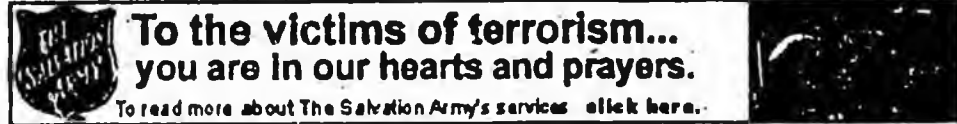
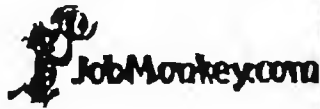


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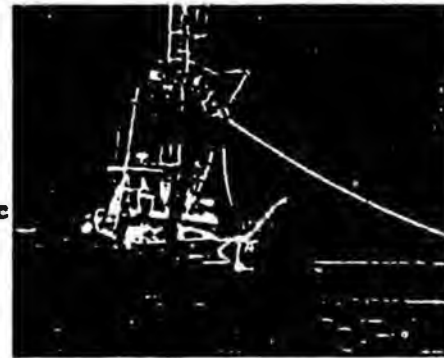


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FOREWORD

In our modern, computerized, industrialized world, there are few places left on the planet that can still be considered frontier lands. Alaska is one of these frontiers. Sure, Alaska, the state once known as Seward's Folly, now has many modern cities such as Juneau, Anchorage, and Fairbanks, but most of the state is still a wilderness. The state's population density is only one person per square mile, compared to 71 people per square mile in the rest of the U.S.



This is just the spot for people with an adventurous spirit! And working in the Alaskan Fishing Industry is a great way to stay in this beautiful state for an extended visit, whether you're a college student on summer break or just someone who'd like to explore his or her horizons.

While the fishing industry has had its ups and downs, there is always a demand for young, energetic people from all over the country to help out on both onshore and offshore processors. Most of these jobs require no previous experience, just a willingness to work hard and an enthusiasm for exploring a rough and rugged lifestyle.

Alaska fish processing companies offer many benefits to their employees, including good wages, free lodging and meals, and often free transportation to and from Alaska if you fulfill all your contractual obligations. Jobs include working on the processing line, operating machinery, being a deckhand, quality control, or even finding a job as a government inspector or aquaculture scientist.

JobMonkey will tell you all you need to know about working in the Alaskan fishing industry. You'll get an overview of the industry, honest and frank portrayals of the working conditions, interviews with people who have actually worked there, a long list of job descriptions, tips on packing and safety, profiles of the various towns and cities, an introduction to the types of fish and crustaceans that are harvested, information about housing, and much more!

The information compiled here was written by people who have actually traveled to Alaska and worked in its fishing industry. We began hardcore research on Alaska fisheries employment in 1985, including annual summer trips to nearly every coastal fishing town and processing plant and meeting with hundreds of workers and employers, so we know what we're talking about! Read these pages, and you'll get the whole scoop. You'll not only be prepared for your foray up North, but you'll also be able to impress employers with your extensive knowledge, which will give you a distinct advantage in any interview you may have.

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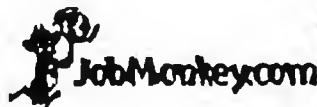
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GENERAL OVERVIEW

In this section we discuss the nitty-gritty of working at a processing plant. The majority of first-time workers find a position within this branch of the commercial fishing industry, either at an onshore processing facility or on board a floating processor. We have included job descriptions, hiring practices, and an overview of each type of processor.

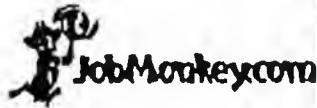
Some fishing vessels do their own processing right on board. Many in the crabbing industry, for example, work on boats that have been converted to combination catcher/processor vessels. These vessels might also buy other boats' catches and process them in addition to their own.

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ACCOMMODATIONS

Many processing plants offer some or all of their employees fully or partially subsidized dormitory or camping facilities. The more remotely located plants almost always provide housing to all of their employees. Partially subsidized housing can cost \$2-\$8 a day for a tent platform at the local city-operated tent city, or up to \$15 per day for a nice dormitory-style room. Fortunately, many plants refund all housing costs to those employees who stay for the duration of the season, rewarding them for their dedication. You will find that costs vary from place to place. You may also find that a few companies even pay employees extra wages to seek housing elsewhere. Free housing can range from a nice dorm room to a place to pitch your tent.

For the most part, plants that have on-site dormitories or bunkhouses give employees a room that is shared with one to five other people. Better facilities have a television, VCR, laundry room, and shared bathrooms with showers. It's quite common to find the cafeteria (if they have one) next door. During our travels through salmon country, we have seen living quarters located right next to the main processing house, directly across the street, and spread out over the company's property. It seems every company has its own plan and every set of living quarters its own best—and worst—attributes. On a recent trip, we saw that one large company had actually brought a barge up from Seattle, parked it next to the plant, and had put temporary portable housing units onto it. In yet another town, one small processing plant had converted an old school bus into sleeping quarters just behind the facility.

For more information about onshore accommodations, see Heading North and Thriving.

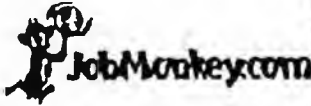
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PLANT STRUCTURE

Processing operations in Alaska come in all shapes and sizes. During our journeys, we've toured almost every plant in Alaska. Some have hundreds of employees that feel more like huge unrelenting factories and others operate with only a dozen employees and have a family feel. Despite the difference in size, operational features at most company plants are the same.

Most plants are located on piers so that boats may dock-up and off-load their product. The plants themselves feature a main processing house in which the fish are processed and then later frozen or canned, and an egg house where salmon eggs are processed and boxed for shipment overseas. Many plants have additional features like on- or off-site living quarters (dormitories or camping areas), a cafeteria, and general offices. Plants are either centrally located in town or far from civilization, but they are always near active and productive fishing grounds.

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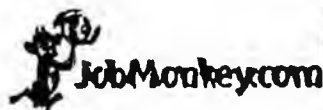
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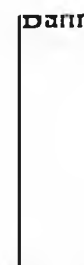
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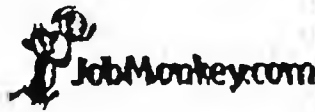
KNOWING THE MIGRATIONS

Fishermen, processors, and deckhands alike should know when to be in a particular region so they can take advantage of work opportunities. Knowledgeable processors and deckhands often will work in many different regions during a single summer in order to hit the peak times in each and maximize their earnings. On a recent summer research trip to Southeast Alaska we met several college students who had been following salmon migrations from north to south, hitting fishing and processing peaks in several regions. One student had worked in Kenai during early and mid-July and had made his way to Ketchikan by mid-August to finish out the season. This type of story is not uncommon.

Because it's relatively easy to predict yearly salmon runs, it is fairly simple to decide on your employment plans. Salmon usually will arrive in an area no more than one or two weeks ahead of or behind schedule. Once you know when a salmon season begins in a particular region, you should try to get there just ahead of the peak to find processing plants looking for workers.

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SUMMER FISHERIES REGIONS

Alaska fishing grounds can be broken down into five distinct regions, each with its own peak season, employment opportunities, and types of fish. Region 1 is Southeast Alaska, where the major fisheries are salmon, halibut, cod, crab, and herring. Region 2, covering Prince William Sound and the Kenai Peninsula, is primarily fished by purse seiners and gillnetters in search of pink and sockeye salmon. Region 3, Kodiak Island, is home to eleven seafood processing plants, many of them operating year-round. Region 4 is the Alaska Peninsula and the Aleutian Islands, which includes Dutch Harbor and is the center of the winter fisheries. Region 5, Bristol Bay, has one of the world's richest salmon runs. Though the season is very short—lasting just over six weeks—it is considered the most lucrative fishery in North America.

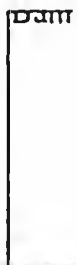
The chart below shows the peak months for each of the five fishery regions. This will give you a general idea as you read through this information where the most opportunities are for new workers. In City Profiles we list individual town profiles with employer information so you can narrow down your job search.

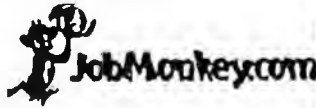
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Though traditionally busiest in summer, much of the fishing industry now operates year-round. Some fisheries, like those in Kodiak, the Aleutian Islands, and the Alaska Peninsula, employ many workers during the winter months, and provide other opportunities for year-round employment. Also, floating processors, factory longliners, and crab catcher/processors operate during winter. The fisheries active during the winter or on a year-round basis include crab and most species of groundfish.

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SEASONAL OPPORTUNITIES

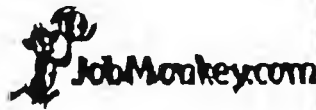
Autumn in Alaska means the end of the bustling salmon season and a shift to a variety of other fisheries throughout the state. Numerous employment opportunities exist during this period in all three major sectors of the industry—onshore processing plants, offshore processing vessels, and harvesting vessels.

Factory trawlers harvest during most of the fall, winter, and spring months. In fact, the most lucrative time to work on a factory trawler is during the Pollock A season, which extends from late January through February. Factory longliners also harvest the bulk of their fish during these non-summer months. The majority of crab are caught during the late fall and early winter months by both individual crabbing boats and the larger crab catcher/processors. During the fall and spring months hundreds of boats also fish for halibut, sablefish, and a variety of species of groundfish. In addition, the sac roe herring fishery also takes place during spring.

While fewer fishing and processing positions exist during winter, far fewer people are looking for jobs, so your chances of getting hired during the winter are still excellent. However, winter hiring practices are generally different from summer salmon hiring practices. First, almost all winter hiring is done from the corporate offices, usually located in Seattle. Because the onshore facilities are generally located in more remote locations, very little hiring is done at the facilities. It is not recommended that you travel to Alaska seeking employment during the non-summer months without a prearranged job. Secondly, the majority of winter employees are provided free room and board and round-trip transportation from Seattle, a benefit not as often afforded summer workers. A third major difference in winter hiring practices is that the employers are often looking for a longer commitment. For example, in the summer fisheries, some companies offer contracts that are six to eight weeks in length. In the winter fisheries, many companies require three- to six-month contracts. Finally, most processing work is either done offshore or in onshore processing facilities in Region 3 (Kodiak Island) and Region 4 (Alaska Peninsula and Aleutian Islands). Because Region 3 lends itself to a more permanent, year-round processing crew, Region 4 should be your main focus for onshore processing positions during the fall, winter, and spring months. The bustling town of Dutch Harbor in Region 4 is the hub of the non-summer fishing industry. If you desire an offshore processing position during these non-summer months, such as on a factory trawler, floating processor, factory longliner, or crab catcher/processor, please refer to the sections regarding these opportunities.

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SUMMER PROCESSING

During the peak of a productive salmon season, first-time workers put in twelve- to eighteen-hour days, seven days a week. They are paid base wages ranging from \$5.50 to \$6.50 per hour with returnees earning even more. Substantially boosting one's earnings is overtime pay, calculated at one and one-half times the normal rate (\$8.25 to \$9.75). Performance bonuses and extras (30¢ to 50¢ per hour worked for the freezer crew), are also commonplace. Raises are typically given after an employee has worked 300 hours (about a month) and your hours often carry over from year to year.

In the words of a seasonal worker:

"I came up here to make money and expecting to hate it, but I managed to have a blast and went home with enough money to buy a car."

Working conditions? Many specific jobs require the employee to stand in one place for long periods of time, performing repetitious tasks. However, there can be great variance between one type of job and another, and the foreman may frequently assign individual employees to different tasks on a weekly or daily basis. You could be working inside or outside, in the freezer or warehouse.

One worker pointed out that the job really isn't as bad as it sounds:

"Though it was real repetitive work, sliming really wasn't that bad. They played good tunes and fed us real well. The management was much cooler than I expected."

Variety exists, but newcomers or "green" workers should be aware that they will probably begin as slimers or egg house employees. Hard workers may spend only a short time sliming (a few days to a week) before moving on to a better job and added responsibility.

Although working in a fresh frozen plant or cannery can mean long hours and cold, wet work, it's not all bleak! Most companies give employees paid ten-minute breaks every two hours and longer meal periods every four hours. If you are working at a plant that has a cafeteria and company-provided food, take comfort in the fact that you can eat very well at a low cost (or free). Many operations even provide donuts, fresh fruit, and coffee during shorter break periods. So, if you regularly put in fifteen-hour days you are assured of several breaks and meals. Additionally, during your breaks, you'll have the opportunity to meet people, talk to those you have been working with on the slime line, and make friends. As one worker said:

"They expected us to work long, hard hours; however, they treated us fairly. They did everything possible to make the bunkhouse pleasant. The meals and break snacks were delicious."

In order to give you a better idea of the kind of work available, we have put together the

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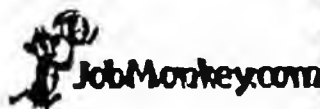


In order to give you a better idea of the kind of work available, we have put together the list of jobs below. Though each plant has its own crew structure, these jobs are commonly found at canneries and fresh frozen plants.

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FRESH FROZEN PLANT JOBS

Slime line positions

Belly slitter: The slitter uses a fillet knife to cut a slit from the throat to the end of the abdomen and then sends the fish to the next station.

Head decapitator machine: Usually two people work this machine, but this depends upon the size of the plant and how many slime lines are going. Basically, fish are fed into this "guillotine," beheaded, and moved down the line.

Gut puller: Workers on the slime line, often positioned after the belly slitter, pull out guts and egg sacs as fish are passed to them. In many plants, a machine does this task.

Spooning: This is the process of cleaning out any leftover guts and removing the organs that run down the spine of the fish.

Washing: This is done manually with a small hose or by machine. The machine is sometimes like a dishwasher, showering fish with ice water as they come down the line. Usually, one or two people are in charge of running fish into the washer.

Fish grading: Graders are at the end of the slime line. These people separate the fish into three or four grades: 1=excellent, 2=good, 3=fair, 4=mushy (not fit for human consumption). After grading, individual fish are sorted into bins.

Weighing: Fish are slid quickly onto a scale and then sorted into bins according to their size.

Sorting: People in this position ensure that fish are placed into proper bins according to type of fish, size, grade, and weight.

Tray stacking: Often fish go directly from the scales at the end of the slime line onto trays that are stacked on rolling racks. Once the racks are loaded, they are wheeled to the walk-in freezer room.

Freezer crew

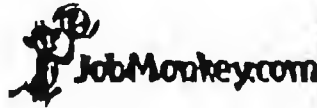
Glaze line: Workers here break frozen fish from their trays and run them through a brine solution before packing.

Packing room: Frozen fish are packaged according to classification and readied for shipment. Workers move pallets, label boxes, and ensure proper loading of fish.

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SALMON PROCESSING JOBS

General summary of positions

Iron chink machine: These are machines (some dating from the 1930s) designed to cut the head, tail, and fins from the fish. Also, the machine crudely guts the fish and separates out egg sacs. Up to two people are responsible for feeding fish into this amazing machine (not every cannery will have the same type of machine). Unlike fresh frozen facilities which process many species of salmon, canneries typically process only pink (humpy) and sockeye (red) salmon.

Slime table: After the iron chink, fish go directly to the slimers who clean out remaining guts, wash, and grade the fish. From here, the fish are fed into the filler machine which fills cans with fish.

Patch cutter: Oversized and undersized fish are sorted out and sent to the patch cutting table. Here fish are cut into small pieces that will be used to bring cans up to a certain weight.

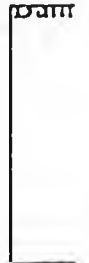
Filler: This is a machine that basically slices and dices fish to fill the cans. Usually, one or two people work here to feed the fish into it properly and make sure it comes out without any problems.

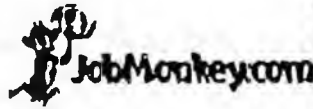
Patching table: Underweight cans go to the patching table where workers take individually cut pieces of fish and place them in the cans. After the cans are filled, they are sent back to the can line and fitted with lids.

Cooking (retorts): After lids are put onto cans, they end up in large metal rolling bins. Many workers see to the proper loading and transfer of these bins into retort cookers. These cookers hold the bins for approximately seventy or ninety minutes (depending on the size of the cans). Working in the retort oven rooms can be hot, but you do stay dry.

End of line: This is a separate crew in charge of removing bins full of cooked cans from the retorts and wheeling them into a cooling area.

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GENERAL PROCESSING JOBS

Outside work

Beach crew (dock crew) This crew greets the incoming boats and helps the boat crew unload their holding tanks. Sometimes a large "fish vacuum" is used to withdraw fish. Tender boats operate a little differently, often packing fish into iced plastic crates where they are later lifted up by a small crane. Beach crews sort fish into rolling bins according to species before taking them to the processing line.

Ice and bait: Some plants supply tender boats (which often work for the plant) and other fishing vessels with ice, bait, and other things like soda pop, groceries, and living necessities. Ice and bait are sometimes supplied free of charge to vessels.

Inside work

Bristestacks: After cooling, cans are sent via conveyor belt to a warehouse area where a machine, generally a big magnet, palletizes them. Several employees work in this noisy environment. One operates the machine, making sure cans end up in the holding area right-side up, while another employee assists. Two other people stack and move the filled pallets.

Night clean up: Many plants operate on a twenty-four-hour schedule. They process during the day, and in the evening they thoroughly clean the plant. The crew spends a lot of time hosing down bins and slime lines, cleaning machinery, and doing other tasks to reduce the risk of fish contamination.

Forklift driver: This is a rather specialized position. Pallets, boxes, and heavy ice-filled bins need to be moved by a fork lift. Usually, only the most tenured employees can hope to get this job.

Truck loading: This is considered to be a warehouse position. Boxes and crates are loaded into trucks and vans which take them to container ships or the airport for shipment.

Office staff: This can include reception, accounting, payroll, filing, and order processing. Office staff also put in long hours, but these jobs usually are filled by people with "connections" or returning employees.

The egg house

Canneries and fresh frozen plants make additional profits from the sale of salmon roe (eggs), usually to Japanese or other foreign-owned companies. In many Asian countries, salmon roe and caviar are in high demand. On the grounds of almost every plant, you will find what is often referred to as the "egg house," where the careful processing of

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eggs takes place.

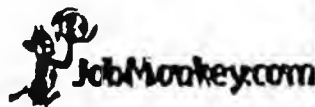
Working in the egg room is less hectic than working on your average slime line. There's often less noise, little in the way of fish guts, and it's a bit drier; note, however, that it is quite monotonous. Here's a quick breakdown of the process: skeines of eggs (the long egg-filled sacs taken from the salmon) that have been removed by slimers are put into baskets and weighed, agitated in a sodium nitrate brine solution (in large stainless steel vats), graded by technicians, sorted into boxes according to quality and size, sometimes salted (for preservation and taste), and, finally, packed artistically into boxes for overseas shipment. The packing process is quite an art, actually. Many egg houses also make caviar, which entails breaking skeines of eggs down into single eggs before packing. Workers are almost always supervised by a technician from each of the foreign companies to which the cannery or fresh frozen plant sells (usually three or four). The technicians, called sujiko technicians, are present to supervise the enforcement of quality controls. Women are often given first shot at these positions because their hands are usually smaller, and thus better able to get at the eggs. The bottom line on egg room work: employees assigned to the egg room should be prepared to stand at a table packing eggs into boxes for many long hours.

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OTHER FISHERIES

During the summer many fresh frozen plants process cod, sablefish, snapper, and other species of fish concurrently with salmon; however, the majority of this processing occurs during other times of the year. Crabbing, halibut, groundfish, herring, and shellfish harvests (see [charts](#)) combine to provide many onshore processing plants with year-round work.

Bottomfish

Bottomfish processing is far more automated than salmon processing, but still requires quite a few workers in the inspection, freezing, and packing phases. Most flatfish are simply put in a block and frozen whole. Another common process is to take the head and tail off, leave in the guts (called kirimi), and then freeze the fish. Flatfish are difficult to fillet by hand, so that stage of the process usually waits until the fish gets to the retailer or restaurant.

Cod



Most processing is done either at onshore plants or on board factory trawlers, factory longliners, and floating processors. First the head is removed by an automated cutter and then the product is filleted by a fillet machine (two pieces). The skin is removed by an automated skinner. After skinning the fillets, the flesh is run by bright lights and inspected for defects in a process called candling. Other workers remove remaining bones and dress up the fillets by cutting out bad areas. After that they're frozen by a variety of methods, including IQF (individually quick-frozen) on a quick-freezing belt, or shatter-packed (putting plastic between layers of fillets and then freezing), or blocked, by putting in cardboard boxes about 2 inches thick. Blocked cod usually goes to a fish-stick plant after freezing.

Pollock

Pollock is processed into both surimi and fillets, in about a 50-50 split. Fillets are made in a process identical to that for cod. For surimi, first the fish are filleted, then minced, washed in lots of fresh water, and pressed to remove any liquid. The resulting paste-like substance is put in batter and mixed with moisture-retentive agents and anti-oxidants. Then it is extruded from a mixer and into a freezer pan, and a block of surimi is produced. Some plants remove more flesh from the backbone, and send that through

another surimi line that produces low-grade surimi. This process only requires two people to load on the front end and two to smooth the freezer pan and load. The majority of surimi processing is done in Kodiak, Dutch Harbor, and on floating processors and factory trawlers.

Halibut

After being gutted at sea, this giant fish is processed into two forms. In the primary form, the head is cut off at the dock and the cheeks are cut out and sold separately. The fish is then weighed, washed, and frozen whole. If the halibut is over 120 pounds it's "fletched." A fletch is a special way of dividing the halibut so it yields four fillets for each fish.

Crab

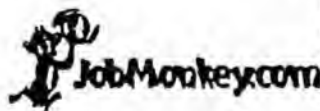
Crab Seasons by Region												
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
REGION 1												
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REGION 3												
REGION 4												
REGION 5												

Crab processing is different, and actually quite a bit simpler than fish processing. Here's an overview of how it works:

- First the foreman or his assistant uses a giant crane to load crabs off the crabbers and onto the processing boat. Most crabbing is done during the winter months, and because these off-loading jobs are outside it can be cold and wet.
- The first people to handle the crabs are the butchers, who ram the crabs against a stationary blade that separates the shell from the rest of the crab and rips the legs off the body.
- The legs are thrown into a big bin that is taken to the gillers, who rip the gills off the legs with a metal brush apparatus.
- The legs are then stacked in big wire cages and lowered into a cooker tank by the cooker, who then removes them from the tank.
- The cooler worker then slides the cages into the cooler tank, which is a long basin of cold water that holds several baskets of crabs at a time. The crabs sit and cool off for a few minutes before being removed and put into the brine tank, which contains super-cold salt water.
- The legs freeze inside the salt water, and are removed and put in boxes by boxers.
- The boxes are then placed inside the freezer by the freezer crew, and are ready for off-loading to freighters.
- Quality-assurance people work to maintain and insure product freshness and overall quality.

A worker on a crab vessel pointed out that while the work is steady, it's not overwhelming:

"The pace of work is basically set by the assembly line and is kind of limited by the cooking machinery, since only a certain number of crabs can be cooked at one time. The pace isn't real fast, but you are definitely expected to keep up, which everybody manages to do."



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TRAVEL REIMBURSEMENT

Many Alaska job-seekers are concerned with the cost of travel to and from a company's plant or processing site. Transportation reimbursement policies differ significantly from company to company, region to region, and fishery to fishery—there are no industry-wide standards. This section describes the various transportation options that are most typically made available by employers.

Most companies pay for travel from the point of hire (usually Seattle), especially if the facility for which they are hiring is in a remote location. Other companies require their employees to finance all travel costs to the Alaska facility and then reimburse those costs upon completion of the contract. Still other companies only pay for the costs of an employee's return travel. Persons hired, but unable to finance their trip to Alaska, are sometimes offered advances to purchase a ticket, and the debt is repaid out of the employee's first paycheck. Companies with facilities in the more populous areas (such as Ketchikan, Kenai, and Kodiak) usually only reimburse travel for employees who return year after year.

Most people can count on having their travel costs covered by the company only if they work for the whole season (usually two to three months). If an employee quits before completing his or her contract, the employer will usually pro-rate travel costs and offer partial travel cost reimbursement. Although it is still possible to find companies that pay for full travel expenses no matter where an employee is traveling from, in recent years this has become increasingly rare. Currently, most companies only purchase tickets to and from company headquarters (usually Seattle). If the facility you work at is unionized, however, all or five-sixths of your travel will be paid for.

If requested by an applicant, most companies will send out a company fact sheet highlighting their transportation policy and other benefits. Be sure that whatever you are promised appears on your contract in writing, or the promise may not be honored when you arrive in Alaska.

Companies that operate floating processors and factory trawlers may allow employees to travel on the vessel from Seattle to Alaska. These trips are generally very safe and quite enjoyable. If you are hired to work on a floating processor or a factory trawler and do not ride aboard the processor to Alaska, you will probably be flown to Alaska and will meet up with the ship in port.

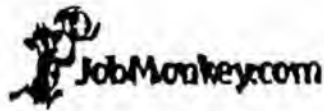
We recommend getting a working contract with a specific company prior to going up to Alaska, because those who find work after they arrive often are unable to get many of the preferred benefits offered by the company.

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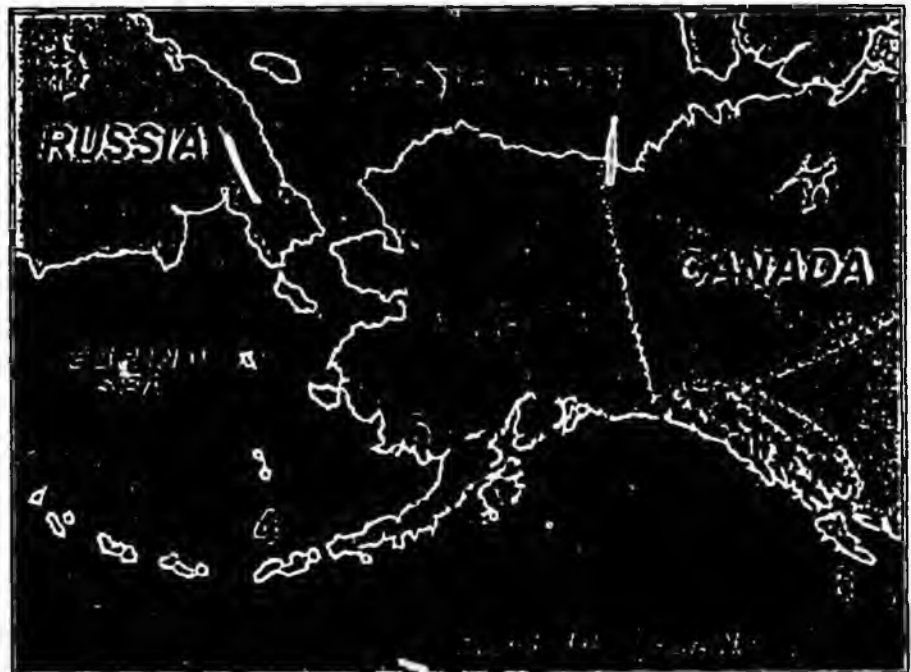
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All maps are in PDF format which can be viewed in Acrobat Reader. If you don't have it you can get a free copy by clicking on this banner.



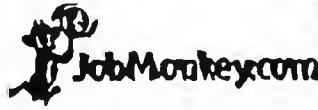
If you need some help understanding what PDFs are, [go here](#) for a quick explanation. If you click on one of the regions below to get a map of that region, plus links to individual cities in that region, you'll be taken directly to a map of Seattle.



- | | | |
|-------------------------------------------|----------------------------------------|----------------|
| 1. Southeast Alaska | 3. Kodiak Island | 5. Bristol Bay |
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ABOUT UNIONS

Some processing plants in Alaska are unionized. Though only about 20 percent of plants have workers who are members of a union, it might help to have a general understanding of the role unions play in the Alaska fishing industry.

History

Local unions first began to be recognized in Alaska around 1937, when workers organized to represent themselves through unions in contract negotiations, thereby replacing the notorious contractors' system. This was the heyday of Alaska cannery unions.

Although not as strong as they once were, several unions are still active in the Alaska seafood processing industry. The two most important are the Inlandboatmen's Union and the Alaska Fisherman's Union. The International Associations of Machinists and Aerospace Workers, the Teamsters' Union, and the Alaska Fish Cannery and Crab Workers Union of the Pacific also represent workers in the industry.

Seafood industry unions today

Cannery Workers Union

Region 37 of the Inlandboatmen's Union (once called Cannery Workers Local 37) is the oldest union founded by and for workers in the Alaska seafood processing industry. The union has contracts representing workers all over Alaska in salmon, crab, herring, cod, black cod, pollock, and halibut processing. Region 37 is actually a subsidiary of the Inlandboatmen's Union, and the IBU is, in turn, a division of the International Longshoremen's and Warehousemen's Union.

Region 37 represents only seafood processors. Among the benefits of membership are: professional representation in labor-management disputes; better wages (\$6.35 per hour minimum) and benefits; paid room, board, showers, and laundry; decent food; paid equipment (rain gear, gloves, boots); full or five-sixths payment of round-trip airfare between Seattle and Alaska; and medical benefits. The union also works to defend workers' civil rights and to ensure that seniority, re-hire rights, and fair termination policies are adhered to. The CWU also was instrumental in securing a settlement out of EXXON to pay fishermen and other seafood industry workers for lost wages and other damages after the Valdez oil spill.

Region 37 has an office in Seattle, and its members work primarily for two companies, Wards Cove Packing and Peter Pan Seafoods. Wards Cove operates plants all over Alaska. Workers in seven plants—two in Kodiak, two in Bristol Bay, and one each in Gustavus, Ketchikan, and Kenai—are unionized. Peter Pan Seafoods also has plants all over the state, and workers in three of them—King Cove, Dillingham, and Port Moller—are unionized.

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Both companies do all their own hiring. Many of their seasonal workers have been coming up from the Lower Forty-eight for years. Because wages and benefits at these facilities are higher than at most non-unionized facilities, jobs with these processors (especially for inexperienced workers) can be more difficult to come by.

For more information contact:

*IBU Region 37
500 John Street
Seattle, WA 98109
(206) 441-5111*

Alaska Fishermen's Union

The Alaska Fishermen's Union (AFU) is the other major union in Alaska representing seafood workers. Unlike the Inlandboatmen's Union which represents only processors, the AFU also represents all manner of shoreside workers, including culinary personnel, construction workers, machinery operators, beach gangs, and dock workers. The only offshore workers represented by the AFU are tender boat workers.

In the fish processing sector, the AFU only represents Alaska residents, so if you're coming from the Lower Forty-eight and work as a processor, you cannot be a member of the AFU and would have to join the IBU instead. The AFU represents workers at all the Wards Cove Packing plants, the Nelbro facility in Naknek, and several plants in Dillingham and King Cove. The AFU offers about the same benefits as the IBU including wages that are often higher than non-union plants, free room and board, and paid equipment.

For more information contact:

*The Alaska Fishermen's Union
2505 First Avenue, Room 3
Seattle, WA 98121
(206) 441-3425*

Pros and cons of unionization

From an employee's standpoint, the benefits of union representation in the seafood processing industry include:

- better wages
- protected rehire rights
- better benefits
- full or majority airfare to job site
- notification of job openings
- protection from unsafe or illegal working conditions
- professional representation in labor or management disputes
- protection from discrimination and arbitrary termination
- camaraderie

There are few short-term drawbacks of unionization from a worker's standpoint. Dues, which amount to anywhere from \$60 to \$200 a season, are the only real negative.

Cannery owners generally consider the costs of a unionized work force greater than the benefits. The seafood processing industry is very competitive. Labor, safety, and employee benefit costs are major expenses, and can jeopardize profits. Especially if only a few plants are unionized, it can be tough for a unionized plant to compete. When this happens, unionized plant managers sometimes respond by reducing labor costs (either through labor negotiations or by breaking the union) or by shutting down. Few corporations willingly settle for lower profits, and no one wants to shut down, so many seafood processing workers' wages and benefits have been cut in recent years.

Although most employers oppose unions, some people argue that unions can actually benefit employers. First, unions frequently ensure that employers will have access to a better-qualified, more reliable work force. Turnover is very high in the seafood processing industry, and having to constantly recruit and hire new workers is expensive. Unionized workers are generally happier with their jobs, and as a result they're less likely to quit mid-season and they tend to come back year after year. For these reasons, some companies consider working with union labor a sound business decision.

The future of unions

Labor unions of all kinds have been in decline for decades, and those discussed herein are no exception. Today only about 10–15 percent of the seafood processing industry's employees are unionized, and there are few signs that this number will increase.

On the other hand, things change very quickly. A rise in the demand for (and price of) Alaska seafood could improve the industry's profit margins, and unions could start organizing again tomorrow. Also, labor groups may move away from traditional union tactics, which focused primarily on wages and benefits, and try innovative new approaches.

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TRIDENT SEAFOODS CORPORATION

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 Domestic Sales: (206) 783-3474 • Fax: (206) 782-7246
 Export Sales: (206) 783-3618 • Fax: (206) 782-7195

March 25, 2002

Representative Lisa Murkowski, Chairwoman
 House Labor and Commerce Committee
 State Capitol
 Juneau, Alaska 99801

Dear Representative Murkowski:

I am writing on behalf of Trident Seafoods Corporation to express our strong support for House Bill 504, which allows a deduction from the minimum wage increase for seafood processors that provide room and board. This bill is important to help maintain Alaska's fishing industry. Put simply the revenues generated from the industry do not support a substantial increase in the minimum wage.

As you are aware, Alaska's seafood industry is facing a severe crisis. The traditional fisheries like salmon and herring, which have supported many of the State's coastal communities, are no longer economically viable under the existing market conditions. An increasing number of operations are simply not able to open given the difficult economic climate. Alaska's fishermen are also suffering because there simply is not the revenue from the fisheries to pay more for their catch. Adding an increase in the minimum wage will only compound the problem faced by the industry.

Just to give a rough example of the impact that the increase in the minimum wage bill might have for a company like Trident, we employ approximately 4,000 hourly workers during the peak production seasons. Our annual payroll in Alaska is well over thirty million dollars. We believe that the proposed increase in the minimum wage would increase the amount Trident pays to hourly labor by more than five million dollars per year.

Because seafood processing is very labor intensive, especially during the peak season, the industry has historically provided room and board for its employees. There is a substantial cost to providing this housing which is frequently not charged against the people who work for our company. House Bill 504 would simply allow for processors to deduct the costs that they incur for room and board from the increase in the minimum wage that is being adopted. This legislation is very important to an industry which is cannot afford additional costs imposed upon its operations.

We greatly appreciate your consideration of these comments.

Sincerely,

Alaska

Washington

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IN THE SUPERIOR COURT FOR THE STATE OF ALASKA TV

FIRST JUDICIAL DISTRICT AT JUNEAU

GLOBEN A. DIAZ,)
 For Himself and on Behalf of All Others)
 Similarly Situated,)
)
 Plaintiffs,)
)
 vs.)
)
 SILVER BAY LOGGING, INC.,)
)
 Defendant.)

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Case no. 1JU-98-1521 CI

MEMORANDUM AND ORDER

I. INTRODUCTION

This matter is before the court on defendant Silver Bay Logging's motion for partial summary judgment. The question presented is whether Silver Bay Logging's deductions from employee wages for board and lodging, made pursuant to a written agreement between the parties, were lawful under 8 A AC 15.160. This requires an interpretation of the meaning of that regulation. While the court addresses the legal question of interpretation in this memorandum, summary judgment is inappropriate at this time. Summary judgment is granted only where the evidence in the record fails to disclose a genuine issue of material fact and the moving party is entitled to judgment as a matter of

law.¹ In considering a motion for summary judgment, the facts must be viewed in the light most favorable to the nonmoving party.² Because plaintiffs say there exist genuine issues of material fact and they have not had the opportunity for discovery, summary judgment is not decided at this time and further discovery is allowed.

II. GENERAL BACKGROUND

Globen A. Diaz, as the named plaintiff, has brought a class action lawsuit against his former employer, Silver Bay Logging ("SBL"). The class has not yet been certified. In his complaint, he seeks damages for unlawful deductions from wages by SBL; damages for unpaid overtime compensation; liquidated damages equal to unpaid wages; statutory penalties; and an award of costs and attorney's fees.³ SBL's motion for partial summary judgment was filed only as to the question of unlawful deductions. On February 3, 1999, the court ordered a stay of all discovery except with regard to the proper interpretation of 8 AAC 15.160 and its authorizing statutes.⁴ Oral arguments were heard on September 10, 1999.

For the purposes of this motion, the following facts are viewed in the light most favorable to Diaz.⁵ Diaz was an employee of SBL during the 1994 through 1997 logging

¹ Mathis v. Sauser, 942 P.2d 1117, 1120 (AK 1997).

² Id.

³ Complaint at 1.

⁴ Scheduling and Discovery Order filed February 8, 1999.

⁵ Alaska R. Civ. P. 56(a).

seasons. He and the other members of the class were assigned to remote logging sites in Alaska. SBL provided its employees with board and lodging at these remote sites. Prior to beginning employment, each employee was required to authorize, in a written agreement, the deduction of \$10.00 per day as payment for board and lodging at SBL's facilities. There were no alternative public lodging facilities accessible within 50 road miles of the logging site. Over the course of Diaz's employment, he estimates that \$6,500.00 was withheld from his wages alone for board and lodging. Since 1992, Diaz estimates that more than \$1,000,000.00 has been withheld from the wages of the class. Factual disputes may exist as to whether the deductions taken reduced any employee's wage below the applicable minimum wage, whether the amount of the deduction was reasonable and whether Diaz took his wages "free and clear." None of these matters needs to be resolved in order to answer the question presented regarding the meaning of 8 AAC 15.160. Drawing all inferences in favor of Diaz and against SBL does not change the analysis of the meaning of 8 AAC 15.160. Rather the meaning of the regulation is necessary in order to apply those facts to the law.

III. DISCUSSION

1. Summary of Defendant's Argument

SBL contends that wage deductions for room and board are lawful where they do not reduce an employee's wage below the applicable minimum wage per 8 AAC 15.160(a). Under SBL's interpretation, 8 AAC 15.160(d) is applicable only where there is a choice of facilities and not at remote sites where there is no choice. SBL claims that there is

no agency expertise or fundamental policymaking involved and that substitution of judgment is the proper standard of review.⁶ Further, SBL argues that the written agreement is merely a condition on an offer of employment, that there is no "entitlement" to compensation prior to being hired and doing some work, and that 8 AAC 15.160(a) does not prohibit conditioning job offers on accepting such terms of employment.⁷

2. Summary of Plaintiff's Argument

Diaz claims that SBL's deductions from his wages for board and lodging are unlawful. He bases that conclusion on the Department of Labor's ("DOL") interpretation of 8 AAC 15.160. Under this interpretation, such deductions are proper only where (1) the employee has a choice between the employer's facility and alternate public facilities, (2) the facilities are customarily furnished by the employer and used by employees, and (3) the cost is reasonable and without profit to the employer.⁸ Diaz argues that the background of the promulgation and revisions of 8 AAC 15.160 together with Wage and Hour Opinion letters establishes that this is agency policymaking requiring judicial deference.⁹ Diaz also claims that the written agreement is unlawful because it is a "condition of employment" and

⁶ Defendant Supplemental Reply at 5-8.

⁷ Defendant Reply in Support at 21-25.

⁸ Plaintiff Opposition at 7.

⁹ Plaintiff Supplemental Opposition at 23.

therefore violates 8 AAC 15.160(a) which prohibits an employer from requiring an employee to give up, under duress, any part of the compensation to which the employee is entitled.¹⁰

3. Applicable Law

a. Statutory Grant of Rulemaking Authority by the Legislature to DOL

The Alaska Wage and Hour Act ("AWHA"), section AS 23.10.085(a), grants rulemaking authority on the director of the Department of Labor. It states that:

The director may adopt, amend, or rescind administrative regulations not inconsistent with the purposes and provisions of AS 23.10.050 - 23.10.150 that are necessary for the administration of AS 23.10.050 - 23.10.150.

The language of AS 23.10.085(c) is clearly permissive with regard to deductions for board and lodging. It states:

The regulations may permit deductions by an employer from the minimum wage applicable under AS 23.10.050 - 23.10.150 to employees for the reasonable cost, as determined by the director on an occupation basis, of furnishing board or lodging if board or lodging is customarily furnished by the employer and used by the employee.

b. Deductions from Employee Wages

8 AAC 15.160 provides for deductions from an employee's wages. It states in pertinent part:

(a) AS 23.10.085(c) does not limit the right of an employer and employee to enter into a written agreement to provide for deductions of monetary obligations of an employee. Requiring or inducing an employee to return or give up any part of the compensation to which the employee is entitled, whether by force, intimidation, or threat of dismissal from employment, or by any other manner, is prohibited. A written agreement for deductions payable to the employer or person

¹⁰ Plaintiff Opposition at 12.

acting in the employer's behalf or interest is not valid if it would have the effect of reducing an employee's wage rate below the statutory minimum, or if it would require an employee to reimburse the employer for any of the following:

...
(d) Nothing in (a) of this section prohibits deductions from earnings, based on a written agreement, to reimburse an employer for the reasonable cost of furnishing board and lodging, if

- (1) alternative public board and lodging facilities are accessible to the work site and the employee has declined to use such facilities;
- (2) the board and lodging facilities of the employer are customarily furnished by the employer and used by the employees; and
- (3) the cost to the employee for the use of the employer's board and lodging facilities, is reasonable and without profit to the employer.

...

4. Standard of Review

Four standards of review of administrative decisions have been recognized in Alaska.¹¹ Questions of law which do not involve agency expertise require application of the "substitution of judgment" standard.¹² It is well settled that "an agency's interpretation of its own regulation presents a question of law."¹³

Since the interpretation of 8 AAC 15.160(d) does not implicate agency expertise or fundamental policymaking, no deference is required and the court may substitute its own judgment.¹⁴ The record shows a history of competing interpretations by the DOL.

¹¹ In this case, it is not the validity of the regulation itself that is at issue, although defendant suggests that notice may not have been proper should the court find that Diaz's interpretation is correct. Whether the procedures of the Alaska Administrative Procedure Act were followed is not an issue before the court in this motion. Rather, it is the validity of the interpretation of the regulation put forth by Diaz that is at issue. There is no agency interpretation specific to the facts in this case for the court to assess, although the agency has interpreted the regulation on other occasions.

¹² Handley v. State, Dept. of Revenue, 838 P.2d 1231, 1233 (Alaska 1992).

¹³ Rose v. Commercial Fisheries Entry Comm'n., 647 P.2d 154, 161 (Alaska 1982).

¹⁴ Id.; Madison v. Alaska Dept. of Fish and Game, 696 P.2d 168, 173 (Alaska 1985).

The matter involves no agency expertise or fundamental policymaking. Rather, it is a question of statutory and regulatory interpretation. Therefore, this court interprets the regulation independently. Since it is legislative in character, it is to be "interpreted using the same principles applicable to statutes."¹⁵ When interpreting a statute, the court is to "adopt the most persuasive rule of law in light of precedent, reason, and policy."¹⁶

5. Interpretation of the Regulation

SBL argues that 8 AAC 15.160 arises out of and implements AS 23.10.085(c).¹⁷ Under SBL's interpretation, subsection (a) is a general rule, and subsections (b) through (d) establish exceptions to (a) and allow deductions which do reduce an employee's wage below the statutory minimum so long as all the "if" clauses of the applicable subsection are met.¹⁸ SBL also argues that if subsection (d) is in fact the general rule for all board and lodging deductions then it would render the regulation invalid because it was never the intent of the legislature to tie all such deductions to the existence of alternative housing.¹⁹ If the interpretation is as Diaz claims, SBL finds that the regulation is *ultra vires*. SBL finds no authority for the agency to prohibit employers from securing reimbursement irrespective of its impact on wages.²⁰

¹⁵ Piquini Management Corp. v. Reeves, 965 P.2d 732, 734 n. 5 (Alaska 1998), citing State, Dept. of Highways v. Green, 586 P.2d 595, 603 n. 24 (Alaska 1978).

¹⁶ Piquini at 734 n.5.

¹⁷ Defendant Motion for Summary Judgment at 6.

¹⁸ Id.

¹⁹ Id. at 12.

²⁰ Id. at 13-14.

Diaz argues that the regulation makes clear that deductions from employee wages are disfavored and that subsection (a) generally prohibits such deductions while the other subsections provide alternate rules that allow for deductions only in special circumstances.²¹ Diaz reads the first sentence of 8 AAC 15.160(a) as an "interpretive rule" and not a regulation that authorizes broad authority to make wage deductions; it merely explains that the statute should not be read to prohibit the director from adopting regulations governing deductions not specifically included in the statute.²² Diaz also contends that subsection (d) allows board and lodging deductions only when all three of its requirements are met.

While these are both possible interpretations, they are contrary to the language and legislative history of AS 23.10.085(c) as well as subsections (a) and (d) of the regulation. Neither the regulation nor the statute expressly addresses board and lodging deductions from employee wages at remote work sites where only the employer's facility is available. Whether that silence means that such deductions are prohibited is at the heart of this motion. "The objective of statutory construction is to give effect to the intent of the legislature, with due regard for the meaning that the statutory language conveys to others."²³ Because the prior interpretations of the regulation conflict, the court interprets it in light of its enabling

²¹ Plaintiff Opposition at 9.

²² *Id.* at 13.

²³ City of Dillingham v. CH2M Hill Northwest, Inc., 873 P.2d 1271, 1276 (Alaska 1994) (citations omitted).

874 0914

statute, looking to the purpose of AS 23.10.085(c) and 8 AAC 15.160, and to legislative history and finds that board and lodging deductions at remote sites where no alternative public facilities are available should be allowed where such facilities are customarily furnished and the cost is reasonable and without profit to the employer.

The purpose of the AWA is to "establish minimum wage and overtime compensation standards ... and [to] safeguard existing minimum wage and overtime compensation standards that are adequate to maintain the health, efficiency and general well-being of workers...".²⁴ In furtherance of this purpose, the agency has been granted authority to promulgate regulations "not inconsistent with" and that are necessary for the administration of the AWA.²⁵ The enabling statute specifically authorizes the director to "permit deductions by an employer from the minimum wage ... to employees for the reasonable cost ... of furnishing board or lodging if board or lodging is customarily furnished by the employer and used by the employee."²⁶ The language of AS 23.10.085(c) is permissive with regard to allowing board and lodging deductions.²⁷

Reading the language of the regulation in light of its enabling statute supports a finding, as a matter of law, that the regulation does not preclude the deduction of board and lodging costs from employee wages at remote sites where no alternative public facilities are

²⁴ AS 23.10.050.

²⁵ AS 23.10.085.

²⁶ AS 23.10.085(c).

²⁷ "The regulations may permit deductions by an employer from the minimum wage. . . ."

available. The legislative history indicates that the language in this section of the Wage and Hour Act was left virtually untouched from its inception. The statute takes the language of the Act verbatim.²⁸ It specifically grants authority to the agency for promulgating regulations allowing deductions from the minimum wage for board and lodging costs. The regulation states specifically that AS 23.10.085(c) does not limit the right of an employer and employee to enter into a written agreement to provide for deductions for monetary obligations of the employee.²⁹ The regulation does prohibit such agreements where they are made by force, threat, or intimidation. Subsection (a) of 8 AAC 15.160 and its reference to AS 23.10.085(c) concerns allowing board and lodging deductions generally. The regulation goes on to provide for situations in which other costs may or may not be deducted based on agency determination. Subsection (b) addresses a non-board/lodging cost (deductions to third parties) that the agency has determined may be deducted from wages under the proper conditions, as does subsection (c) (transportation).³⁰ Subsection (d) addresses the conditions

²⁸ AS 23.10.085(c).

²⁹ 8 AAC 15.160(a).

³⁰ 8 AAC 15.160(b): Nothing in (a) of this section prohibits deductions from earnings based on a written agreement, if the employer has been directed by the employee to pay a sum for the benefit of that employee to a creditor, donee, or other third party. Neither the employer nor any person acting in the employer's behalf or interest may derive any profit or benefit from the transaction.

8 AAC 15.160(c): Nothing in (a) of this section prohibits deductions from earnings based on a written agreement to reimburse an employer for transportation from the place of hire to the place of employment when such transportation is incidental to a recruiting program, if the deduction does not

- (1) reduce the employee's wages below the statutory minimum; or
- (2) reduce the overtime compensation rate below one and one-half times the contractual rate of pay.

under which board and lodging deductions may be made. It includes three subsections. Subsection (d)(1) requires both the existence of alternative public facilities and the employee's consent to use the employer facility. If there is no alternative facility available, then the employee can not decline its use and subsection (d) either becomes moot, the deduction must be prohibited, or the requirements of subsections (2) and (3) must be met. Because language of the regulation expressly joins subsections (2) and (3) with the word "and," the latter is the correct interpretation.

The regulation should be read as allowing board and lodging deductions in the following circumstances: a) if alternate public facilities are available then (d)(1) is applicable and (d)(1), (d)(2), and (d)(3) must be satisfied; or b) if there are no alternate public facilities available then (d)(1) does not apply and (d)(2) and (d)(3) both must be satisfied. Diaz's position, while consistent with the current agency interpretation, is not consistent with, nor does it take into account the permissive nature of AS 23.10.085(c) and 8 AAC 15.160 with regard to board and lodging deductions. It is also arguable that the interpretation espoused by Diaz renders 8 AAC 15.160(d) invalid as beyond the grant of authority to the DOL to promulgate regulations protecting the minimum wage. Contrary to SBL's interpretation which makes subsection (d) inapposite where there are no alternate facilities available, 8 AAC 15.160(d) applies to all deductions for board and lodging. The court therefore interprets the regulation to mean that board and lodging deductions are allowable either where an employee chooses the employer housing when there is a choice between that and public

housing, or, where there are no alternate facilities available, the employer-provided facilities are customarily furnished by the employer and the cost for its use is reasonable and without profit to the employer.

6. The Written Agreement is a Lawful Condition for an Offer of Employment

The parties dispute whether, under the second sentence of 8 AAC 15.160(a),³¹ it is lawful to condition an offer of employment on an agreement by a prospective employee to the deduction of board and lodging costs from his wages. SBL argues that such an agreement is not precluded by the regulation and that it is a valid condition on an offer of employment that a prospective employee accepts when he accepts the job after being fully informed of the condition. SBL finds no expertise or policy formulation behind this interpretation in that such a condition does provide a choice and is lawful.³² On the other hand, Diaz finds this to be a involuntary agreement contrary to the requirement that there be no force, intimidation or threat of dismissal in agreeing to wage deductions.³³

The AWA and the regulations promulgated under it were enacted to establish and safeguard minimum wage and overtime compensation standards that can adequately

³¹ "Requiring or inducing an employee to return or give up any part of the compensation to which the employee is entitled, whether by force, intimidation, or threat of dismissal from employment, or by any other manner, is prohibited."

³² Defendant Supplemental Reply at 23 - 25.

³³ Plaintiff Opposition at 12.

protect and maintain adequate health, efficiency, and general well being of workers.³⁴ There is no indication that there was an intent to preclude an employer from conditioning an offer of employment on the acceptance of specific work conditions by the employee. The terms of 8 AAC 15.160(a) apply only where the employer/employee relationship has commenced. Prior to accepting and commencing employment with SBL, Diaz was not "entitled" to any remuneration because he was not yet an employee of SBL and had not performed any services for them. Also, contrary to Diaz's claim, his agreement with SBL was not made with "force, intimidation, or threat of dismissal ... or any other manner..." under 8 AAC 15.160(a). The court agrees with SBL that hiring and firing are not similar circumstances and that conditioning employment on acceptance of SBL's terms for board and lodging does not, on its face, constitute force, intimidation or "any other manner" under 8 AAC 15.160(a).

Although a case decided under the Federal Labor Standards Act, Lopez v. Rodriguez sheds light on what constitutes voluntary and uncoerced acceptance of a condition of employment where the "living-in" aspect of the job is an integral part of the job.³⁵ In Lopez, a resident alien who had obtained employment as a professional housekeeper, won a judgment for unpaid minimum wages against her employer. The court of appeals found that the district court had erred in denying the employers credit for board and lodging furnished to the employee on the ground that the employee's acceptance of the job was coerced and not

³⁴ AS 23.10.050.

³⁵ 668 F.2d 1376 (D.C. Cir. 1981).

voluntary. The court of appeals held that voluntary acceptance of a job that required that the employee "live-in" in order to do the job, where the employee understood that requirement prior to accepting the job, indicated voluntary "acceptance of the lawful conditions of employment."³⁶ The court distinguished three other cases where the prospective employee could have chosen to live elsewhere and still performed the job.³⁷

This construction of what constitutes voluntary and uncoerced acceptance of a lawful condition of employment in an offer of employment makes sense. There is no authority stating that the condition required by SBL is unlawful. The AWHA was not enacted to prevent employers and employees from entering lawful contracts. It does however preclude the imposition of coercive conditions regarding wage deductions after the employment relationship has arisen. In this case, it appears that the condition of employment was entered into voluntarily since Diaz accepted the seasonal position several years in a row. It also appears that the condition was not changed during the employment contract.

IV. CONCLUSION

The court finds as a matter of law, in light of precedent, reason and policy, that 8 AAC 15.160 does not prohibit deductions for board and lodging costs from employee wages at remote sites where alternative public facilities are not available so long as the requirements of 8 AAC 15.160(d)(2) and (d)(3) are met. The court also finds that 8 AAC

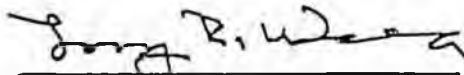
³⁶ *Id.* at 1380.

³⁷ *Id.*

15.160(d)(1) addresses such deductions in the specific circumstance where the employee does have a choice between employer provided housing and alternative housing and does not preclude deductions where such a choice does not exist. Further, requiring deductions for room and board as a condition of employment, where the requirements of 8 AAC 15.160 are met, is lawful.

The court defers a decision on the summary judgment motion at this time to allow for additional discovery pursuant to Alaska R. Civ. P. 56(f). Plaintiff shall have 120 days from the date of this order to conduct further discovery and to file any additional materials in opposition to the motion.

Dated this 29TH day of September, 1999, at Juneau, Alaska.



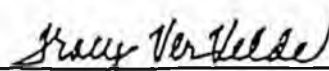
Larry R. Weeks
Superior Court Judge

I certify that on the 30th day of September 1999, I served the above order on the following parties:

Laurel Jatsuda - mail

David Walker - c+box

W. Ruddy - c+box



Tracy Ver Velde
Secretary to Judge Weeks

Alaska Forest Association, Inc.



111 STEDMAN SUITE 200
KETCHIKAN, ALASKA 99901-6511
Phone 907-225-8114
FAX 907-225-5920

November 19, 1998

Mr. Dick Buhler, Sr.
President
Silver Bay Logging
P.O. Box 1291
Wrangell, AK 99929

Dear Dick:

The issue of camp costs and room and board deductions is one of great importance to the members of the Alaska Forest Association, as you well know. In the last two weeks, I have polled the affected members of the Association (approximately a dozen companies) to clarify what the practice is and what it has been historically in the Alaska timber industry.

It is very clear from my conversations with other members that the practice of charging a nominal fee for room and board in the camps is virtually universal. Furthermore, everyone I talked to uses a payroll deduction process to facilitate the payments, and the employee signs an agreement to that effect when he or she is hired. What is also clear is that the general practice has been for the charges to be nominal. In no case that I could find did the charges reflect anything approaching costs.

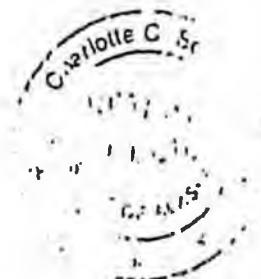
Finally, it is clear that the practice of charging room and board in the camps goes back a long way in the history of Alaska's relatively young industry, and certainly antedates the mid-1980s.

I hope this information is useful to you at this time. Feel free to give me a call if there is any further information that you need from me relative to this matter.

Sincerely,

Jack E. Phelps
Executive Director

cc: Jim Clark, Robertson, Monagle & Eastaugh



SENATE COMMITTEE REPORT

DATE: 4/22/02

FURTHER: Finance

DATE TURNED
IN TO OFFICE:

4/26/02

Labor and Commerce Committee considered CS FOR HOUSE BILL NO. 504(FIN) am

HB 504 WAGES FOR WORKERS IN FISHERIES

"An Act relating to the wages of people working in the fisheries business."

and recommends:

- be replaced with _____ CS _____ (_____)
- adopt previous _____ CS _____ (_____)
- attached amendment(s)
- adopt Letter of Intent by _____ Committee
- further referral to _____ Committee

Senate Bill:

same title

new title

House Bill:

same title

technical title

new: SCR # _____

NEW FISCAL NOTE(S):

Department	Date	Fiscal	Zero	FN#

PREVIOUS FISCAL NOTE(S):

Department	Date	Fiscal	Zero	FN#
H/FIN	4/16/02	2	0	

APPROPRIATION - no fiscal note

SIGNATURES AND RECOMMENDATIONS:	Do PASS	Do NOT PASS	No REC	AMEND
<i>Allen Austin</i>	✓			
<i>Betty Dan</i>			30%	X
<i>Loren D. Heman</i>	✓			
CHAIR: <i>Ben Heman</i>	✓			

HB 504-WAGES FOR WORKERS IN FISHERIES
SENATE FINANCE COMMITTEE

SIGN-IN

NAME: Robert Reges Subject/Bill No: CSHB 504 (Fin)
Co./Dept./Title: Attorney representing AK. Forest Assoc. Phone: 789-0047
Address: P.O. Box 34338, Juneau AK Zip: 99803
Do you wish to testify? Yes No Respond To Questions

NAME: Don Etheridge Subject/Bill No: HB 504
Co./Dept./Title: AFL-CIO Phone: 586 3707
Address: 710 W 9TH ST Zip: 99801
Do you wish to testify? Yes No Respond To Questions

NAME: Stephanie Madsen Subject/Bill No: HB 504
Co./Dept./Title: Pacific Sfd. Processors Phone: 586-6366
Address: 213 Third St. Suite 204 Juneau Zip: 99801
Do you wish to testify? Yes No Respond To Questions

NAME: Barbara Huff Tucker Subject/Bill No: _____
Co./Dept./Title: Leg / Gov Dir Teachers Phone: 565-8236
Address: _____ Zip: _____
Do you wish to testify? Yes No Respond To Questions

NAME: Kris Norosz Subject/Bill No: CS HB 504

Co./Dept./Title: Ice Ice Seafoods Phone: 907 772-4294

Address: P.O. Box 1147 Petersburg Zip: 99833

Do you wish to testify? Yes No Respond To Questions

NAME: _____ Subject/Bill No: _____

Co./Dept./Title: _____ Phone: _____

Address: _____ Zip: _____

Do you wish to testify? Yes No Respond To Questions

NAME: _____ Subject/Bill No: _____

Co./Dept./Title: _____ Phone: _____

Address: _____ Zip: _____

Do you wish to testify? Yes No Respond To Questions

NAME: _____ Subject/Bill No: _____

Co./Dept./Title: _____ Phone: _____

Address: _____ Zip: _____

Do you wish to testify? Yes No Respond To Questions

NAME: _____ Subject/Bill No: _____

Co./Dept./Title: _____ Phone: _____

Address: _____ Zip: _____

Do you wish to testify? Yes No Respond To Questions

HB

509

HFIN

FILE

FISCAL NOTE

STATE OF ALASKA
2002 LEGISLATIVE SESSION

Fiscal Note Number: _____
Bill Version: HB 509
() Publish Date: _____

Revision Date/Time: 4/9/02 Corrected Fund Code) Dept. Affected: Administration
Title An Act relating to Alaska children's BRU Motor Vehicles
trust registration plates..... Component Motor Vehicles
Sponsor House Labor and Commerce
Requester H (FIN) Component No. 2348

Expenditures/Revenues (Thousands of Dollars)

Note: Amounts do not include inflation unless otherwise noted below.

OPERATING EXPENDITURES	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
Personal Services						
Travel						
Contractual						
Supplies						
Equipment						
Land & Structures						
Grants & Claims						
Miscellaneous						
TOTAL OPERATING	0.0	0.0	0.0	0.0	0.0	0.0

CAPITAL EXPENDITURES						
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CHANGE IN REVENUES (1099*)	5.0	2.5	2.5	2.5	2.5	2.5
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FUND SOURCE (Thousands of Dollars)

1002 Federal Receipts						
1003 GF Match						
1004 GF						
1005 GF/Program Receipts						
1037 GF/Mental Health						
Other (Specify Type--Do not abbreviate)						
TOTAL	0.0	0.0	0.0	0.0	0.0	0.0

Estimate of any current year (FY2002) cost: 0.0

Check this box (X) if funding for this bill is included in the Governor's FY 2003 budget proposal:

POSITIONS

Full-time						
Part-time						
Temporary						

ANALYSIS: (Attach a separate page if necessary)

This bill allows commercial vehicles to obtain children's trust license plates. It is estimated that 50 commercial vehicles will obtain the plates in the first year and 25 each year thereafter. There is a one-time fee of \$100 for the plates in addition to the regular registration fees.

*Children's Trust Fund

Prepared by: Charles R. Hosack Phone 269-5559
Division Motor Vehicles Date/Time April 9, 2002
Approved by: Jim Duncan, Commissioner Date 4/9/2002
Agency Department of Administration

FISCAL NOTE

STATE OF ALASKA
2002 LEGISLATIVE SESSION

Fiscal Note Number: 1
Bill Version: CSHB 509(STA)
(H) Publish Date: 4/5/02

Revision Date/Time (Note if correction): _____ Dept. Affected: Administration
Title An Act relating to Alaska children's BRU Motor Vehicles
trust registration plates..... Component Motor Vehicles
Sponsor House Labor and Commerce
Requester H (STA) Component No. 2348

Expenditures/Revenues (Thousands of Dollars)

Note: Amounts do not include inflation unless otherwise noted below.

OPERATING EXPENDITURES	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
Personal Services						
Travel						
Contractual						
Supplies						
Equipment						
Land & Structures						
Grants & Claims						
Miscellaneous						
TOTAL OPERATING	0.0	0.0	0.0	0.0	0.0	0.0

CAPITAL EXPENDITURES						
-----------------------------	--	--	--	--	--	--

CHANGE IN REVENUES (1005)	5.0	2.5	2.5	2.5	2.5	2.5
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FUND SOURCE (Thousands of Dollars)

1002 Federal Receipts						
1003 GF Match						
1004 GF						
1005 GF/Program Receipts						
1037 GF/Mental Health						
Other (Specify Type-Do not abbreviate)						
TOTAL	0.0	0.0	0.0	0.0	0.0	0.0

Estimate of any current year (FY2002) cost: 0.0
Check this box (X) if funding for this bill is included in the Governor's FY 2003 budget proposal:

POSITIONS

Full-time						
Part-time						
Temporary						

ANALYSIS: (Attach a separate page if necessary)
This bill allows commercial vehicles to obtain children's trust license plates. It is estimated that 50 commercial vehicles will obtain the plates in the first year and 25 each year thereafter. There is a one-time fee of \$100 for the plates in addition to the regular registration fees.

Prepared by: Charles R. Hosack Phone 269-5559
Division Motor Vehicles Date/Time April 3, 2002
Approved by: Jim Duncan, Commissioner Date 4/3/2002
Agency Department of Administration

ALASKA STATE LEGISLATURE

Representative Lisa Murkowski Chair
Representative Andrew Halco Vice-Chair
Representative Pete Kott
Representative Kevin Meyer
Representative Norman Rokeberg
Representative Harry Crawford
Representative Joe Hayes



Alaska State Capitol
Juneau, AK 99801-1182
Telephone: (907) 465-4954
Fax: (907) 465-2293
Representative_Lisa_Murkowski@legis.state.ak.us

HOUSE LABOR AND COMMERCE COMMITTEE

Sponsor Statement House Bill 509 Alaska Children's Trust License Plates

House Bill 509 makes one minor change to Alaska statute to allow the Alaska Children's Trust (ACT) to market Alaska Children's Trust license plates to commercial motor vehicle owners. Current Alaska statute only allows owners of noncommercial vehicles to apply for and purchase ACT license plates.

The Alaska Children's Trust is a savings account dedicated to funding community-initiated projects to eliminate child abuse and neglect. The trust's funds grow through gifts, bequests, corporate and individual contributions, legislative appropriations, federal funds, and sales of heirloom marriage and birth certificates as well as children's trust license plates.

This small change in statute will allow the Alaska Children's Trust to respond positively to requests by industry and private business to purchase ACT license plates for fleet vehicles and to market sales to an additional 56,500 vehicle owners who support the mission and activities of the Alaska Children's Trust. The \$100 one-time fee could increase the trust by \$5,650,000 for the prevention of child abuse and neglect.



*Working in partnership
with communities to
prevent child abuse
and neglect*

The Board of the Alaska Children's Trust (ACT) has requested this minor statute change in AS 28.10.181 in order to increase sales of our Alaska Children's Trust license plate. The reasons for this important change is as follows:

- ◆ Currently the legislation only allows for owners of a passenger vehicle, noncommercial van or pick-up truck, or motor home to apply for an ACT license plate. This legislation will allow us to market plates for commercial motor vehicles.
- ◆ Both industry and private businesses have approached the ACT asking if they could purchase these license plates to put on their fleet of vehicles. They see this as a unique contribution to the ACT and want to promote the mission of the ACT and it's activities.
- ◆ The ACT is a state and private partnership that has not requested a legislative appropriation. This small change will allow the ACT to respond positively to requests and increase the corpus of the fund.
- ◆ If this bill becomes law, it will allow the ACT to market sales to an additional 21,000 commercial passenger cars and 35,500 commercial trucks – a potential revenue increase of fifty-six million dollars for the ACT and 56,500 vehicle owners who support the prevention of child abuse and neglect.
- ◆ This change simply mirrors the current sales structure of the University of Alaska license plates.
- ◆ The prevention of child abuse and neglect reaches across all spectrums of our society and this is a positive way for all Alaskan's to contribute to eliminating child abuse and neglect.
- ◆ Since FY 98, the board of the Alaska Children's Trust has awarded over 1.5 million dollars to 41 nonprofit community projects statewide. Each year the ACT receives over 1 million dollars in requests and are only able to fund one-quarter of the requests.

The members of the ACT will be extremely grateful if this legislation is passed.

ALASKA

Help Keep Alaska's Children Safe and Healthy

KID  050

Support the Alaska Children's Trust

Help Keep Alaska's Children Safe and Healthy

by purchasing a Children's Trust license plate. The one-time fee of \$100 for this plate goes to the Trust, which provides grants to Alaska communities for prevention of child abuse and neglect. Gift certificates for this special license plate are also available, and they are a great gift idea for friends or family.

The design selected for the A.C.T. license plate was submitted by Andri Grishkowsky, a 5th grader from Unalakleet. Her design was chosen by the board of the Alaska Children's Trust as a result of an art contest held in schools across the state.



For more information

on the license plate call Shari in the A.C.T. office at 1-800-643-KIDS or visit the Division of Motor Vehicles website at www.state.ak.us/dmv.

How to order the Alaska Children's Trust License Plate

To purchase a plate, go to any DMV office or complete this application and mail it along with a photocopy of your current Alaskan registration and a \$100 check or money order to: State of Alaska, DMV, 2150 E. Dowling Road, Anchorage, Alaska 99507. Applications can only be accepted for passenger vehicles and non-commercial pickups and vans.

Plate Number: _____

Expiration Date: _____

Owner's Name: _____

Street or PO Box: _____

City: _____ State: AK

Zip: _____

Owner's Signature

Alaska Children's Trust



2001 Annual Report

Working in partnership with communities to eliminate child abuse and neglect



Annual Letter from the Board Chair, 2001

Dear Fellow Alaskans,

Five years is a milestone, and we have indeed walked miles on behalf of children!

The Board of Directors of the Alaska Children's Trust met in a June retreat to take a close look at the current state of the ACT and develop a strategic plan for the next five years. I was truly amazed at what had been accomplished in so many domains: development of the FACT; annual fundraising events; statewide ACT recognition; partnerships in prevention and funding; effective awarding of prevention grants; support from the Legislature for the marketing of birth and marriage certificates and license plates; and successful corporate partnerships.

Credit for the most significant accomplishment goes to our 41 grantees that have worked creatively and diligently to assure healthy community environments for children.

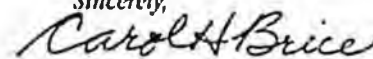
The array of requests for funding has been astonishing. Successful outcomes are revealed in oral and written stories. But the real outcomes will be evident in the future generations of Alaskans raising children. We earnestly believe that the smallest changes make the biggest difference.

The success of the ACT rests on many shoulders, not the least of which is Shari Paul in our Juneau office. She not only keeps us organized, but Shari is opportunistic. She spends incredible time and energy chasing leads and turning ideas into action plans. In Anchorage at the FACT, Deborah Bonito continues her volunteer efforts with incredible vision and energy. Having an office and hiring Shannon Earl as her assistant will take Deborah's expertise to a new level—if that can even be imagined!

The Board of Directors has experienced a year of change. Commissioner of DHSS, Karen Perre, retired in the fall, leaving us with a legacy of her wisdom and foresight. We warmly welcomed: Commissioner of EED, Shirley Holloway; Commissioner of DHSS, Jay Livey; and Barbara Donatelli, Executive VP of CIRI. Each of these talented people brings a level of expertise that will help move the Board in positive directions over the coming years, and we appreciate their commitment.

We haven't solved the problem of child abuse and neglect in Alaska. In revising our strategic plan, the ACT board agreed to emphasize a new goal—to eliminate child abuse and neglect in our homes, our communities, and our state. We aren't giving up on prevention. It will always be a recurring theme. But the word is out—we will not tolerate child abuse or neglect. We will think smart. We will act smart. We will do everything in our power to assure every Alaskan a healthy, happy childhood. It just makes good sense.

Sincerely,



Carol H. Brice, Chair



Carol Brice, Children's Trust Board Chair



Board Members, left to right: Judy Salo, Bill Check, Shari Paul (staff); Then Agnew (FACT); Yvonne Chase, Deputy Commissioner, EED; Carol Brice, Shirley Holloway.

Alaska Children's Trust Board of Trustees

Carol H. Brice, (Chair) Fairbanks, Owner/Consultant Family Training Associates
William (Bill) Check, Anchorage, President/CEO Natchiq, Inc.
Barbara Donatelli, Executive Vice President, CIRI
Colonel Glenn Godfrey, Commissioner, Department of Public Safety
Shirley Holloway, Commissioner, Department of Education & Early Development
Jay Livey, Commissioner, Department of Health and Social Services
Judy Salo, former Alaska State Senator

BUILDING THE TRUST

In October 2001, the ACT Board redefined the mission and goals of the ACT.

Alaska Children's Trust Mission Statement

Alaska's children deserve to grow up in a safe and nurturing environment.

The mission of the Alaska Children's Trust is to improve the status of children in Alaska by generating funds and committing resources to eliminate child abuse and neglect.

Alaska Children's Trust Goals

#1 INCREASE AND SUSTAIN A STATEWIDE CAMPAIGN TO ELIMINATE CHILD ABUSE AND NEGLECT

ACTIONS:

- a. Develop a theme and strategic approach for a focused campaign.
- b. Utilize partial grant funding to finance campaign.
- c. Provide talking points to ACT and FACT.

#2 INCREASE GRANT-GIVING ABILITY TO \$500,000 BY FY 2005

ACTIONS:

- a. Develop a Strategic Marketing Plan.
- b. Present strategies to the ACT Board.

#3 AWARD GRANTS BASED ON MEASURED VALUE AND HIGHEST PROBABILITY OF SUCCESS

ACTIONS:

- a. Evaluate past grant awards to determine most successful projects.
- b. Establish a "granting strategy."

"Prevention of child abuse and neglect is not only morally the right thing to do, but it is also good business. Happy, healthy kids will make happy healthy employees."

—Bill Check, Alaska Children's Trust Board Member

1988
ACT created by the legislature without supportive funding.

1996
Initial legislative appropriation of \$6 million.

1996
ACT board of directors appointed by the Governor.

1997
Promotional radio spots featuring Tom Bodett aired.

1997
Friends of the Alaska Children's Trust was formed as a non-profit (FACT).

1997
FACT created a 30 minute documentary, "Our Children—Our Trust."




**BUILDING
THE TRUST****1997**

**FACT published
Little Bear's Alaska
Reader to raise
funds for the ACT.**


1997

**First year grant
awards distributed
to 12 child abuse
and neglect
prevention.**


1998

**Second year grant
awards distributed
to 15 child abuse and
neglect prevention
projects.**


1998

**April - First Annual
Mush for Kids in
Fairbanks.**


1998

**August - First
Annual Alaska
Children's Trust Golf
Classic in Anchorage,
underwritten by
Alyeska Pipeline
Service Company.**

Why Alaska Needs a Children's Trust

According to state reports to the Health & Human Services Department, Alaska still has the highest per capita rate of child abuse and neglect. Reports of child abuse and neglect continue to grow while all other crime statistics are coming down. The good news: According to statistics collected for the past decade by Prevent Child Abuse America, the rate of growth in reports of child abuse and neglect has slowed substantially.

The Alaska Children's Trust is dedicated to funding community-initiated projects to eliminate child abuse and neglect. All fifty states plus the District of Columbia have Children's Trust Funds. Alaska's Children's Trust Fund is currently in its fifth year of awarding grants to communities to develop new and innovative child abuse and neglect prevention projects.

Since FY 98, the board of the Alaska Children's Trust has awarded over 1.5 million dollars to 41 nonprofit community projects statewide. Six new projects were added in FY 2002. A description of fiscal year 2002 grantees can be found on page nine.

How the Alaska Children's Trust Works

- The Alaska Children's Trust is a savings account for the prevention of child abuse and neglect.
- The treasurer of the Trust is the Commissioner of Revenue. The Commissioner is the official custodian of the fund and the investments. The ACT is established in the Office of the Governor.
- The Trust's funds grow through gifts, bequests, and contributions of cash or other assets from individuals, corporate entities, legislative appropriations, and federal funds.
- The interest income from the Trust is distributed through a grant application and review process.
- A seven-member Board of Trustees administers the ACT. The Trustees are appointed by the Governor. They include the Commissioner of Health and Social Services, the Commissioner of Education & Early Development, the Governor or designee, and four public members.
- The Trustees set goals, award and monitor grants, and raise funds.
- The Trust partners with a broad range of people (parents, private business, state agencies, community groups, and concerned individuals) to help support Alaska families and prevent child abuse and neglect.
- The Trust has one full-time staff person in Juneau.

Alaska Mental Health Trust Authority (AMHTA) Partnership

This year, the AMHTA partnered with the ACT to increase funds available for ACT grant awards. Both Trusts recognized that this new private-public partnership could maximize our efforts to prevent and eliminate child abuse and neglect. With the assistance of the FACT, our goal is to encourage further partnerships in the future to maximize prevention efforts.

The 2001 beneficiaries of this joint-funding initiative include:
Fairbanks Resource Agency, Supported Parenting Program
Frontier Community Services, Early Intervention Child's Play
Norton Sound Health Corporation, Pathfinders Parenting Project
Safe and Fear-Free Environment, Inc., SAFE for Life Program
Alaska Legal Services Corporation, Children at Risk Project
REACH, Inc., Family Support Project

**BUILDING
THE TRUST**

Alaska Children's Trust Financial Statements

Statement of Invested Assets

June 30, 2001

Cash and equivalents	\$275,000
Marketable debt securities	5,134,000
Equity securities	4,011,000
Interest and dividends receivable	<u>13,000</u>
Total Investments	<u>\$9,453,000</u>

Statement of Investment Income and Changes in Invested Assets

June 30, 2001

Investment income	<u>\$(37,000)</u>
Total invested assets, beginning of year	<u>9,755,000</u>
Net contributions (withdrawals)	<u>(265,000)</u>
Total invested assets, end of year	<u>\$9,453,000</u>

The June 30, 2001 audited financial statements are available from the Department of Revenue, Treasury Division at 465-2350.

"Raising children is the most difficult and important job that anyone undertakes. We need to support parents and good parenting in our quest to prevent child abuse and neglect. It is indeed the responsibility of every citizen to protect our children and work for their well-being."

—Judy Salo, ACT Board Member

1998
Heirloom Birth Certificates marketed to raise funds for the ACT.

1998
Governor Knowles and Lt. Governor Ulmer dedicated the proceeds from the Inaugural Balls, raising \$250,000 for the ACT.



1999
Third year grant awards distributed to 15 child abuse and neglect prevention projects.

1999
Alaska Children's Trust License Plates marketed to raise funds for the ACT.

1999
April - Second Annual Mush for Kids in Fairbanks.

1999
August - Second Annual Alaska Children's Trust Golf Classic in Anchorage, underwritten by Alyeska Pipeline Service Company.

BUILDING THE TRUST

2000

Fourth year grant awards distributed to 19 child abuse and neglect prevention projects.

2000

First Annual Cruise for Kids in Juneau, underwritten by Royal Caribbean and Celebrity Cruises.



2001

Legislation passed to create and sell Heirloom Marriage Certificates.

2000

April - Third Annual Mush for Kids in Fairbanks.

2000

August - Third Annual Alaska Children's Trust Golf Classic in Anchorage, underwritten by Alyeska Pipeline Service Company.

Public Outreach

April is Child Abuse Prevention Month. The ACT helped organize the annual *Stand for Children* rally in Juneau. Featured guests have been Governor Knowles, Lt. Governor Ulmer, Legislators, local school children and other public participants.

The ACT continues to work in conjunction with the *Alaska Statewide Network on Child Abuse and Neglect* to develop and distribute prevention packets statewide. Last year, over 3000 packets were distributed to organizations, schools, tribal councils, hospitals, health corporations etc. The response to the information has been positive, reflected in requests for further information. If you would like to receive a packet, call 1-800-643-5437 or (907) 465-4870.

ACT Web Page

Thanks to the Department of Education and Early Development's Webmaster, the ACT maintains a web page with current information on the latest activities of the Alaska Children's Trust. Please visit our site at <http://www.eed.state.ak.us/EarlyDev/trust/home.html>

Future Media Campaign Plans

The ACT Board, in conjunction with the Friends of the Alaska Children's Trust (FACT), will be committing time and financial resources to spread the message that we must eliminate child abuse and neglect from our communities. The ACT Board will select a theme annually. A media plan will be developed by the FACT board, which will include fundraising efforts. The poignant message will be spread throughout Alaska. Contact the ACT or FACT office to learn how you can become involved in this campaign.

YOU CAN HELP

Individually, you can join the effort to help protect Alaska's children. Here are just a few ideas:

- Volunteer for agencies in your community that work with children, youths, and families.
- Volunteer in a daycare center or school.
- Become a foster parent or adoptive parent.
- Serve as a friend to youth in trouble with the law.
- Become an advocate for prevention and early intervention services.
- Support preventive, community-based services designed to alleviate stress and promote parental behavior that will increase the ability of families to successfully nurture their children.
- Make a financial contribution to the ACT.
- Include the ACT in your will.
- Host a fundraiser for the ACT or volunteer your time for scheduled events.
- Purchase an Heirloom Birth and/or Marriage Certificate.
- Purchase an Alaska Children's Trust license plate.
- Financially support scheduled major fundraisers: in Fairbanks (Mush for Kids); in Anchorage (Golf Classic); or in Juneau (Cruise for Kids).
- Discuss other ideas or options, with the staff or trustees of the ACT by simply dialing 907-465-4870

Support the Alaska Children's Trust!

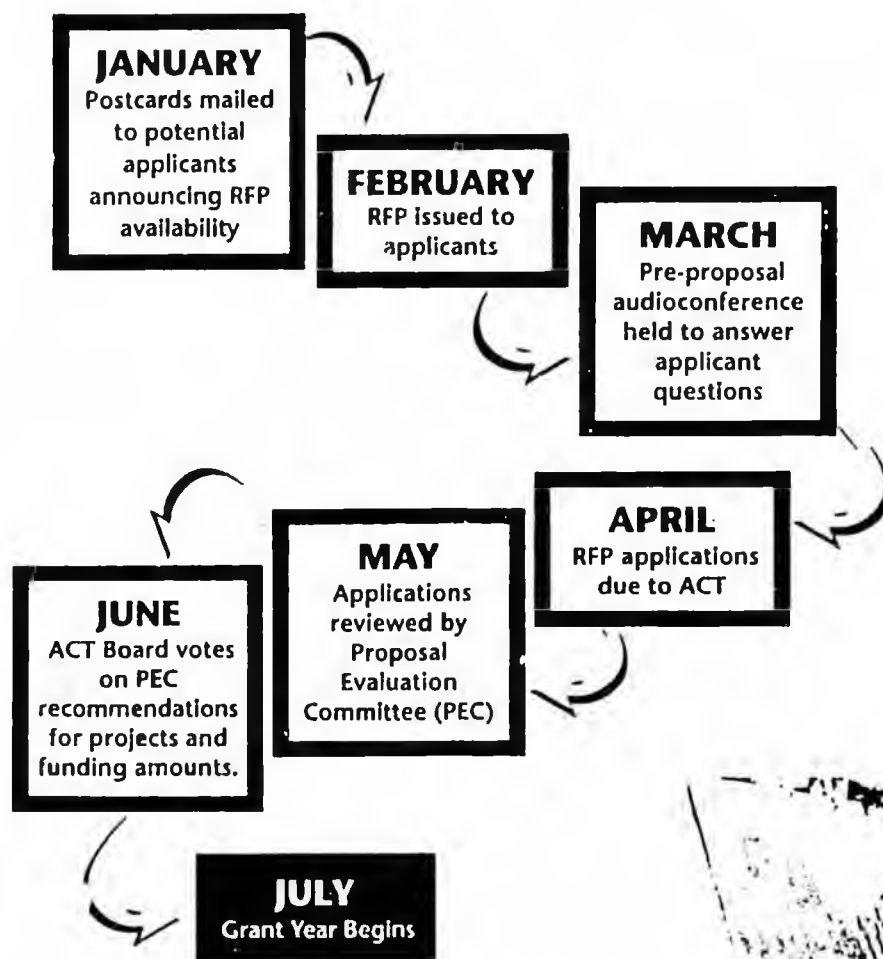
To find out more about what you can do to help, contact: Shari Paul, Program Manager, Alaska Children's Trust, Department of Education & Early Development 907-465-4870 or 800-643-5437

BUILDING THE TRUST

ACT Grant Process

The ACT Board issues an annual Request for Proposal (RFP) to encourage community initiatives:

Request for Proposal Timeline



ACT grant recipients are required to sign a contract with the ACT, participate in two teleconferences, and provide two narrative reports and four fiscal reports to the ACT Project Manager. Three payments are issued to grantees upon completion of their reports. The Project Manager provides the necessary tools for completion of these reports and is available to provide technical assistance upon request.



2001
Fifth year grant awards distributed to 21 child abuse and neglect prevention projects. First year partnership with the Alaska Mental Health Trust Authority.

2001
Heirloom Marriage Certificates marketed to raise funds for the ACT.

2001
April - Fourth Annual Mush for Kids in Fairbanks, underwritten by Williams Petroleum.

2001
August - Fourth Annual Alaska Children's Trust Golf Classic in Anchorage, underwritten by Alyeska Pipeline Service Company.

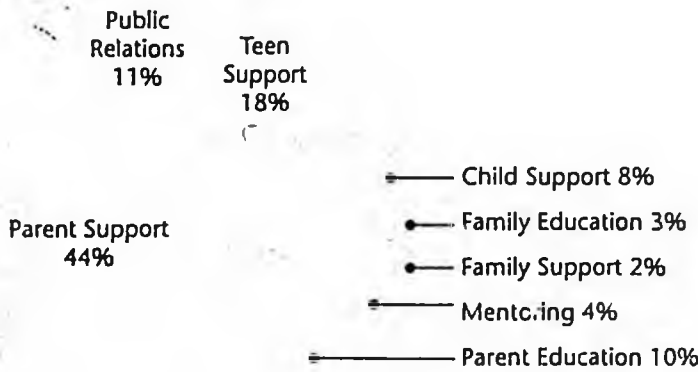
Upcoming Events:

2002
Fifth Annual Mush for Kids, April 6, Fairbanks.

2002
Fifth Annual Alaska Children's Trust Golf Classic, August 17, in Anchorage, underwritten by Alyeska Pipeline Service Company.

Alaska Children's Trust Summary of FY 2001 Grant Awards

Working in partnership with communities to eliminate child abuse and neglect



ACT Grants Awarded by Program — FY 2001

2002 \$1,515,907

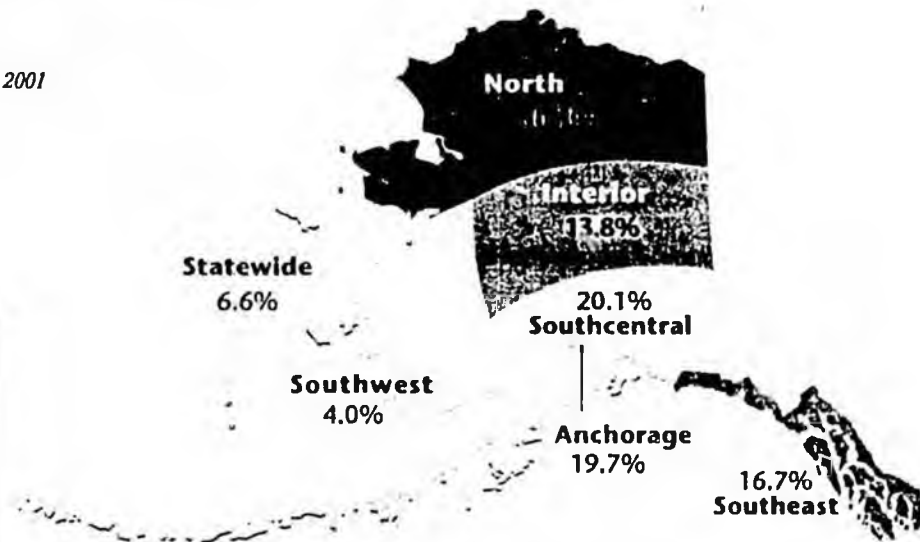
2001 \$1,150,907

2000 \$843,554

1999 \$567,336

1998 \$281,636

Cumulative ACT Grant Awards at Each Fiscal Year End



Statewide Distribution of ACT Funds
FY 1998 - FY 2002

Alaska Children's Trust FY 2001 Grant Awards

Continuing Grantees

Project: Shaken Baby Prevention Awareness, Anchorage Center for Families
ACT Grant Award: \$15,000

The *Shaken Baby Syndrome* prevention campaign provides train-the-trainer sessions and presentations to organizations such as clubs, agencies, schools and correctional facilities to increase public awareness with the ultimate goal of decreasing the incidence of Shaken Baby Syndrome.

Project: Project Nurture, Covenant House Alaska, Anchorage
ACT Grant Award: \$7,000

Passage House is a residential facility for single pregnant and parenting women ages 16 to 20. The Alaska Children's Trust funds *Project Nurture*, an aftercare program that provides home visiting and supportive services over the 12-month period following discharge from *Passage House*. Achievements of graduates of this program include: 100% participation in life-skills and basic-parenting training; 100% academic advancement by either re-enrolling in school or starting a GED course; 0% unplanned second pregnancies and 0% documented cases of child abuse or neglect.

Project: Responsible Fathers, Fairbanks Counseling and Adoption, Fairbanks
Grant Award: \$9,997

Responsible Fathers is a project designed to help teen fathers increase involvement with, and responsibility for, their children. Outreach activities target all teen parents, but focus on teen fathers. The interactive components include supervised play time, teen parent mediation services, work exchange and parent education. Outreach will target teen fathers in the Fairbanks Youth Facility and senior high classes, as well as provide presentations on 'Fathers are Important' to the public.

Success!

Anchorage Center for Families – developed and implemented a campaign to increase public awareness of Shaken Baby Syndrome

"...We participated in the Ft. Richardson Army Post "Stand-down" that focused on educating soldiers on abuse, specifically Shaken Baby Syndrome, as they have had several Shaken Baby Syndrome deaths over the past two years. We reached a total of 2000 soldiers."



Covenant House's Project Nurture provides aftercare services to young mothers leaving Passage House and transitioning to independent living.

"...Project Nurture remains, we believe, one of the best investments Covenant House and ACT have. Many of the young mothers continue to build upon goals they set while in residence with the aid and support of this aftercare program. One girl recently came back to the Passage House to work with our new job program specialist. Her goal was to work on and pursue more educational/occupational opportunities that would improve her chances to get a better job. And I quote, 'No matter how long it has been, I know you guys are always here for me.'" (Jerika Cumbry, graduate in 2000)



Alaska Children's Trust FY 2001 Grant Awards

Project : Supported Parenting, Fairbanks Resource Agency, Fairbanks

ACT / AMHTA Grant Award: \$5,669

Supported Parenting is a hands-on parent education program designed for parents with developmental and learning disabilities. Class activities and instruction are very concrete. Childcare is offered on-site to provide opportunities for parents to practice class skills while interacting with their children. Home visits are also offered to support ongoing application of skills.

Project: Early Intervention Child's Play, Frontier Community Services, Central Kenai Peninsula

ACT / AMHTA Grant Award: \$10,500

Child's Play is a voluntary year round program providing individualized and group services that build upon the strengths of children and families. The target population for Child's Play includes families with children from birth to five who experience problems associated with ADD/ADHD, FAS/FAE and early exposure to drugs. This program provides home visits, child and family playgroups, parent mentoring and community awareness.

Project: Saxman Youth Breakfast Club, Gateway Center for Human Services, Ketchikan/Saxman

ACT Grant Award: \$7,500

The *Saxman Youth Breakfast Club* is a unique program that offers Saxman youth a nutritious morning snack prior to boarding the school bus. Youth are encouraged to participate in a variety of activities and discussions that reflect optimism and resiliency. In addition, youth receive after-school assistance with school projects and homework. Parent volunteers, a youth liaison and a local social worker staff the club.

Project: Birth 2 Three, Homer Children's Services, Homer

ACT Grant Award: \$11,619

Birth 2 Three is an early childhood family education and support program designed to promote positive experiences for parents and children in the early years. The ACT funded portion extends home-based services to all families in the community, with a center-based playgroup. Anticipated outcomes include higher levels of parenting and nurturing skills among all family members, increased understanding of child development, and increased access to community resources.

"The Alaska Children's Trust is a Board I chose to be part of knowing that I would enjoy committing my time and energy to improving the lives of children and families in Alaska."

—Barbara Donatelli, Alaska Children's Trust Board Member

Success!

Gateway Center for Human Services – provides nutritious breakfast snack and homework assistance to youth in Saxman Alaska.

"...We had our first Breakfast/Homework club 'Bucks Auction' April 6th. The kids earned the bucks through participation in the Breakfast club, good grades (A's & B's), turning in homework, behavior in school and the community, and a few other inventive ways. The fact that they earned the Bucks to buy things at the auction gave them a greater appreciation of how their efforts to improve grades and social skill pay off. We are most pleased with the results of the 'Breakfast/Homework Bucks' program."

Alaska Children's Trust FY 2001 Grant Awards

Project: Young Families Program, Juneau Family Birth Center, Juneau
ACT Grant Award: \$28,038

The *Young Families Program* is based on a holistic and attachment-based approach to the prevention of child abuse and neglect. The program supports teen families throughout pregnancy and following birth with a combination of pregnancy and parenting education, labor and birth support, after-care support and mentoring to promote healthy relationships and parent/child bonds.

Project: Eagle's Nest Family Resource Center, Matanuska-Susitna School District, Sutton
ACT Grant Award: \$22,500

The *Eagle's Nest* is a family-resource center located at the Sutton Elementary School. Parental involvement and early intervention form the focus and foundation of Eagle's Nest activities that offer community playgroups, the *Parents As Teachers* birth to three curriculum, and paternal involvement through the D.A.D. club (Developmentally Appropriate Dads). The *Eagle's Nest* was designed by and for members of the Sutton community.

Success!

Sutton Elementary School's Eagle's Nest Family Resource Center provides early intervention programs for members of the Sutton community.

"...During one of the family center times in during the preschool program, the teacher displayed samples of healthy meals for preschoolers. She presented the parents with hand-outs on healthy eating habits and what foods to avoid. That day the children and parents prepared healthy snacks together.

Since that family meeting, the teacher has seen an increase in the number of children bringing healthy lunches to school and a greater number of children are eating breakfast before coming to school."



Nome Community Center's, Youth Council for Prevention (YES) program works with young people to identify needs and develop strategies in solving problems. Youth work on community projects and with organizations involved in prevention projects.

"...Pete" was referred to the YES to complete 70 hours of community work service at the Nome Receiving Home. He was assigned to the Shazam program, where he started as a kitchen helper. He prepared meals and served them to 30 children a day. Because he was completing a much longer community work service than many individuals, the children got to know "Pete", and expected him every day. They made no distinctions from the volunteers who came to the program because they were YES members and looked up to "Pete". "Pete" began to stay and play with the kids after his shift was over. The children looked up to "Pete" and saw him as a role model, and "Pete" began to reflect this behavior that the children had bestowed upon him. After his mandatory volunteering was up, he then completed an additional 50 hours of volunteer time on his own. The children got a great volunteer, and "Pete" had a wonderful experience with the children." (Pete's name has been changed due to confidentiality)



Alaska Children's Trust FY 2001 Grant Awards

Project: Youth Empowered Serve - YES, Nome Community Center, Nome
ACT Grant Award: \$14,177

YES approaches the problem of child abuse and neglect through youth empowerment, and by marshaling the power of young people to identify needs and brainstorm strategies to solve problems. Primary prevention activities provide support and counseling for the young people involved in this program.

Project: Pathfinders Parenting Project, Norton Sound Health Corporation, 15 Villages in the Norton Sound Region
ACT / AMHTA Grant Award: \$29,544

Pathfinders Parenting Project uses a train-the-trainer approach to utilize Village Based Counselors and the Pathfinder Youth Counselors as parent educators in fifteen villages. Parenting classes take place throughout the year in each community, using a curriculum based on traditional "Community Parenting Practices". Classes promote group participation in the healing and learning cycle. The anticipated outcome is to develop support networks in each community, replacing the need for outside services and promoting the overall health of the village.

Project: Parent Outreach Project, Resource Center for Parents and Children, Fairbanks and surrounding villages
ACT Grant Award: \$6,267

The *Parent Outreach Project* provides child abuse and neglect prevention information and training for Parent Outreach workers in neighborhoods and villages in the northern region. Participants are recruited through direct contact with various tribal governments and agencies working with families in underserved communities.

Project: SAFE for LIFE, Safe & Fear-Free Environment, Inc. (S.A.F.E.), Dillingham
ACT / AMHTA Grant Award: \$29,952

The *SAFE for LIFE* program is an integrated and comprehensive approach to providing children and their families the tools and information necessary to prevent domestic violence, child abuse and other problems related to family violence. This grant supports a Child Advocate and a Children's Services Coordinator to work with youth currently living in the S.A.F.E. shelter, and to deliver a community education and awareness program in Dillingham and surrounding villages.

Success!

SAFE - Dillingham - ACT provides funding for a children's advocate and children's services with the SAFE for Life program

"'Please can I come in. It's the only place I feel safe.' Those are the words of a fourteen old boy who has been in and out of the shelter over the last year. The oldest of three, he grew up in a home where both parents are substance abusers with a history of domestic violence including both being arrested for assaulting the other. The boy is huge, looks much older than he is, and has a reputation as a mouthy, aggressive troublemaker in the community and at school. Since coming to the shelter and participating in the SAFE for LIFE programs he has remained in school, his grades have improved, he's received regular mental health counseling and he's had no further trouble or infractions with Juvenile Probation or law enforcement. His mother was able to complete alcohol treatment and is back in the home with his two younger brothers. He knows it is not likely to ever be safe for him to return home and live with his mother and father and he has reconciled himself to meeting his own needs and taking control of his life. 'Growing up don't look so bad, now,' he said last week."

Alaska Children's Trust FY 2001 Grant Awards

Project: Parent Education and Support Services, Wrangell Community Services, Wrangell
ACT Grant Award: \$10,040

Wrangell Community Services provides parent education classes for parents of children from birth to twelve to increase knowledge of child development and health. An on-going parent support group gives parents a forum for sharing experiences, asking questions and improving parenting skills.

New Grantees

Project: Children At-Risk, Alaska Legal Services Corporation, Anchorage
ACT / AMITA Grant Award: \$27,000

The *Children At-Risk* project will empower parents and children facing domestic violence to use the legal system to increase family safety, stability and self-sufficiency. The project will also coordinate with other family support providers to increase access to a seamless continuum of holistic services.

Project: Fathers Project, Bartlett Regional Hospital, Juneau
ACT Grant Award: \$9,031

The *Fathers Project* will provide a pre- and postnatal support group for new fathers, as well as education to health care providers about the importance of fathers and ways to encourage their involvement.

Project: Teach Your Children Well, Center for Community, Sitka
ACT Grant Award: \$25,588

Teach Your Children Well is a parent support project featuring a radio program on parent and child health. Additional services include prenatal classes and newborn home visits and a parent-child play group.



Success!

APRN's "Partners in Prevention" produced a quarterly series of daily messages on the importance of meeting children's basic and developmental needs.

"...On a Friday afternoon after hearing a Public Service Announcement (PSA) a divorced mother called the 800# seeking assistance. Her concern was that the non-custodial parent was physically abusive to their oldest son. The end result was that the mother was able to get a temporary restraining order that day to keep the child from being with the father. This was a direct result of APRN and the Partners in Prevention Campaign."



Alaska Children's Trust FY 2001 Grant Awards

Project: Parents As Teachers, Hoonah City Schools, Hoonah

ACT Grant Award: \$22,680

This project provides primary prevention services to ensure children receive the healthiest start in life. A regional training with lactation specialists will train family service providers to educate new parents and support breastfeeding. Assistance will be provided to families in enrolling in Denali KidCare, providing medical and dental care from pregnancy to age 18.

Project: Mentasta Mental Health Program, Mentasta Traditional Council, Mentasta Village

ACT Grant Award: \$21,920

This community-initiated project provides informational and educational meetings on child abuse and neglect to the whole community. Workshops on anger management, stress management and child sexual abuse will also be provided.

Project: Family Support Project, REACH, Inc., Juneau

ACT/AMHTA Grant Award: \$27,000

The Family Support Project provides behavioral and infant mental health training and consultation to staff of the REACH Infant Learning Program, Healthy Families Juneau and Tlingit-Haida Head Start home visiting programs.

Project: Incest Awareness Campaign, SeaView Community Services, Seward

ACT Grant Award: \$23,978

The Incest Awareness Campaign proposes to reduce interfamilial child sexual abuse by raising awareness about the causes and effects of incest and its prevalence. Families will learn how to protect their children and provide early intervention in cases of victimization. Primary strategies include outreach materials and educational seminars.

The Trust's focus on prevention breaks the cycle of abuse and neglect that occurs in too many families. The Department of Health and Social Services is proud to partner with the Alaska Children's Trust as we work together to protect Alaska's children.

—Jay Livvy, Alaska Children's Trust Board Member

Success!

Norton Sound Health Corporation's project provides training to village-based counselors in running parenting classes in each community in the Norton Sound Region.

"...In one village, a set of twins (just a few months of age) was removed from the home because of mistreatment by the family (broken ribs-both babies). The parents, who were not married, were mandated to see the village based counselor to learn parenting skills. They attended classes with the village-based counselor daily. The twins were returned to the parents after several months of classes and evaluations by MR/SA clinicians collaborating with Kawerak, Inc., the ICWA Family Worker and DFYS. Both parents were very grateful for the help in getting their children returned to them and learning new skills to deal with raising their twins."

Friends of the



Alaska Children's Trust

The Friends of the Alaska Children's Trust

Deborah Bonito, Chair

In 2001, Friends of the Alaska Children's Trust (FACT) expanded its operation in order to better support ACT. We hired our first-ever staff person and moved out of our virtual office and into a physical one. This new administrative base will pay off in 2002 with increased financial contributions to ACT and an improved public outreach effort.

On the fundraising front, FACT looks forward to another round of successful events with the *Musby for Kids* in Fairbanks, and the *Alaska Children's Trust Golf Classic* in Anchorage. Thanks to corporate underwriters and sponsorships from local businesses, these events continue to raise a substantial amount of money each year. We hope to expand this support to the individual level in 2002 with the launch of an annual donor campaign, scheduled to kick-off this April. Promotion of ACT merchandise is another important fundraising activity, and will include advertising in local media, targeted direct mail campaigns, and "free publicity" with newspaper, TV and newsletter stories.



David Wight of Alyeska Pipeline Service Co. presents a BIG check from the 4th Annual Alaska Children's Trust Golf Classic to Diane Kaplan, Judy Salo, Deborah Bonito, and Mike Burns. Pipeline Services.

To boost our public outreach in communities across the state, FACT will welcome on board an *America's Promise* Fellow in mid-January. Founded by Colin Powell in 1997, *America's Promise* is a volunteer-based initiative dedicated to making America a better place for youth. The Fellow will assist with a number of important outreach activities, from public speaking, to conference attendance, and development of media materials. Additionally, the Fellow will recruit and organize youth volunteers across the state. The goal of this "kids helping kids" initiative is to introduce the value of advocacy to young people and to encourage community service at an early age.

FACT will keep you informed of our progress through newsletters and periodic mailings. If you are interested in helping with fundraising or outreach activities, please contact our office—we would love your help! To receive more information about Friends of the Alaska Children's Trust, please call (907) 248-7676 or email us at mail@friendsofact.org.



FACT is on the Web!

Visit them at
www.friendsofact.org

How to reach us: Shannon Earl, Project Coordinator

907-248-7676 • 907-248-7668 (fax)

mail@friendsofact.org (email) • www.friendsofact.org (web)

Success!

Birth Certificate



Since 1998, Heirloom Birth Certificates have raised \$82,600 for the ACT.



Since 2000, Children's Trust license plates have raised \$38,700 for the ACT.



CHILDREN'S TRUST



CHILDREN'S TRUST



CHILDREN'S TRUST



Heirloom Marriage Certificates became available in the summer of 2001 and have raised \$4,760 for the ACT.

Thanks to our Sponsors and Contributors

Underwriters: \$10,000 +

Alyeska Pipeline Service Company • BP • Chena Kiwanis Club • Phillips Alaska, Inc. • Royal Caribbean Cruises, LTD • Tesoro Petroleum Companies, Inc • Wells Fargo • Williams Alaska Petroleum, Inc.

Sponsors: \$5,000 - \$9,999

General Teamsters Local 959 • Peak Oilfield Service Co. • Natchiq, Inc.

Donors: \$501 - \$4,999

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Friends: \$25 - \$500

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ALASKA CHILDREN'S TRUST

(907) 465-4870 Toll-Free Phone Number: 1-800-643-KIDS (5437) • www.eed.state.ak.us/EarlyDev/trust/home.html

HB

509

SFIN

FILE

HB 509

was referred to the
Senate Finance
Committee

No hearing was held
on this bill

ALASKA STATE LEGISLATURE

Representative Lisa Murkowski Chair
Representative Andrew Halco Vice-Chair
Representative Pete Kott
Representative Kevin Meyer
Representative Norman Rokeberg
Representative Harry Crawford
Representative Joe Hayes



Alaska State Capitol
Juneau, AK 99801-1182
Telephone: (907) 465-4954
Fax: (907) 465-2203
Representative_Lisa_Murkowski@legis.state.ak.us

HOUSE LABOR AND COMMERCE COMMITTEE

Sponsor Statement House Bill 509 Alaska Children's Trust License Plates

House Bill 509 makes one minor change to Alaska statute to allow the Alaska Children's Trust (ACT) to market Alaska Children's Trust license plates to commercial motor vehicle owners. Current Alaska statute only allows owners of noncommercial vehicles to apply for and purchase ACT license plates.

The Alaska Children's Trust is a savings account dedicated to funding community-initiated projects to eliminate child abuse and neglect. The trust's funds grow through gifts, bequests, corporate and individual contributions, legislative appropriations, federal funds, and sales of heirloom marriage and birth certificates as well as children's trust license plates.

This small change in statute will allow the Alaska Children's Trust to respond positively to requests by industry and private business to purchase ACT license plates for fleet vehicles and to market sales to an additional 56,500 vehicle owners who support the mission and activities of the Alaska Children's Trust. The \$100 one-time fee could increase the trust by \$5,650,000 for the prevention of child abuse and neglect.



*Working in
partnership with
communities to
eliminate child
abuse and
neglect.*

The Board of the Alaska Children's Trust (ACT) has requested this minor statute change in AS 28.10.181 in order to increase sales of our Alaska Children's Trust license plate. The reasons for this important change is as follows:

- ◆ Currently the legislation only allows for owners of a passenger vehicle, noncommercial van or pick-up truck, or motor home to apply for an ACT license plate. This legislation will allow us to market plates for commercial motor vehicles.
- ◆ Both industry and private businesses have approached the ACT asking if they could purchase these license plates to put on their fleet of vehicles. They see this as a unique contribution to the ACT and want to promote the mission of the ACT and its activities.
- ◆ The ACT is a state and private partnership that has not requested a legislative appropriation. This small change will allow the ACT to respond positively to requests and increase the corpus of the fund.
- ◆ If this bill becomes law, it will allow the ACT to market sales to an additional 21,000 commercial passenger cars and 35,500 commercial trucks – a potential revenue increase of \$5.65 million dollars for the ACT and 56,500 vehicle owners who support the prevention of child abuse and neglect.
- ◆ This change simply mirrors the current sales structure of the University of Alaska license plates.
- ◆ The prevention of child abuse and neglect reaches across all spectrums of our society and this is a positive way for all Alaskan's to contribute to eliminating child abuse and neglect.
- ◆ Since FY 98, the board of the Alaska Children's Trust has awarded over 1.5 million dollars to 41 nonprofit community projects statewide. Each year the ACT receives over 1 million dollars in requests and are only able to fund one-quarter of the requests.

The members of the ACT will be extremely grateful if this legislation is passed.

ALASKA

Help Keep Alaska's Children Safe and Healthy

KID 050



Support the Alaska Children's Trust

Help Keep Alaska's Children Safe and Healthy by purchasing a Children's Trust license plate. The one-time fee of \$100 for this plate goes to the Trust, which provides grants to Alaska communities for prevention of child abuse and neglect. Gift certificates for this special license plate are also available, and they are a great gift idea for friends or family.

The design selected for the A.C.T. license plate was submitted by Andri Grishkowsky, a 5th grader from Unalakleet. Her design was chosen by the board of the Alaska Children's Trust as a result of an art contest held in schools across the state.



For more information on the license plate call Shari in the A.C.T. office at 1-800-643-KIDS or visit the Division of Motor Vehicles website at www.state.ak.us/dmv.

How to order the Alaska Children's Trust License Plate

To purchase a plate, go to any DMV office or complete this application and mail it along with a photocopy of your current Alaskan registration and a \$100 check or money order to: State of Alaska, DMV, 2150 E. Dowling Road, Anchorage, Alaska 99507. Applications can only be accepted for passenger vehicles and non-commercial pickups and vans.

Plate Number: _____

Expiration Date: _____

Owner's Name: _____

Street or PO Box: _____

City: _____ State: AK

Zip: _____

Owner's Signature

Alaska Children's Trust



2001 Annual Report

Working in partnership with communities to eliminate child abuse and neglect



Annual Letter from the Board Chair, 2001

Dear Fellow Alaskans,

Five years is a milestone, and we have indeed walked miles on behalf of children!

The Board of Directors of the Alaska Children's Trust met in a June retreat to take a close look at the current state of the ACT and develop a strategic plan for the next five years. I was truly amazed at what had been accomplished in so many domains: development of the FACT; annual fundraising events; statewide ACT recognition; partnerships in prevention and funding; effective awarding of prevention grants; support from the Legislature for the marketing of birth and marriage certificates and license plates; and successful corporate partnerships.

Credit for the most significant accomplishments goes to our 41 grantees that have worked creatively and diligently to assure healthy community environments for children.

The array of requests for funding has been astonishing. Successful outcomes are revealed in oral and written stories. But the real outcomes will be evident in the future generations of Alaskans raising children. We earnestly believe that the smallest changes make the biggest difference.

The success of the ACT rests on many shoulders, not the least of which is Shari Paul in our Juneau office. She not only keeps us organized, but Shari is opportunistic. She spends incredible time and energy chasing leads and turning ideas into action plans. In Anchorage at the FACT, Deborah Bonito continues her volunteer efforts with incredible vision and energy. Having an office and hiring Shannon Earl as her assistant will take Deborah's expertise to a new level—if that can even be imagined!

The Board of Directors has experienced a year of change. Commissioner of DHSS, Karen Perdue, retired in the fall, leaving us with a legacy of her wisdom and foresight. We warmly welcomed: Commissioner of EED, Shirley Holloway; Commissioner of DHSS, Jay Livey; and Barbara Donatelli, Executive VP of CIRI. Each of these talented people brings a level of expertise that will help move the Board in positive directions over the coming years, and we appreciate their commitment.

We haven't solved the problem of child abuse and neglect in Alaska. In revising our strategic plan, the ACT board agreed to emphasize a new goal—to eliminate child abuse and neglect in our homes, our communities, and our state. We aren't giving up on prevention. It will always be a recurring theme. But the word is out—we will not tolerate child abuse or neglect. We will think smart. We will act smart. We will do everything in our power to assure every Alaskan a healthy, happy childhood. It just makes good sense.

Sincerely,

Carol H. Brice, Chair



Carol Brice, Children's Trust Board Chair



Board Members, left to right: Judy Salo, Bill Cheek, Shari Paul (staff); Thea Agnew (FACT); Yvonne Chase, Deputy Commissioner, EED; Carol Brice, Shirley Holloway.

Alaska Children's Trust Board of Trustees

Carol H. Brice, (Chair) Fairbanks, Owner/Consultant Family Training Associates
William (Bill) Cheek, Anchorage, President/CEO Natchiq, Inc.
Barbara Donatelli, Executive Vice President, CIRI
Colonel Glenn Godfrey, Commissioner, Department of Public Safety
Shirley Holloway, Commissioner, Department of Education & Early Development
Jay Livey, Commissioner, Department of Health and Social Services
Judy Salo, former Alaska State Senator

BUILDING THE TRUST

1988
ACT created by the legislature without supportive funding.

1996
Initial legislative appropriation of \$6 million.

1996
ACT board of directors appointed by the Governor.

1997
Promotional radio spots featuring Tom Bodett aired.

1997
Friends of the Alaska Children's Trust was formed as a non-profit (FACT).

1997
FACT created a 30 minute documentary, "Our Children—Our Trust."

In October 2001, the ACT Board redefined the mission and goals of the ACT.

Alaska Children's Trust Mission Statement

Alaska's children deserve to grow up in a safe and nurturing environment.

The mission of the Alaska Children's Trust is to improve the status of children in Alaska by generating funds and committing resources to eliminate child abuse and neglect.

Alaska Children's Trust Goals

#1 INCREASE AND SUSTAIN A STATEWIDE CAMPAIGN TO ELIMINATE CHILD ABUSE AND NEGLECT

ACTIONS:

- a. Develop a theme and strategic approach for a focused campaign.
- b. Utilize partial grant funding to finance campaign.
- c. Provide talking points to ACT and FACT.

#2 INCREASE GRANT-GIVING ABILITY TO \$500,000 BY FY 2005

ACTIONS:

- a. Develop a Strategic Marketing Plan.
- b. Present strategies to the ACT Board.

#3 AWARD GRANTS BASED ON MEASURED VALUE AND HIGHEST PROBABILITY OF SUCCESS

ACTIONS:

- a. Evaluate past grant awards to determine most successful projects.
- b. Establish a "granting strategy."

"Prevention of child abuse and neglect is not only morally the right thing to do, but it is also good business. Happy, healthy kids will make happy healthy employees."

—Bill Check, Alaska Children's Trust Board Member



P-e

BUILDING THE TRUST

1997

**FACT published
Little Bear's Alaska
Reader to raise
funds for the ACT.**

1997

**First year grant
awards distributed
to 12 child abuse
and neglect
prevention.**

1998

**Second year grant
awards distributed
to 15 child abuse and
neglect prevention
projects.**

1998

**April - First Annual
Mush for Kids in
Fairbanks.**

1998

**August - First
Annual Alaska
Children's Trust Golf
Classic in Anchorage,
underwritten by
Alyeska Pipeline
Service Company.**

Why Alaska Needs a Children's Trust

According to state reports to the Health & Human Services Department, Alaska still has the highest per capita rate of child abuse and neglect. Reports of child abuse and neglect continue to grow while all other crime statistics are coming down. The good news: According to statistics collected for the past decade by Prevent Child Abuse America, the rate of growth in reports of child abuse and neglect has slowed substantially.

The Alaska Children's Trust is dedicated to funding community-initiated projects to eliminate child abuse and neglect. All fifty states plus the District of Columbia have Children's Trust Funds. Alaska's Children's Trust Fund is currently in its fifth year of awarding grants to communities to develop new and innovative child abuse and neglect prevention projects.

Since FY 98, the board of the Alaska Children's Trust has awarded over 1.5 million dollars to 41 nonprofit community projects statewide. Six new projects were added in FY 2002. A description of fiscal year 2002 grantees can be found on page nine.

How the Alaska Children's Trust Works

- The Alaska Children's Trust is a savings account for the prevention of child abuse and neglect.
- The treasurer of the Trust is the Commissioner of Revenue. The Commissioner is the official custodian of the fund and the investments. The ACT is established in the Office of the Governor.
- The Trust's funds grow through gifts, bequests, and contributions of cash or other assets from individuals, corporate entities, legislative appropriations, and federal funds.
- The interest income from the Trust is distributed through a grant application and review process.
- A seven-member Board of Trustees administers the ACT. The Trustees are appointed by the Governor. They include the Commissioner of Health and Social Services, the Commissioner of Education & Early Development, the Governor or designee, and four public members.
- The Trustees set goals, award and monitor grants, and raise funds.
- The Trust partners with a broad range of people (parents, private business, state agencies, community groups, and concerned individuals) to help support Alaska families and prevent child abuse and neglect.
- The Trust has one full-time staff person in Juneau.

Alaska Mental Health Trust Authority (AMHTA) Partnership

This year, the AMHTA partnered with the ACT to increase funds available for ACT grant awards. Both Trusts recognized that this new private-public partnership could maximize our efforts to prevent and eliminate child abuse and neglect. With the assistance of the FACT, our goal is to encourage further partnerships in the future to maximize prevention efforts.

The 2001 beneficiaries of this joint-funding initiative include:
Fairbanks Resource Agency, Supported Parenting Program
Frontier Community Services, Early Intervention Child's Play
Norton Sound Health Corporation, Pathfinders Parenting Project
Safe and Fear-Free Environment, Inc., SAFE for Life Program
Alaska Legal Services Corporation, Children at Risk Project
REACH, Inc., Family Support Project