMENTS WITH MINIMUM STANDARDS FOR PARENTAL OR MATERNITY LEAVE

	Duration of leave (weeks)	Number of paid weeks and percent of normal pay (paid by government and/or employer)
AUSTRIA	16-52	20 weeks / 100%
CANADA	17-41	15 weeks / 60%
FRANCE	18	16 weeks / 90%
FINLAND	35	35 weeks / 100%
W. GERMANY	14-26	14-19 weeks / 100%
ITALY	22-48	22 weeks / 80%
JAPAN	12	12 weeks / 60%
SWEDEN	12-52	38 weeks / 90%

Source: Women at Work, International Labor Office Global Survey

See other side for a full listing of countries with some
form of Required Parental or Maternity Leave

COUNTRIES WITH SOME FORM OF PARENTAL OR MATERNITY LEAVE

ASIA AND THE
PACIFIC (18)

Afghanistan
Australia
Burma
Fiji
India
Indonesia
Japan
Democratic Kampu-
chea
Lao People's
Dem. Republic
Malaysia
Mongolia
Nepal
New Zealand
Pakistan
Philippines
Singapore
Sri Lanka
Thailand

NORTH AND SOUTH
AMERICA (27)

Argentina
Bahamas
Barbados
Bolivia
Brazil
Canada
Chile
Colombia
Costa Rica
Cuba
Dominican Republic
Ecuador
El Salvador
Grenada
Guatemala
Guyana
Haiti
Honduras
Jamaica
Mexico
Nicaragua
Panama
Paraguay
Peru
Trinidad and Tobago
Uruguay
Venezuela

AFRICA (37)

Algeria
Angola
Benin
Botswana
Burkina Faso
Burundi
Cameroon
Central African
Republic
Chad
Congo
Egypt
Equatorial Guinea
Ethiopia
Gabon
Ghana
Guinea
Ivory Coast
Kenya
Lesotho
Liberia
Libyan Arab
Jamahiriya
Madagascar
Mali
Mauritania
Mauritius
Morocco
Niger
Nigeria
Rwanda
Senegal
Somalia
Swaziland
Tanzania
Togo
Tunisia
Uganda
Zaire

EUROPEAN SOCIALIST
COUNTRIES (11)

Albania
Bulgaria
Byelorussian SSR
Czechoslovakia
German Democratic
Republic
Hungary
Poland
Romania
Ukranian SSR
USSR
Yugoslavia

EUROPEAN MARKET
ECONOMY COUNTRIES
(19)

Austria
Belgium
Denmark
Finland
France
Federal Republic of
Germany
Greece
Iceland
Ireland
Italy
Luxembourg
Malta
Netherlands
Norway
Portugal
Spain
Sweden
Switzerland
United Kingdom

THE MIDDLE EAST
(15)

Bahrein
Democratic Yemen
Iran
Iraq
Israel
Jordan
Kuwait
Lebanon
Oman
Saudi Arabia
Syrian Arab
Republic
Turkey
United Arab
Emirates
Yemen

Source: Family Medical Leave Coalition, Washington D.C.

FINDINGS:

In the heated debate over the hypothetical costs of a national parental and medical leave policy, this study estimates the current economic costs of the lack of a national policy.

Table 1: Annual Costs of Absence from Work, Wage, and Job Loss Due to Dependent Care and Illness

	Aggregate Annual Earnings Lost to Employees	Aggregate Annual Cost to Taxpayers	Total
Costs of Childbirth Dependent Care, Illness Self or Others	\$ 100 Billion	\$ 8 Billion	\$ 108 Billion

Table 2: Annual Costs of Absence from Work, Wage, and Job Loss Due to Lack of Parental Leave (leave for newborn/newly adopted children)

	Aggregate Annual Earnings Lost to Employees	Aggregate Annual Costs to Taxpayers	Total
Costs of Not Having Parental Leave	\$ 607 Million	\$ 107 Million	\$ 715 Million

These tables show the cost of two kinds of situations. The first is the cost of an event -- childbirth, worker's own illness, children's illness, elder care -- in terms of lost wages to workers and extra costs to taxpayers because those who experience these events receive more assistance from government programs. The second is the cost to women workers and taxpayers of the lack of parental leave (the right to return to jobs) after the birth or adoption of a child.

The calculations of earnings losses and added taxpayer costs are based on comparisons of lost wages and receipt of benefits between those who do and do not experience the events or do and do not have parental leave.

For more information, contact Dr. Heidi Hartmann, Director of the Institute for Women's Policy Research, or Dr. Roberta Spalter-Roth at 202/785-5100.

9 to 5, New Workforce Policies and the Small Business Sector: Is Parental leave Good for Small Business? A Multi-variate Analysis of Business Employment Growth.

This study uses data from the Small Business Administration on private sector employment between 1976 and 1986 to compare seven of twenty-one states which currently have some form of parental leave policy, with the seven top-ranked "pro-business" states. The seven parental leave states are California, Colorado, Connecticut, Kansas, Massachusetts, Montana, and Washington. The seven top-ranked "pro-business" states are, in order,

(over)

Indiana, Tennessee, North Carolina, South Dakota, Florida, Missouri, and Nebraska. These states are ranked as having the best general climate for manufacturing by Grant Thornton, Inc., an international accounting and management consultant firm.

FINDINGS:

According to the 9 to 5 study, small business employment does considerably better in the parental leave state, growing at a rate of 21% greater than small businesses in states without parental leave policies. *

Employment growth is higher in all categories in the parental leave states:

* 46% v. 38%
= 8% growth.

Employment in firms with fewer than 20 employees grew by 32% in parental leave state compared to 22% in pro-business states.

Employment in firms with less than 50 employees grew by 36% in parental leave states compared to 27% in pro-business states.

Total employment in parental leave states grew by 46% compared to 38% in pro-business states.

The Study results also show that:

There is no negative effect of parental leave policies on small business.

The social costs of NOT providing parental leave are far greater than the costs of regulation.

The policies will not interfere with the United States' ability to compete in the world economy.

For more information, contact Deborah Meyer, 9 to 5, 216/566-9308.

(end)

Family Medical Leave Coalition
Washington D.C.

FINDINGS FOR THE STATE OF ALASKA

In ALASKA, a state without any state-level leave policy, with a work force of approximately 200,000 employees, an estimated 5,000 employed women give birth or adopt a child annually, an estimated 8,000 employed men have wives who give birth or adopt a child, and an estimated 26,000 women and 18,000 men are off the job for more than 50 hours due to their own or other family members' illness. These workers lose an estimated \$ 128 million dollars annually as a result of these compelling family needs. Taxpayers' share of these losses is approximately \$ 17 million dollars annually, because workers who experience childbirth, illness of family members or their own illness receive assistance from government programs such as unemployment insurance, supplemental security income and welfare.

The share of these losses that can specifically be attributed to the lack of a parental leave policy in ALASKA and would be ameliorated by the proposed federal Family and Medical Leave Act is approximately \$ 2.6 million dollars annually in costs to families of employed women who give birth or adopt a child and approximately \$ 400 thousand dollars to taxpayers (because women who do not have leave lose more earnings and receive more assistance from government programs than new mothers who do have job protected leaves).

These costs are underestimates, because they do not include the earnings losses and assistance payments to people who lose their jobs due to their own illnesses or those of their children or other family members. Because of the lack of data, estimates of the costs due to the lack of job-protected leave for illness or care of others could not be calculated, but IWPR's 1988 research shows that workers who have experienced above-average absence (50 hours or more) from work due to illness subsequently suffer twice the unemployment (compared to workers who had shorter or no absences). The higher unemployment of workers who had illness-related absences indicates that such workers are looking for work but are unable to find it, because they did not have leave that allowed them to return to their former jobs. IWPR concludes that

workers absent from work due to their own or others' illnesses also suffer substantial losses due to the lack of a leave policy.

Although the proposed Family and Medical Leave Act would not prevent all losses, an estimated 50 percent of male employees and 41 percent of female employees would be covered under the Senate version, and an estimated 41 percent of male employees and 34 percent of female employees would be covered under the House version. Of these covered employees, IWPR estimates that approximately 4,000 employees will take advantage of the law's provisions annually. Although about half of all employees in ALASKA would be covered, only 9 percent of the total of 15,354 firms would be subject to the provisions of the Senate version of the bill and only 3 percent would be subject to the provisions of the House version.

In sum, the citizens of ALASKA lose millions of dollars each year as a result of losses in wages, jobs and taxes due to childbirth, family care and illness. A share of these losses would be mitigated by national family and medical leave legislation. The costs of the legislation to employers, as estimated by the U.S. General Accounting Office, appear to be significantly less than the losses incurred under the current system, which is characterized by a patchwork of diverse employer policies.

INSTITUTE FOR WOMEN'S POLICY RESEARCH

UNNECESSARY LOSSES

EARNINGS LOSSES AND TAXPAYER COSTS

IN ALASKA

Table 1: Annual Costs of Additional
Absence from Work, Wage and Job Loss
Due to Lack of Parental Leave
(leave for newborn/newly adopted children)

	Aggregate Annual Earnings Lost to Working Women and Their Families	Aggregate Annual Cost to Taxpayers
Costs of Not Having Parental Leave	\$ 2.6 million	\$ 400 thousand

This table shows the cost to working women and their families and taxpayers of the lack of parental leave (the right to return to jobs) after the birth or adoption of a child. Women workers who do not have leave lose even more wages and receive even more assistance from government programs after childbirth than women workers who do have the right to return to their jobs. These losses are a portion of the total costs that workers and taxpayers incur due to family needs related to childbirth, family care, and illness.

The calculations of earnings losses and added taxpayer costs are based on comparisons of lost wages and receipt of benefits between those who do and do not have parental leave.

SOURCE: Institute for Women's Policy Research, based on special tabulations from the Panel Study of Income Dynamics adjusted by data from the U.S. Bureau of the Census.

INSTITUTE FOR WOMEN'S POLICY RESEARCH

ALASKA FACT SHEET

Number of ALASKA's Employers, all size firms:¹ 15,354

ALASKA's Employed Civilian Labor Force²

	Age 16-45	Age 16-55	Ages 16+
Women	83,000	99,000	103,000
Men	104,000	111,000	119,000

State to U.S. earnings ratio (1980):³ Women 1.48 Men 1.36

Childbirth and illness data for workers⁴

Number of Working Women (16-45) Who had Births: 5,000

Number of Working Men Whose Wives had Births: 8,000

Number of Workers Who had an Illness of 50 Hours or more (Ages 16-55):

Women	26,000	Men	18,000
-------	--------	-----	--------

Numbers/Percent of ALASKA Labor Force/Employers covered under proposed federal FMLA

Labor Force ⁴	House Version (50 or more employees)		Senate Version (20 or more employees)	
	Number	Percent	Number	Percent
Total Women	35,000	34	42,000	41
Total Men	49,000	41	60,000	50
Employers ¹	500	3	1,400	9

Estimated number of ALASKA workers likely to use provisions of FMLA (Senate version) annually:⁵ 4,000

Sources: 1 CBP 2 BLS 3 1980 Census 4 IWPR Study 5 IWPR/GAO

ALASKA

Related State Legislation *

Current Law

None

Recent Legislative Activity

1987-88 - Parental leave legislation was proposed but not enacted.

Pending Legislation **

H.B. 155

Sponsored by:

Representative Kay Brown
(907) 465-3784

Type:

Family leave for pregnancy, birth, adoption, illness of child, spouse or parent

Length of leave:

18 weeks per 2 years

Minimum number of employees:

21

Minimum employment time:

6 months for full-time employees, 12 months for half-time employees

Job reinstatement:

Same or substantially similar job

Wage replacement:

None required

Status:

In Finance Committee

Contact:

Ruth Lister
Alaska Women's Commission
3601 C Street, Suite 742
Anchorage, AK 99801
(907) 561-4227

* Prepared by the Women's Legal Defense Fund, 2000 P St., N.W., Suite 400, Washington, D.C. 20036, (202) 887-0364 (July, 1989).

** Information current as of June 22, 1989. The status of pending legislation is subject to change. Legislative updates are available from state contact(s).

HB

156

HOUSE COMMITTEE REPORT

(11)

Date Referred: February 24, 1989

FURTHER REFERRALS:

Date of Committee Action: 3/8/89

The FINANCE Committee considered:

HB 156

HOUSE BILL NO. 156 [UNCLAIMED PROPERTY:UNUSED AIRLINE TICKETS]
"An Act relating to unused airline tickets; and providing for an effective date."

RECOMMENDS:

- replacing with _____ the same title
- the attached amendment(s) a new title
- do pass
- do not pass
- no recommendation
- individual recommendations
- additional referral to the _____ Committee

ADOPTS: _____ letter of intent

ATTACHES NEW FISCAL NOTE(S):

- fiscal impact
- zero fiscal note
- zero with analysis

APPROVES PREVIOUS:

- fiscal note(s) published: 2/24/89
- zero fiscal notes(s) published:

SIGNING DO PASS:

[Signature] HOFFMAN
[Signature] LARSON
[Signature] SWACKHAMMER
[Signature] BARNES
[Signature] RIESER

SIGNING OTHER THAN DO PASS: (Do Not Pass, No Recommendation, Amend)

[Signature] (No Rec) BROWN
[Signature] (No Rec) JOHNSON
[Signature] (No Rec) WILMER
[Signature] (No Rec) SILVITZ
[Signature] (No Rec) PHILLIPS
[Signature] (No Rec) WALLIS

[Signature]
 Chairman's signature
[Signature]

STATE OF ALASKA
1989 LEGISLATIVE SESSION

BILL VERSION: HB 156
PUBLISH DATE: HOUSE 2/24/89

FISCAL NOTE

REQUEST:

Revision Date: _____
Title: Unused Airline Tickets
Sponsor: Cato
Requestor: Transportation

Agency Affected: Revenue
BRU: Income & Excise Audit
Components: Operating

EXPENDITURES/REVENUES: (Thousands of Dollars)

	FY 90	FY 91	FY 92	FY 93	FY 94	FY 95
OPERATING						
PERSONAL SERVICES	0	0	0	0	0	0
TRAVEL	0	0	0	0	0	0
CONTRACTUAL	0	0	0	0	0	0
SUPPLIES	0	0	0	0	0	0
EQUIPMENT	0	0	0	0	0	0
LANDS & STRUCTURES	0	0	0	0	0	0
GRANTS, CLAIMS	0	0	0	0	0	0
MISCELLANEOUS	0	0	0	0	0	0
TOTAL OPERATING	0	0	0	0	0	0
CAPITAL	0	0	0	0	0	0
REVENUE	(20.9)	0	0	0	0	0

FUNDING: (Thousands of Dollars)

GENERAL FUND	0	0	0	0	0	0
FEDERAL FUNDS	0	0	0	0	0	0
OTHER	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0

POSITIONS:

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

ANALYSIS: (Attach a separate page if necessary)

Prepared By: Steven E. Kettel *Steven E. Kettel* Phone: (907) 465-2320
Division: Income and Excise Audit Date: February 17, 1989
Approved by Commissioner: Hugh Malone *Hugh Malone* Date: February 17, 1989
Agency: Department of Revenue

Distribution (by preparer):
Legislative Finance
Legislative Sponsor
Requestor
Office of Management and Budget
Impacted Agency(ies)

Adopted

1 IN THE HOUSE

BY CATO

2

HOUSE BILL NO. 156

3

IN THE LEGISLATURE OF THE STATE OF ALASKA

4

SIXTEENTH LEGISLATURE - FIRST SESSION

5

A BILL

6 For an Act entitled: "An Act relating to unused airline tickets; and
7 providing for an effective date."

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

9 * Section 1. AS 34.45.760(10), as amended by ch. 29, SLA 1988, is
10 retroactive to September 7, 1986.

11 * Sec. 2. Within 90 days after the effective date of this Act, a pay-
12 ment made to the Department of Revenue under AS 34.45.320 for an unused
13 airline ticket shall be refunded by the department to the person who made
14 the payment.

15 * Sec. 3. This Act takes effect immediately under AS 01.10.070(c).

STEVE COWPER, GOVERNOR

DEPARTMENT OF REVENUE

STATE OFFICE BUILDING
P.O. BOX SA
JUNEAU, ALASKA 99911-0400

September 8, 1988

Reeve Aleutian Airways, Inc.
4700 W International Airport Rd
Anchorage, Ak 99502-1091

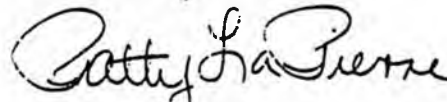
Dear Mr. Jensen:

Due to the passage of Senate Bill 463, you have requested a refund of \$22,387.29 paid by Reeve Aleutian Airways for unused airline tickets. The recently passed amendment to AS 34.45.760 was approved by the Governor on May 12, 1988 and became effective as of August 10, 1988. There were no provisions in the amendment which would make it effectively retroactive to the beginning date of the statute, or September 7, 1986. Accordingly, the requirement to report unused airline tickets as abandoned property was in effect at the time you filed and remains in effect for that time period. We are aware that you were the only airline to file during the time period; however, please be aware that we may audit other airlines to obtain the unused airline tickets which were considered to be abandoned during that two year time period.

Accordingly, your request for refund is denied.

If you feel that this action is in error, please complete the enclosed appeal form. On it, you should explain in as much detail as possible, why this action was incorrect. The appeal form should be submitted to the attention of Appeals, Department of Revenue, P.O. Box SE, Juneau, Alaska 99811 within 60 days from the date of this letter.

Sincerely,



Patty LaPierre
Unclaimed Property Administrator
Income and Excise Audit Division
(907) 465-4653

House Bill 156

"An Act Relating to Unused Airline Tickets"

Section 1

Chapter 29, SLA 1988 amended the definition of unclaimed property (under the Unclaimed Property Statute of 1986) to exclude unused airline tickets. Because Ch 29, SLA 88 was not retroactive to 1986, the Department of Revenue has the right to enforce the original statute for a two year window (1986-88). As was demonstrated during last year's hearings, this exercise would be counter productive, as the cost of enforcement would likely exceed the benefits to the State. The accounting cost of compliance to the effected airline would exceed the value of any "unused and unclaimed airline tickets." Further, the old statute was in conflict with the stated contract terms of airline tickets, and without addresses of the unclaimed ticket holders, it is extremely unlikely that money would be returned to the person who originally purchased the ticket.

After discussions with the Department of Revenue, it was concluded that this clean up legislation was the best means of solving any uncertainty about the Department's responsibilities for the period 1986-88.

Section 2

The Department of Revenue has received payment from one airline (under protest) for "unmatched airline coupons." The

airline requested a refund of the money after passage of Ch 29, SLA 88, but was denied. Section 2 requires DOR to return any funds collected while the prior statute was in effect (the total refund is approximately \$23,000). It would be unfair for one airline to have been singled out for compliance.

HB

157

(11)

Date Referred: March 10, 1989

FURTHER REFERRALS:

Date of Committee Action: 4/7/89

The FINANCE Committee considered:

HB 157

HOUSE BILL NO. 157

[APPROP: ARCTIC WINTER GAMES]

"An Act making a special appropriation to the Office of the Governor for the Arctic Winter Games; and providing for an effective date."

RECOMMENDATIONS:

- [] be replaced with CS HB 157 (Finance) [] the same title
- [] a new title
- [] have attached amendment(s)
- [] do pass
- [] do not pass
- [] no recommendation
- [] individual recommendations
- [] additional referral to the _____ Committee

ADOPTS: _____ letter of intent

ATTACHES NEW FISCAL NOTE(s):
(Dept)

APPROVES PREVIOUS:
(Date/Dept)

- [] fiscal impact _____
- [] zero fiscal note _____
- [] zero with analysis _____

- [] fiscal note(s) _____
- [] zero fiscal note(s) _____
- [] zero fn/analysis _____

SIGNING DO PASS:

SIGNING:

(Check approp. column)

[Signature] Koponen

[Signature] Larson

[Signature] Barnes

[Signature] Shultz

[Signature] Wallis

[Signature] Hoffman

[Signature] Brown

[Signature] Ulmer

[Signature] Phillips

[Signature] Rieger

Do Not Pass	No Rec	Amend
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

co- [Signature]

co- [Signature] Chairman's signature

Original sponsors: Gruenberg, M.Davis,
and Koponen

Funding Information

General Fund	\$100,000
Other Funds	-0-
	<u>\$100,000</u>

1 IN THE HOUSE

BY THE FINANCE COMMITTEE

2 CS FOR HOUSE BILL NO. 157 (Finance)

3 IN THE LEGISLATURE OF THE STATE OF ALASKA

4 SIXTEENTH LEGISLATURE - FIRST SESSION

5 A BILL

6 For an Act entitled: "An Act making a special appropriation for grants
7 related to the 1990 Arctic Winter Games; and provid-
8 ing for an effective date."

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

10 * Section 1. The sum of \$100,000 is appropriated from the general fund
11 to the Department of Community and Regional Affairs for payment as a grant
12 under AS 37.05.316 in the amount of \$75,000 to the Arctic Winter Games
13 Corporation of Alaska for expenses of Team Alaska participation in the 1990
14 Arctic Winter Games in Yellowknife, Northwest Territories, Canada, and a
15 grant under AS 37.05.316 in the amount of \$25,000 to the Arctic Winter
16 Games Corporation of Alaska for payment of annual dues.

17 * Sec. 2. The unexpended and unobligated portion of the appropriation
18 made by this Act lapses into the general fund June 30, 1990.

19 * Sec. 3. This Act takes effect immediately under AS 01.10.070(c).

AMENDMENT #1 to CS for HB 157 (State Affairs)

Section 1, Line 10

delete "\$225,000"

insert "~~\$125,000~~"
\$100,000



Official Business

Alaska State Legislature

Pouch V
State Capitol
Juneau, Alaska 99811

March 21, 1989

MEMORANDUM

TO: Representative Ron Larson
Representative Lyman Hoffman
Co-Chairmen, House Finance Committee

FROM: Representative Max Gruenberg

RE: House Bill 157

House Bill 157 provides for an appropriation of \$225,000 for support of the 1990 Arctic Winter Games, to be held in Yellowknife, Northwest Territories. The Games bring together young people from each of these areas for sports competition.

The Games resulted from discussion among political leaders of Alaska, the Yukon and the Northwest Territories in the late 1960's. In addition to strengthening and broadening the athletic skills of the participants the Games provide an opportunity for cultural and social interaction, and are an important contribution to cooperation and understanding among the widely separate people of the North Country.

The State of Alaska has been a major supporter of the Games since their inception. The State's contribution, which is detailed in the backup information provided to the committee, is comparable to the support provided by both the Yukon Territory and the Northwest Territory. This year's requested appropriation is in line with prior years' practice. On behalf of the organizers of the Arctic Winter Games, I urge your continued support.

This agreement dated April 5, 1989 is made between representatives of the ministry of Sport of the U.S.S.R. ("USSR"), the United States Ski Association ("USSA"), and the Anchorage Organizing Committee for the 1998 Olympics ("AOC").

The USSR and the USSA desire to exchange information and to promote the growth of summer training camps for winter sports teams, including a summer, 1989 exchange of visits of USA senior officials to the USSR summer training camps in Kamchatka Siberia and of USSR senior officials to the Eagle Glacier summer training camp and Hatcher Pass in Alaska. The AOC agrees to act as local liaison or facilitator for these reciprocal visits.

Regarding the summer, 1989 reciprocal visits to summer training camps, the USSR and USSA (with the assistance of the AOC) agree to cooperate in a manner agreeable to both parties in the following areas:

1. A six person team of USSA officials (alpine and cross country) will visit the Kamchatka, Magadan Siberian facilities in the summer of 1989. Officials of the United States Biathlon Association will be invited to participate.

2. A six person team of USSR officials will visit and observe Eagle Glacier and Hatcher Pass summer training facilities and conditions in the summer of 1989. The invitation to the USSR will be directed to Mr. Victor Mamotov and five of his specialists.

3. Ron Sheardown of the AOC will act as liaison to facilitate both visits.

4. The Soviet-American parties agree to encourage visa waivers, direct Alaska-Soviet Far East airline flights (to include Chukotka Magadan Soviet Far East), and direct telecommunications in connection with these visits.


5. Progress made in the fulfillment of this protocol agreement shall be released to American and Soviet press and television.

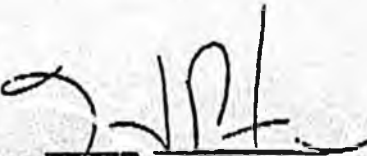
The parties agree to explore additional opportunities for exchanges of coaches and athletes between the USSR and USA including future participation of the USSR in the annual Arctic Winter Games between Greenland, Canada, and the United States and reciprocal participation by USA teams in winter sports events in the USSR.

The policy of Bezvalutnaya (the visting country will pay transportation costs, border to border; thereafter, the host country will pay all costs of local hotel, food and transportation) shall apply to all visits under this agreement.

The parties agree to work toward a more detailed agreement to be entered into following completion of the summer, 1989 reciprocal visits to encourage similar exchanges on an annual basis in the future. This agreement shall be reviewed annually.


VICTOR MAMOTOV
Vice Minister of
Sport, USSR


JOHN C. SWALLING
Chairman, AOC


HOWARD PETERSON
Secretary-
General, USSA

TEAM ALASKA BUDGET
 1990 ARCTIC WINTER GAMES
 PAGE 1

TOTAL SPORTS	NUMBER OF ATHLETES	ATHLETE'S EQUIP. COST	TEAM OPERATIONS BUDGET	INTERNATIONAL DUES
17	320	\$92,313	\$294,282	\$25,000

TRANSPORTATION:

Charter to Yellowknife	\$219,000	
Instate	\$ 11,532	
Overnite and Meals	<u>\$ 1,650</u>	\$232,182

TEAM UNIFORM AND ADMINISTRATIVE COSTS

Athlete Team clothing	\$48,100	
Pins & Flags	\$ 5,500	
Insurance For Team	\$ 2,500	
Administration	<u>\$ 6,000</u>	\$ 62,100

TOTAL TRANSPORTATION, UNIFORM & ADMINISTRATION		\$294,282
---	--	-----------

REQUESTED STATE SHARE OF BUDGET Two-thirds of \$294,282		\$196,188
--	--	-----------

ANNUAL INTERNATIONAL DUES		\$25,000
---------------------------	--	----------

TOTAL OF STATE FUNDS REQUESTED		\$221,188
--------------------------------	--	-----------

ATHLETES SHARE OF BUDGET

One-third of \$294,282	\$98,094	
Personal uniform & equipment cost	<u>\$92,313</u>	

TOTAL PAID BY ATHLETES		\$190,407
------------------------	--	-----------

TEAM ALASKA BUDGET
1990 ARCTIC WINTER GAMES
PAGE 2

Explanation of request.

TRANSPORTATION:*

Charter to Yellowknife - cost of the aircraft to fly the team from Anchorage and Fairbanks to Yellowknife, NWT. and return.

Instate - air fare for athletes that must be brought to Anchorage or Fairbanks from other areas in the state to meet the charter aircraft.

Overnight and Meals - some team members connecting flights require them to overnight so they can catch the charter flights.

TEAM UNIFORM AND
ADMINISTRATIVE COSTS:

Athlete team clothing - the team uniform that will be worn by the team members, mission staff, VIP's and cultural participants. The team is required to wear this uniform for opening and closing ceremonies, this is also their main outer wear during the games.

Pins & Flags - Team, Coaches and Mission Staff pins, Alaska flags in two sizes (small for the team and large for each venue location) and team hats.

Insurance for Team - Medical insurance will be purchased for the team for the period of the games.

Administration - Freight and postage, telephone, office supplies, 60 day rental for warehousing clothing, facility rental for sports tryouts, sanction fees, etc.

ANNUAL DUES

Dues in the amount of \$25,000 are paid by each governmental entity belonging to the Arctic Winter Games Corporation (International).

* Should the Soviets accept the invitation for some of their people from Siberia to participate in the 1990 games, we may be asked to contribute to the costs of transporting them to and from Yellowknife from Anchorage.

BACKGROUND INFORMATION FOR 1990 TEAM ALASKA BUDGET

TRANSPORTATION:

I requested and received "ballpark" prices from the following:

1. Markair, using 737's with 109 seats each
\$26,500 per trip from Fairbanks
\$27,662 per trip from Anchorage
(each weekend would see 4 round trips)
1 round trip from Fairbanks \$26,500
2 round trips from Anchorage \$82,966
total per weekend \$109,486
2 weekends equals \$218,972

This gives us 436 seats total with a per seat cost of \$502.00

2. Alaska Airlines using:
1 737 with 111 seats
2 727's with 136 seats each
Total seats 383

Price quoted \$226,000 with a per seat cost of \$590.00

3. Canadian Air Int'l. using 737's
2 aircraft with 111 seats each total 222 seats,
(which is not a sufficient number of seats), using
Whitehorse equipment \$190,132 (Canadian)
or using Vancouver equip. \$198,816 (Canadian)

which gives a price per seat of \$540.00.

If the price per seat stays the same with the addition of 1 more 737 flight and if the Canadian / US dollar exchange rate stayed the same they would be low but because you can't count on what the dollar will be worth 10 to 12 months down the road and also trying to use a local carrier, I have based my request on the Markair prices. I also feel that because Markair does the majority of its business in the state their equipment is located here and not where it would have to be ferried to Fairbanks and Anchorage, thus the lower price from here.

INSTATE TRANSPORTATION

I used the figures from the 36 Games (Plane tickets prices from 20 different locations in Alaska)

OVERNIGHT AND MEALS

I figured 33 athletes and allowed \$ 50.00 each. (the Barrett Inn in Anchorage always gives me a good deal for lodging and food)

TEAM UNIFORM

For the 88 Games we spent \$120.00 per participant.

POINT OF INTEREST:

Northwest Territories spent \$ 165.00 per participant
Yukon Territory spent \$175.00 per participant
Northern Alberta spent \$ 230.00 per participant.

I don't think I did too bad. I've seen a price of \$130.00 per participant.

Team members, staff, VIP and Cultural all get clothing. The extra clothing after everyone is outfitted is sold during the games to help off set unexpected expenses that come up.

Pins and Flags:

We order 2000 team pins (4 pins for each athlete), 200 Mission Staff and 200 Coachers pins. We use a US source and for a 1" square pin the price runs approx. \$.75 each. I've had quotes from Alaskan sources but they run \$1.75 to \$ 2.00 per pin.

Alaska State flags, we get the small hand flags for opening ceremony (130) at approx. .75 to \$1.00 each and then also furnish the large State flags for each sport venue (17 locations at approx. \$25.00 each)

Hats for the team. I order 250 and they run approx. \$4.50 for the conductor with the logo embroidered on them.

INSURANCE

I think everyone knows how high insurance is. I've always been able to use an Alaskan broker.

ADMINISTRATION

This covers a lot of items, long distance phone calls, freight for shipping team clothing to the teams after selection, mileage for the two managers in the team and others. Rental of administration office for a couple of months to hold the team meeting from the time of arrival until it can be fully loaded. Facility rental for meals, such as gas, ice, food at arenas, etc. Misc. office and conductor supplies for the Mission office as well as for a field office. The Director's travel to the various team meetings with the team managers. approx. \$2,000.00

It is recommended that the Mission Staff get that is the principal staff that come down of the team before and during the games. I have a few people who 3 days they

work the office from 8:00 AM to 4:00 PM and a few to 7 hour shifts and when not on duty in the office they lend support in the field to the sports that have been assigned to them. My staff including myself is all voluntary.

The athletes put in a fair amount towards their participation. Total personal equipment \$92,313.

The average total per athlete for personal equipment is \$288 each. This is for the skates, skis, dogs, rifles, snowshoes and the like. I gathered this info from the various teams and between the 88 & 90 games we figured 05% for inflation.

The athlete also pays a registration fee. The 84 Yellowknife games saw a \$200.00 fee & for the 90 games I've set the fee at \$250.00. 320 athletes x \$250.00 equals \$80,000. The athletes have to come up with \$28,094 to cover their portion of the budget. I have approx 35 extra seats on the charters and will sell spectator seats to help towards the athletes portion. I'm trying to keep the athletes registration fee down so it is affordable to all.

FUNDING FOR TEAM ALASKA
1980 - 1990

YEAR	GAME LOCATION	ATHLETE FEES	TEAM SIZE	STATE GRANT
1990	YELLOWKNIFE	\$98,094	329	\$196,188
1988	FAIRBANKS	\$30,200	302	\$ 60,000
1986	WHITEHORSE	\$29,700	297	\$120,000
1984	YELLOWKNIFE	\$70,000	284	\$130,000
1982	FAIRBANKS	\$29,700	297	\$ 41,000
1980	WHITEHORSE	\$23,400	262	\$ 65,000

The increase in the team budget for 1990 compared to 1984 is mainly due to the size of the team. In order to transport 329 people it will be necessary to charter four Boeing 737's instead of three as we did in 1984. Mark Air has quoted a price from Anchorage to Yellowknife of \$27,662 per plane per trip. Two trips (one going to & one the next week coming home) for the extra plane will cost \$55,324.

In comparison:

1990 Yellowknife charter cost	\$219,000
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increase	\$ 58,700

The \$58,700 comes close to the price of \$55,324 for the additional aircraft.

The larger team will also mean more in state travel and over night expenses, along with additional uniform and try out costs. The addition of dog mushing to the games will also mean increased transportation and coordination costs.

We are trying to keep the athlete's registration fee down to \$250.00 each. Part of the difference between the total of the registration fees and the athlete's share will come from selling approximately sixty spare seats on the charters. If it is necessary to transport some Siberian athletes and cultural participants it will reduce the number of seats available for sale.

ARCTIC WINTER GAMES 1990

DRAFT

SPORTS SUMMARY

EVENT	CLASSIFICATION	ATHLETES	COACHES	TOTAL
1. Arctic Sports	a. Eskimo Games			
	Open Men	8		
	Open Women	4		
	Junior Men	4	1	
	Junior Women	4	1	
	b. Indian Games			
Open Men	4		1	

		24	3	27
2. Badminton	Open Men	2		
	Open Women	2		
	Junior Men	2		
	Junior Women	2		
	Juvenile Men	2	1	
	Juvenile Women	2	1	

		12	2	14
3. Basketball	Junior Women	8	1	
	Junior Men	8	1	

		16	2	18
4. Cross Country Skiing	Open Men	4		
	Open Women	4	1	
	Junior Men	4		
	Junior Women	4	1	
	Juvenile Men	4		
	Juvenile Women	4	1	
	Open Marathon	2		

		26	3	29
5. Curling	Junior Men	4	1	
	Junior Women	4	1	
	Open Women	4		
	Open Mixed	4		

		16	2	18
6. Dog Mushing	Junior (3dogs)	2	1	

		2	1	3

DRAFT

EVENT	CLASSIFICATION	ATHLETES	COACHES	TOTAL
7. Figure Skating	Open	8	2	

		8	2	10
8. Gymnastics	Junior Women	4	1	

		4	1	5
9. Hockey	Senior Men	16	1	
	Midget	16	2	
	Pee Wee	16	2	
	Open Women	16	1	

		64	6	70
10. Indoor Soccer	Junior Men	8	1	
	Junior Women	8	1	
	Juvenile Men	8	1	
	Juvenile Women	8	1	

		32	4	36
11. Silhouette Shooting	Open Rifle	3		
	Open Handgun	3	1	
	Junior Rifle	3		

		9	1	10
12. Ski Biathlon	Junior Men	2		
	Junior Women	2	1	
	Open Men	2		
	Open Women	2		

		8	1	9
13. Snowshoeing	Open Men	2		
	Open Women	2	1	

		4	1	5
14. Snowshoe Biathlon	Open Men	3		
	Open Women	3		
	Open Junior	3	1	

		9	1	10
15. Triathlon - Individual (Powerskating, Skiing, Running)	Open Men	3		
	Open Women	3	1	

		6	1	7

DRAFT

EVENT	CLASSIFICATION	ATHLETES	COACHES	TOTAL
16. Volleyball	Open Men	10		
	Open Women	10		
	Junior Men	9	1	
	Junior Women	9	1	

		38	2	40
17. Wrestling	Junior Men	8	1	

		8	1	9
TOTAL		286	34	320
MISSION STAFF				8
MEDICAL SUPPORT				1

TOTAL UNIT				329

TEAM LOCATIONS 1984 THRU 1988

Location	1984	1986	1988
Anchorage	155	163	133
Bethel	4	1	1
College	4	3	1
Eagle River	13	6	8
Ester	1	1	2
Fairbanks	90	93	91
Ft. Richardson	1		
Ft. Wainwright	1	2	4
Gakona	1		
Glennallen	1	1	2
Homer	4	3	3
Juneau	2	7	2
Kotzebue	2	1	
Nome	1	4	1
Palmer	10	12	8
Point Hope	3		
Salcha	2	4	4
Seldotna	3	1	4
Unalakleet	1	1	1
Wasilla	2	6	14
White Mountain	2	1	
Auke Bay		2	3
Barrow		1	1
Big Lake		1	
Chugiak		2	2
Dillingham		2	
Douglas		1	
Girdwood		1	2
Iliamna		2	
Kenai		1	2
Kodiak		4	3
McGrath		1	
North Pole		3	4
Ketchikan		1	
Seward		2	
Elmendorf			1
Goiovin			1
Koyuk			1
Larson Bay			1
Lawrence, Kansas (Nome-college in Kansas)			1
Metlakalita			2
Petersbury			1
Seldovia			1
Sitka			1
South Naknek			1
Valdez			1

1984-Anch/Fbs 238 other areas 59
 1986-Anch/Fbs 246 other areas 79
 1988-Anch/Fbs 214 other areas 88

Comparables between N.W.T. - Yukon - Alaska - N. Alberta 1980-1988
 (All figures are in Canadian dollars except 1988 Alaska **)
 (based on assumed exchange index for each period)

N.W.T. - Yukon - Alaska have full team size status

	Athletes	N.W.T	Yukon	Alaska	N. Albert
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Lotteries		\$20,150	\$15,175	-----	\$5,875
Athlete Reg Fees		\$107,836 *	\$16,156	\$37,000	
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Lotteries		-----	\$22,780	-----	
Athlete Reg Fees		\$152,555 *	\$16,000	\$30,200 **	

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Stats taken from Urban Systems report, Calgary and Chéfs-de-Mission final reports

HB

157

SENATE COMMITTEE REPORT

FURTHER

4/29/89

DATE TURNED INTO OFFICE 5/7/89

Mr. President:

Finance

Committee considered CSHB 157 (FIN)

special appropriation for grants related to the 1990 Arctic Winter Games; efd

and recommended

- replace with _____ CS _____) same title
- or adopt _____ CS _____) new title
- attached amendment(s) and technical title change (HB only)
- _____ letter of intent adopted

- do pass
- do not pass
- no recommendation
- individual recommendations
- further referral to _____

FISCAL NOTE(S) zero fiscal impact ^{100.0 DCERA} appropriation no FN
 new updated previous
 same as previous fiscal note(s) published _____

MEMBERS SIGNING DO PASS

OTHER RECOMMENDATIONS

Frank

John Duncanson - no Rec
Carl F. Smith - NO REC

Chair's signature and recommendation

Committee Backup attached

John P. [Signature] Do Pass
 CO-CHAIR

Offered: 4/10/89
Referred: Rules

6-0756H

Original sponsors: Gruenberg, M.Davis,
and Koponen

Funding Information
General Fund \$100,000
Other Funds -0-
\$100,000

1 IN THE HOUSE

BY THE FINANCE COMMITTEE

2

CS FOR HOUSE BILL NO. 157 (Finance)

3

IN THE LEGISLATURE OF THE STATE OF ALASKA

4

SIXTEENTH LEGISLATURE - FIRST SESSION

5

A BILL

6

For an Act entitled: "An Act making a special appropriation for grants

7

related to the 1990 Arctic Winter Games; and provid-

8

ing for an effective date."

9

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

10

* Section 1. The sum of \$100,000 is appropriated from the general fund

11

to the Department of Community and Regional Affairs for payment as a grant

12

under AS 37.05.316 in the amount of \$75,000 to the Arctic Winter Games

13

Corporation of Alaska for expenses of Team Alaska participation in the 1990

14

Arctic Winter Games in Yellowknife, Northwest Territories, Canada, and a

15

grant under AS 37.05.316 in the amount of \$25,000 to the Arctic Winter

16

Games Corporation of Alaska for payment of annual dues.

17

* Sec. 2. The unexpended and unobligated portion of the appropriation

18

made by this Act lapses into the general fund June 30, 1990.

19

* Sec. 3. This Act takes effect immediately under AS 01.10.070(c).

State of Alaska

Committees

CO-CHAIR, HOUSE JUDICIARY
VICE-CHAIR, HOUSE LABOR AND COMMERCE
HOUSE HEALTH, EDUCATION
AND SOCIAL SERVICES



P.O. BOX V
JUNEAU, ALASKA 99811
(907) 465-4712
465-4968/4986
(SESSION)

914 CLAY COURT
ANCHORAGE, ALASKA 99503
(907) 276-6844

Representative Max F. Gruenberg, Jr.
District 11
Spenard, Upper Midtown Anchorage
April 27, 1989

MEMORANDUM

TO: Senator John Binkley, Co-chair
Senator Rick Uehling, Co-chair
Senate Finance Committee

FROM: Rep. Max Gruenberg

RE: CSHB 157 (Fin)

CSHB 157 passed the House on a vote of 31 - 7 on April 18 and is currently in the Senate Labor & Commerce Committee. It is scheduled for a hearing there on Friday, April 28. The Senate Finance Committee is the following committee of referral. The bill provides for an appropriation of \$100,000 to the Arctic Winter Games Corporation of Alaska for annual dues and a portion of the expenses of Team Alaska's participation in the 1990 Arctic Winter Games. The Games are held every other year, alternating between Alaska, the Yukon and the Northwest Territories. The 1990 Games will be held in Yellowknife, Northwest Territories.

The State of Alaska, through Governor Hickel, was a co-participant with the Yukon Territory and Northwest Territories in creating the Arctic Winter Games. The state has supported the games financially since their inception.

The state's contribution this year is only a fraction of the total cost of the Games. The participants, who come from all over the state, pay for all the costs of travel to and from tryouts. These expenses are not even reflected in the corporation's \$300,000 budget for the international competition. The athletes also pay for their competition uniforms and a \$250 per person registration fee.

The Arctic Winter Games Corporation has initiated a sponsorship and fund raising plan with the intent of becoming financially independent of state support within six years. Until that time, if the games are to continue, support from the state is essential.

I urge your support for this bill and respectfully request that you schedule it for a hearing pending referral next week if possible.

Thank you for your consideration.

Alaska State Legislature



House of Representatives House Judiciary Committee

P. O. Box V
State Capitol
Juneau, Alaska 99811
(907) 465-4990
(907) 465-4712

February 25, 1989

MEMORANDUM

TO: Representative Red Boucher
FROM: Representative Max Gruenberg *MG*
RE: Proposed CS for HB 157 (STA)

I am sending to you with this memorandum a proposed committee substitute for HB 157, which makes a special appropriation for the 1990 Arctic Winter Games.

The proposed committee substitute was drafted at the request of the organizers of the Games. It makes three changes in the bill introduced:

1. The total appropriation of \$225,000 is specifically targeted for two separate grants: one to cover the costs of participation in the Games (\$200,000), and the other to cover the annual dues of the Arctic Winter Games Corporation of Alaska to the international sanctioning body (the Arctic Winter Games Corporation -- a Canadian corporation).
2. The appropriation is made to the Department of Community and Regional Affairs, rather than to the Office of the Governor. In prior years, The Department of Community and Regional Affairs has been the granting agency.
3. A new Section 2 has been added to return the unspent portion of the appropriation to the general fund.

With the changes incorporated in this proposed committee substitute, the bill is ready for hearing. Please have the bill placed on your calendar as soon as a time spot is available.

Thank you for your cooperation.

TEAM ALASKA BUDGET
 1990 ARCTIC WINTER GAMES
 PAGE 1

TOTAL SPORTS	NUMBER OF ATHLETES	ATHLETE'S EQUIP. COST	TEAM OPERATIONS BUDGET	INTERNATIONAL DUES
17	320	\$92,313	\$294,282	\$25,000

TRANSPORTATION:

Charter to Yellowknife	\$219,000	
Instate	\$ 11,532	
Overnite and Meals	<u>\$ 1,650</u>	\$232,182

TEAM UNIFORM AND ADMINISTRATIVE COSTS

Athlete Team clothing	\$48,100	
Pins & Flags	\$ 5,500	
Insurance For Team	\$ 2,500	
Administration	<u>\$ 6,000</u>	\$ 62,100

TOTAL TRANSPORTATION,
 UNIFORM & ADMINISTRATION

\$294,282

REQUESTED STATE SHARE OF BUDGET
 Two-thirds of \$294,282

\$196,188

ANNUAL INTERNATIONAL DUES

\$25,000

TOTAL OF STATE FUNDS REQUESTED

\$221,188

ATHLETES SHARE OF BUDGET

One-third of \$294,282	\$98,094
Personal uniform & equipment cost	<u>\$92,313</u>

TOTAL PAID BY ATHLETES

\$190,407

BACKGROUND INFORMATION FOR 1990 TEAM ALASKA BUDGET

TRANSPORTATION:

I requested and received "ballpark" prices from the following:

1. Markair, using 737's with 109 seats each
 - \$26,500 per trip from Fairbanks
 - \$27,662 per trip from Anchorage
 - (each weekend would see 4 round trips)
 - 1 round trip from Fairbanks \$26,500
 - 3 round trips from Anchorage \$82,986
 - total per weekend \$109,486
 - 2 weekends equals \$218,972

This gives us 436 seats total with a per seat cost of \$502.00

2. Alaska Airlines using:
 - 1 737 with 111 seats
 - 2 727's with 136 seats each
 - Total seats 383

Price quoted \$226,000 with a per seat cost of \$590.00

3. Canadian Air Int'l. using 737's
 - 3 aircraft with 111 seats each total 333 seats,
 - (which is not a sufficient number of seats), using
 - Whitehorse equipment \$180,138 (Canadian)
 - or using Vancouver equip. \$198,816 (Canadian)

which gives a price per seat of \$540.00.

If the price per seat stays the same with the addition of 1 more 737 flight and if the Canadian / US dollar exchange rate stayed the same they would be low but because you can't count on what the dollar will be worth 10 to 12 months down the road and also trying to use a local carrier, I have based my request on the Markair prices. I also feel that because Markair does the majority of its business in the state their equipment is located here and not where it would have to be ferried to Fairbanks and Anchorage, thus the lower price from them.

INSTATE TRANSPORTATION

I used the figures from the 88 Games (Plane tickets prices from 20 different locations in Alaska)

OVERNIGHT AND MEALS

I figured 33 athletes and allowed \$ 50.00 each. (the Barrett Inn in Anchorage always gives me a good deal for lodging and food)

TEAM UNIFORM

For the 88 Games we spent \$120.00 per participant.

POINT OF INTEREST:

Northwest Territories spent \$ 165.00 per participant
Yukon Territory spent \$175.00 per participant
Northern Alberta spent \$ 230.00 per participant

I don't think I did too bad. I've set a price of \$130.00 per participant.

Team members, staff, VIF and Cultural all get clothing. The extra clothing after everyone is outfitted is sold during the games to help off set unexpected expenses that come up.

Pins and Flags:

We order 2000 team pins (4 pins for each athlete), 200 Mission Staff and 200 Coaches pins. We use a US source and for a 1" square pin the price runs approx. \$.75 each. I've had quotes from Alaskan sources but they run \$1.75 to \$ 2.00 per pin.

Alaska State flags, we get the small hand flags for opening ceremony (330) at approx .75 to \$1.00 each and then also furnish the large State flags for each sport venue (17 locations at approx \$35.00 each)

Hats for the team, I order 350 and they run approx. \$4.50 for the corduroy with the logo embroidered on them.

INSURANCE

I think everyone knows how high insurance is. I've always been able to use an Alaskan broker.

ADMINISTRATION

This covers a lot of items, long distance phone calls, freight for shipping team clothing to the teams after selection, postage for the mass mailings to the team and others, Rental of warehousing for a couple of months to hold the team clothing from the time of arrival until it can be distributed. Facility rental for tryouts such as gyms, ice time at arenas, ect. Misc. office and computer supplies for the Mission office as well as work before hand. The Chef de Mission's travel to the mandatory chefs meetings with the Host Society. (approx. \$2,000.00).

If you are wondering what the Mission Staff is: that is the administrative staff that takes care of the team before and during the games. I have a team Doctor and 8 others. They

work the office from 5AM until 2AM (20 hours) and pull 6 to 7 hour shifts and when not on duty in the office they lend support in the field to the sports that have been assigned to them. My staff including myself is all voluntary.

The athletes put in a fair amount towards their participation. Total personal equipment \$92,313.

The average total per athlete for personal equipment is \$288 each, this is for the skates, skis, dogs, rifles, snowshoes and the like. I gathered this info from the various teams and between the 88 & 90 games we figured 05% for inflation.

The athlete also pays a registration fee. The 84 Yellowknife games saw a \$200.00 fee & for the 90 games I've set the fee at \$250.00. 320 athletes x \$250.00 equals \$80,000. the athletes have to come up with \$98,094 to cover their portion of the budget. I have approx 65 extra seats on the charters and will sell spectator seats to help towards the athletes portion. I'm trying to keep the athletes registration fee down so it is affordable to all.

ARCTIC WINTER GAMES STRUCTURE AND ATHLETE EXPENSES

The Arctic Winter Games Corporation (International) is structured like the Olympics. The AWG Corp. (Int'l) awards the games to a governmental entity. The Int'l Corp entered into an agreement with the North Star Borough, City of Fairbanks and the City of North Pole to host the 1988 games. These entities then formed an organization to conduct the Games (Host Society). Many Alaskan corporations as well as the State of Alaska contributed to the Host Society.

Team Alaska is the group of athletes who are selected to represent our State at the Games. There is always confusion when contributors say they contributed to AWG. Generally they have contributed to the Host Society and not to the team. The athletes are the ones who contribute a major portion of the costs.

The athletes pay a registration fee which is 1/3 of the budget. For the 90 games that sum will be \$98,094. They then have their personal equipment and competition clothing that costs an average of \$288.00 per athlete for a total of \$92,313 and finally the athletes bear their own costs for tryouts. Since 1980 an average of 1200 Alaskan athletes have tried out each time for the games, they have to travel to various places for these tryouts. For example: in Cross Country skiing the Tang Cup races and the AWG tryouts are combined and racers must travel to Homer, Anchorage and Fairbanks. Snowshoeing tryouts are held around Cantwell, Hockey tryouts see Coaches traveling again at their own expense to Soldotna, Anchorage, Fairbanks and Wasilla. The 90 games will see the Indian sports (Dene) for the first time and from early information it seems that those athletes will come from the Alaska/Yukon border area, Ft. Yukon in particular. The average tryout cost per athlete is \$200.00 for a total of \$240,000.

Team registration fee	\$98,094
Personal equipment and competition uniform	92,313
Tryout expenses	<u>240,000</u>
Total athlete costs	\$430,407

Team Alaska is not as fortunate as the athletes in our sister states, in the lower 48 they have several modes of transportation, we have to travel by plane (Yellowknife, NWT is 3 hours by commercial jet). Also the athletes from the rural areas are provided their transportation and in many cases must overnight so they can catch the charters, it costs them no more than athletes from Anchorage or Fairbanks. As we encourage more rural areas to participate in the Games our costs for transportation will rise.

The organization (Arctic Winter Games Corporation of Alaska) that supports Team Alaska is in the process of designing a program for corporate sponsorship, as part of the long range goal of private funding for Team Alaska. Hopefully, this can be accomplished in 4 to 6 years.

I think it shows that the majority of the costs are bore by the Alaskan athletes and the request from the State of Alaska is actually less than the transportation to the Games. Lastly, the Games have become a very significant International event and the long range goal of the Int'l corporation is for the games to become circumpolar someday. That someday is around the corner as the 90 games will see observers and possibly demonstration athletes from Greenland and the Magadon Region of Siberia joining the athletes from Yukon Territory, Northwest Territories, Northern Alberta and Alaska.



Arctic Winter Games Corporation

Corporation des jeux d'hiver de l'Arctique



ALASKA FUNDING

for

THE ARCTIC WINTER GAMES

The State of Alaska has participated in three levels of funding for the Arctic Winter Games. The avenue of funding has varied in the past from being included in the governor's budget to direct appropriations from the legislature.

The three levels of funding are as follows:

1. Annual dues to the Arctic Winter Games Corporation are presently \$25,000. This is a must if Alaska is to remain a part of the games. This cost has sometimes come from the governor's budget, while at other times it has been a direct appropriation from the legislature.
2. Team Alaska's transportation and administrative costs occur every two years. They are covered by direct legislative appropriations and have varied in the amount from covering all to a portion of the costs. Individual participants have been required to cover that portion of the cost not appropriated by the legislature.
3. Host Community expenses have been shared by the State of Alaska in the past games. These expenses have occurred once every six years. They are covered by direct legislative appropriation. With Northern Alberta coming into the games as a full participant the cycle will increase to eight years.

FUNDING FOR TEAM ALASKA
1980 - 1990

YEAR	GAME LOCATION	ATHLETE FEES	TEAM SIZE	STATE GRANT
1990	YELLOWKNIFE	\$98,094	329	\$ 75,000
1988	FAIRBANKS	\$30,200	302	\$ 60,000
1986	WHITEHORSE	\$29,700	297	\$120,000
1984	YELLOWKNIFE	\$70,000	284	\$130,000
1982	FAIRBANKS	\$29,700	297	\$ 41,000
1980	WHITEHORSE	\$23,400	262	\$ 63,000

The increase in the team budget for 1990 compared to 1984 is mainly due to the size of the team. In order to transport 329 people it will be necessary to charter four Boeing 737's instead of three as we did in 1984. Mark Air has quoted a price from Anchorage to Yellowknife of \$27,662 per plane per trip. Two trips (one going to & one the next week coming home) for the extra plane will cost \$55,324.

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Lotteries		\$19,087	\$22,715	-----	
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Stats taken from Urban Systems report, Calgary and Chefs-de-Mission final reports

Arctic Winter Games Contributors

The Arctic Winter Games Host Society extends its thanks to the following businesses, organizations and individuals who have generously donated their time, money, goods, or services to make the 1988 Games in Fairbanks a success.

The Bowhead Whale Club

The State of Alaska
Fairbanks North Star Borough
Key Bank of Alaska
University of Alaska-Fairbanks
Alaska Airlines

The Polar Bear Club

Eielson Air Force Base
SKS Of Alaska
Community Schools
Fairbanks Youth Sports
KTVF-Channel 11
KATN TV-Channel 2

The Moose Club

Motorola
Aurora Motors
Denali State Bank
Tip Top Chevrolet
Lathrop H.S. Council
F.N.S B. School District
Fort Wainwright
Alaska Energy Corp.
McCaw Telepage
IBEW Local 1547
Holland America Line Westours

The Caribou Club

Yukon Equipment Inc.
Fairbanks Volleyball Association
Cooke Cablevision
AAA Moving & Storage
Cook Inlet Region. Inc.
Pizza Pub
Sourdough Express
Totem Ocean Trailer Express Inc.

The Arctic Fox Club

A & W Wholesale ... Alaska Beverage Company ... Alaska Adult Learning Center ... Alaska Computer Institute ... Altex Distributing Inc. ... American Academy of Business ... Arctic Travelers Gift Shop ... Atta Boy Awards ... Auto Service Company ... Bowers Office Supply ... Cathcart Ltd. ... Charles Elder, Jr. ... College Floral ... Compass Inc. ... Corroon & Black Anchorage ... Corroon & Black Inc.. Fairbanks ... Don Lowell ... Earl & Dorothy Beistline ... Fairbanks Distributors ... GTE Directories Corp. ... Gareth & Miranda Wright ... Golden North Home Center ... Grace Berg Schaible ... Grasle Electric Inc. ... Hops Stationery ... Howard & Andrea Theis ... Jack & Bertha Bucher ... Jims College Texaco ... KWLF Radio ... Kenneth Murray Insurance ... Loyal Order Of The Moose #1392 ... MAPCO ... Mary & Alfred Lomen ... McCauley's Reprographics, Inc. ... Mt. McKinley Mutual Savings Bank ... NC Machinery ... Odom Company ... Pacific Movers ... Petro Star, Inc. ... Corp Shields Rental Center ... Society Of Professional Journalists ... The Artworks ... Tivi Kennels ... Usibelli Coal Mine ... Vend Alaska ... Wyeth Laboratories



Arctic Winter Games Corporation
Corporation des jeux d'hiver de l'Arctique



ARCTIC WINTER GAMES

1990

TECHNICAL PACKAGE

SUMMARY

**As approved by the
Arctic Winter Games Corporation
October, 1988**

EVENT	CLASSIFICATION	ATHLETES	COACHES	TOTAL
6. Dog Mushing	Junior	2	1	
		-----	-----	-----
		2	1	3
7. Figure Skating	Open	8	2	
		-----	-----	-----
		8	2	10
8. Gymnastics	Junior Women	4	1	
		-----	-----	-----
		4	1	5
9. Hockey	Senior Men	16	1	
	Midget	16	2	
	Pee Wee	16	2	
	Open Women	16	1	
	-----	-----	-----	-----
		64	6	70
10. Indoor Soccer	Junior Men	8	1	
	Junior Women	8	1	
	Juvenile Men	8	1	
	Juvenile Women	8	1	
	-----	-----	-----	-----
		32	4	36
11. Silhouette Shooting	Open Rifle	3		
	Open Handgun	3	1	
	Junior Rifle	3		
	-----	-----	-----	-----
		9	1	10
12. Ski Biathlon	Junior Men	2		
	Junior Women	2	1	
	Open Men	2		
	Open Women	2		
	-----	-----	-----	-----
		8	1	9
13. Snowshoeing	Open Men	2		
	Open Women	2	1	
	-----	-----	-----	-----
		4	1	5
14. Snowshoe Biathlon	Open Men	3		
	Open Women	3		
	Open Junior	3	1	
	-----	-----	-----	-----
		9	1	10

EVENT	CLASSIFICATION	ATHLETES	COACHES	TOTAL	
15. Triathlon - Individual (Powerskating, Skiing, Running)	Open Men	3			
	Open Women	3	1		
	-----		6	1	7
16. Volleyball	Open Men	10			
	Open Women	10			
	Junior Men	9	1		
	Junior Women	9	1		
-----		38	2	40	
17. Wrestling	Junior Men	8	1		
		-----		8	1
TOTAL		286	34	320	
MISSION STAFF				8	
MEDICAL SUPPORT				1	

TOTAL UNIT				329	

TEAM LOCATIONS 1984 THRU 1988

Location	1984	1986	1988
Anchorage	156	163	133
Bethel	4	1	1
College	4	3	1
Eagle River	13	6	8
Ester	1	1	2
Fairbanks	80	83	31
Ft. Richardson	1		
Ft. Wainwright	1	2	4
Gokona	1		
Glennallen	1	1	2
Homer	4	2	3
Juneau	2	7	2
Kotzebue	2	1	
Nome	1	4	1
Palmer	10	12	8
Point Hope	3		
Salcha	2	4	4
Soldotna	3	1	4
Unalakleet	1	1	1
Wasilla	2	6	14
White Mountain	2	1	
Auke Bay		2	3
Barrow		1	1
Big Lake		1	
Chugiak		2	2
Dillingham		2	
Douglas		1	
Birdwood		1	2
Iliamna		2	
Kenai		1	2
Kodiak		4	3
McGrath		1	
North Pole		5	4
Ketchikan		1	
Seward		2	
Elmendorf			1
Goiovin			1
Koyuk			1
Larson Bay			1
Lawrence, Kansas (Nome-college in Kansas)			1
Metlakalita			2
Petersbury			1
Seldovia			1
Sitka			1
South Naknek			1
Valdez			1
1984-Anch/Fbs	238	other areas	53
1986-Anch/Fbs	246	other areas	79
1988-Anch/Fbs	214	other areas	98



**ARCTIC WINTER GAMES
ALASKA GAMES UNIT
OFFICE OF THE CHEF DE MISSION**



**Arctic Winter Games - Alaska Games Unit
Board of Directors**

**Marcia Davis
Anchorage**

**Chris Gibbs
Anchorage**

**Kathleen Gliva
Chugiak**

**Michelle Hanson
Anchorage**

**Caroline Hudnall
Anchorage**

**David Koivuniemi
Juneau**

**Sam McConkey, M.D.
Fairbanks**

**Pat O'Donnell
Anchorage**

**William Young
Anchorage**

ARCTIC WINTER GAMES - TEAM ALASKA

The following is an approximate of the volunteer time that is spent on Team Alaska.

	hours per year
Chef de Mission - Caroline Hudnall	1080
Annual leave taken from position with the State of Alaska 20 days per year	= 150
Marcia Davis - Attorney	190
Sandra Anderson-Accountant	300
Dr. Sam McConkey-Team Physician	170
Remainder of Mission Staff	700
Robert Hudnall-Computer services	730
Board of Directors	100
Coordinators for each sport (17 sports)	30
Coaches for each sport (17 sports)	280
APPROX. TOTAL VOLUNTEER HOURS PER YEAR	3730

Many of the volunteers like the chef de mission take annual leave from their employment, many are teachers and get only couple days of civic leave and must foot the bill for the remainder of the days off, others are salespersons, bankers, doctors, attorneys, who feel that this a very worthwhile program and give of their time and money.