

ALASKA LEGISLATURE COMMITTEE FILES 1991-1992 8672
7265 HOUSE STATE AFFAIRS

DEPARTMENT OF ADMINISTRATION
PROPOSED AMENDMENTS TO HB 348

1. Page 1, line 2. Delete the word, "and".

2. Amend page 1, line 3, to read:

health and life insurance for state employees; and
permitting the state to purchase group health and life
insurance from certain organizations".

3. Amend page 1, lines 6-10, to read:

(4) In procuring a policy of group life and health insurance as provided under this section or excess loss insurance as provided in AS 29.30.091, the [THE] Department of Administration shall comply with the dual choice requirements of AS 21.86.310, and shall obtain such [THE] insurance policies [POLICY] from any insurer authorized to transact business in the state under AS 21.09 and AS 21.90, a hospital and medical service corporation authorized to operate in this state under AS 21.87, or from a health maintenance organization authorized to operate in this state under AS 21.86. Notwithstanding other provisions of law, an excess loss insurance policy may be obtained from a hospital and medical service corporation authorized to operate in this state under AS 21.87 and a life and disability insurer authorized to operate in this state under AS 21.09 and AS 21.90.

4. Amend page 1, lines 12-14, page 2, lines 1-3, to read:

(5) The Department of Administration shall make available bid specifications for desired insurance benefits or administration of benefit claims and payments to all insurance carriers authorized [LICENSED]

to operate in this [THE] state and qualified to provide the desired benefits or insurance carriers and third party administrators licensed to operate in the state and qualified to provide administrative services. The specifications shall be made available on or before July 1, 1965 and at least once every succeeding five years. The lowest responsible bid submitted by an insurance carrier or third party administrator with adequate servicing facilities shall govern selection of a carrier or third party administrator under this section, or the selection of a carrier of excess loss insurance as provided in AS 39.30.091.

5. Amend page 2, lines 27-30, to read:

(1) any insurer authorized to transact business in the state under AS 21.09 and AS 21.90 or a hospital and medical service corporation authorized to operate in this state under AS 21.87 [AN INSURANCE CARRIER] to reimburse the state for the cost of administering group insurance provided under AS 39.30.090- and AS 39.30.160; and

(2) a life and disability insurer authorized to transact business in the state under AS 21.09 and AS 21.90, a hospital and medical service corporation authorized to operate in this state under AS 21.87, or a third party administrator licensed to operate in this state for the administration of benefit claims and payments under AS 39.30.091.

Post-It™ brand fax transmittal memo 7671		# of pages • 3
To Annie.	From Eileen	
of (H) STA	Co.	
Dept.	Phone #	
Fax # 228-72278	Fax # 2135	

7-GH0103D
 Ford
 3/19/92

CS FOR HOUSE BILL NO. 348 (STATE AFFAIRS)
 IN THE LEGISLATURE OF THE STATE OF ALASKA
 SEVENTEENTH LEGISLATURE - SECOND SESSION

BY THE HOUSE STATE AFFAIRS COMMITTEE

Offered:
 Referred:

Sponsors: HOUSE RULES COMMITTEE BY REQUEST OF THE GOVERNOR

A BILL

FOR AN ACT ENTITLED

1 "An Act relating to the provision of group life ^{or group} and health insurance for sta. employees
 2 by means of self-insurance; to payment of the administrative costs of providing group
 3 health ^{or group} and life insurance for state employees; and permitting the state to purchase group
 4 health ^{or group} and life insurance from certain organizations."

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

6 • Section 1. AS 39.30.090(a)(4) is amended to read:

7 (4) In procuring a policy of group health ^{or group} and life insurance as provided
 8 under this section or excess loss insurance as provided in AS 39.30.091, the [THE]
 9 Department of Administration shall comply with the dual choice requirements of AS 21.56.310,
 10 and shall obtain the insurance policy from an [ANY] insurer authorized to transact business in
 11 the state under AS 21.05 ^{Transact Business} a hospital or medical service corporation authorized ~~to operate~~ in
 12 this state under AS 21.57 [AND AS 21.90], or [FROM] a health maintenance organization
 13 authorized to operate in this state under AS 21.56. ~~Notwithstanding any other provision of~~
 14 law. An excess loss insurance policy may be obtained from a hospital or medical service

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~~corporation authorized to operate in this state under AS 21.83 and a life or disability insurer authorized to operate in this state under AS 21.09.~~

• Sec. 2. AS 39.30.090(a) 5) is amended to read:

and medical service corporation: authorized to transact business under AS 21.87

(5) The Department of Administration shall make available bid specifications for desired insurance benefits or for administration of benefit claims and payments to all insurance carriers ^{transact business} authorized to operate ^{under AS 21.09} (LICENSED) in this (THE) state and qualified to provide the desired benefits ^{medical service corporations} and to insurance carriers and third-party administrators licensed to operate in this state and qualified to provide administrative services. The specifications shall be made available (ON OR BEFORE JULY 1, 1965, AND) at least once every (SUCCEEDING) five years. The lowest responsible bid submitted by an insurance carrier ^{medical service corporation} or third-party administrator with adequate servicing facilities shall govern selection of a carrier ^{an insurance} or third-party administrator under this section ^{to provide} or the selection of a carrier ^{excess loss} insurance as provided in AS 39.30.091.

• Sec. 3. AS 39.30 is amended by adding a new section to read:

Sec. 39.30.091. AUTHORIZATION FOR SELF-INSURANCE. Notwithstanding AS 21.86.310 or AS 39.30.090, the Department of Administration may provide, by means of self-insurance, one or more of the benefits listed in AS 39.30.090(a)(1) for state employees eligible for the benefits by law or under a collective bargaining agreement. The department shall procure any necessary excess loss insurance under AS 39.30.090.

• Sec. 4. AS 39.30.095(a) is amended to read:

(a) The commissioner of administration shall establish the group health and life benefits fund as a special account in the general fund to provide for group life and health insurance under AS 39.30.090 and 39.30.160 or for self-insurance arrangements under AS 39.30.091. The commissioner shall maintain accounts and records for the fund. The fund consists of employer contributions, employee contributions, appropriations from the legislature, and income earned on investment of the fund as provided in (d) of this section.

• Sec. 5. AS 39.30.095(b) is amended to read:

(b) After obtaining the advice of an actuary, the commissioner of administration shall determine the amount necessary to provide benefits under AS 39.30.090, 39.30.091, and 39.30.160 and shall set the rate of employer contribution and employee contribution, if any. With money in the fund, the (THE) commissioner of administration shall pay premiums, (AND)

1 claims, and administrative costs required under [IN ACCORDANCE WITH] the insurance
 2 policies in effect under AS 39.30.090 and 39.30.160, or required under self-insurance
 3 arrangements in effect under AS 39.30.091 [WITH MONEY IN THE FUND].

4 • Sec. 6. AS 39.30.095(c) is amended to read:

5 (c) The commissioner of administration or the designee of the commissioner is
 6 administrator of the fund. The commissioner may contract with

7 (1) an insurer authorized to transact business in this state under AS 21.09,
 8 or a hospital or medical service corporation authorized to ~~operate~~ ^{transact business} in this state under
 9 AS 21.87 [INSURANCE CARRIER] to reimburse the state for the cost of administering group
 10 insurance provided under AS 39.30.090 and 39.30.160; and

11 (2) a life or disability insurer authorized to transact business in the state
 12 under AS 21.09, a hospital or medical service corporation authorized to operate in this state
 13 under AS 21.87, or a third-party administrator licensed to ~~operate~~ ^{transact business} in this state for the
 14 administration of benefit claims and payments under AS 39.30.091.

15 • Sec. 7. AS 39.30.095(d) is amended to read:

16 (d) If the commissioner of administration determines that there is more money in the
 17 fund than the amount needed to pay premiums, [OR] benefits, and administrative costs for the
 18 current fiscal year, the surplus, or so much of it as the commissioner of administration considers
 19 advisable, may be invested by the commissioner of revenue in the same manner as retirement
 20 funds are invested under AS 14.25.180.

CS FOR HOUSE BILL NO. 348 (STATE AFFAIRS)
IN THE LEGISLATURE OF THE STATE OF ALASKA
SEVENTEENTH LEGISLATURE - SECOND SESSION

BY THE HOUSE STATE AFFAIRS COMMITTEE

Offered:
Referred:

Sponsor(s): HOUSE RULES COMMITTEE BY REQUEST OF THE GOVERNOR

A BILL

FOR AN ACT ENTITLED

1 "An Act relating to the provision of group life or group health insurance for state
2 employees by means of self-insurance; to payment of the administrative costs of providing
3 group health or group life insurance for state employees; and permitting the state to
4 purchase group health or group life insurance from certain organizations."

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

6 • Section 1. AS 39.30.090(a)(4) is amended to read:

7 (4) In procuring a policy of group health or group life insurance as provided
8 under this section or excess loss insurance as provided in AS 39.30.091, the [THE]
9 Department of Administration shall comply with the dual choice requirements of AS 21.86.310,
10 and shall obtain the insurance policy from an [ANY] insurer authorized to transact business in
11 the state under AS 21.09, a hospital or medical service corporation authorized to transact
12 business in this state under AS 21.87 [AND AS 21.90], or [FROM] a health maintenance
13 organization authorized to operate in this state under AS 21.86. An excess loss insurance policy
14 may be obtained from a life or disability insurer authorized to transact business in this state

1 under AS 21.09.

2 * Sec. 2. AS 39.30.090(a)(5) is amended to read:

3 (5) The Department of Administration shall make available bid specifications for
4 desired insurance benefits or for administration of benefit claims and payments to (A) all
5 insurance carriers authorized to transact business [LICENSED] in this [THE] state under
6 AS 21.09 and all medical service corporations authorized to transact business under
7 AS 21.87 who are [AND] qualified to provide the desired benefits; and (B) to insurance
8 carriers, medical service corporations, and third-party administrators licensed to transact
9 business in this state and qualified to provide administrative services. The specifications
10 shall be made available [ON OR BEFORE JULY 1, 1965, AND] at least once every
11 [SUCCEEDING] five years. The lowest responsible bid submitted by an insurance carrier,
12 medical service corporation, or third-party administrator with adequate servicing facilities
13 shall govern selection of a carrier, medical service corporation, or third-party administrator
14 under this section or the selection of an insurance carrier to provide excess loss insurance
15 as provided in AS 39.30.091.

16 * Sec. 3. AS 39.30 is amended by adding a new section to read:

17 Sec. 39.30.091. AUTHORIZATION FOR SELF-INSURANCE. Notwithstanding
18 AS 21.86.310 or AS 39.30.090, the Department of Administration may provide, by means of self-
19 insurance, one or more of the benefits listed in AS 39.30.090(a)(1) for state employees eligible
20 for the benefits by law or under a collective bargaining agreement. The department shall procure
21 any necessary excess loss insurance under AS 39.30.090.

22 * Sec. 4. AS 39.30.095(a) is amended to read:

23 (a) The commissioner of administration shall establish the group health and life benefits
24 fund as a special account in the general fund to provide for group life and health insurance under
25 AS 39.30.090 and 39.30.160 or for self-insurance arrangements under AS 39.30.091. The
26 commissioner shall maintain accounts and records for the fund. The fund consists of employer
27 contributions, employee contributions, appropriations from the legislature, and income earned on
28 investment of the fund as provided in (d) of this section.

29 * Sec. 5. AS 39.30.095(b) is amended to read:

30 (b) After obtaining the advice of an actuary, the commissioner of administration shall
31 determine the amount necessary to provide benefits under AS 39.30.090, 39.30.091, and

1 39.30.160 and shall set the rate of employer contribution and employee contribution, if any.
2 With money in the fund, the [THE] commissioner of administration shall pay premiums, [AND]
3 claims, and administrative costs required under [IN ACCORDANCE WITH] the insurance
4 policies in effect under AS 39.30.090 and 39.30.160, or required under self-insurance
5 arrangements in effect under AS 39.30.091 [WITH MONEY IN THE FUND].

6 * Sec. 6. AS 39.30.095(c) is amended to read:

7 (c) The commissioner of administration or the designee of the commissioner is
8 administrator of the fund. The commissioner may contract with

9 (1) an insurer authorized to transact business in this state under AS 21.09,
10 or a hospital or medical service corporation authorized to transact business in this state
11 under AS 21.87 [INSURANCE CARRIER] to reimburse the state for the cost of administering
12 group insurance provided under AS 39.30.090 and 39.30.160; and

13 (2) a life or disability insurer authorized to transact business in the state
14 under AS 21.09, a hospital or medical service corporation authorized to transact business
15 in this state under AS 21.87, or a third-party administrator licensed to transact business in
16 this state for the administration of benefit claims and payments under AS 39.30.091.

17 * Sec. 7. AS 39.30.095(d) is amended to read:

18 (d) If the commissioner of administration determines that there is more money in the
19 fund than the amount needed to pay premiums, [OR] benefits, and administrative costs for the
20 current fiscal year, the surplus, or so much of it as the commissioner of administration considers
21 advisable, may be invested by the commissioner of revenue in the same manner as retirement
22 funds are invested under AS 14.25.180.

FISCAL NOTE

BILL NO. CSHB 348 (SA)

STATE OF ALASKA
1992 LEGISLATIVE SESSION

Revision Date: March 18, 1992
Title: An Act relating to the provision of group life and Health insurance by means of self-insurance

Department Affected: Administration
BRU: Retirement and Benefits

Sponsor: House Rules Committee
Requestor: House State Affairs Committee

Component: Retirement and Benefits
COMPONENT SERIAL NO. 61

Expenditures/Revenues: (Thousands of Dollars)

OPERATING	FY 93	FY 94	FY 95	FY 96	FY 97	FY 98
PERSONAL SERVICES	0	0	0	0	0	0
TRAVEL	0	0	0	0	0	0
CONTRACTUAL	0	0	0	0	0	0
SUPPLIES	0	0	0	0	0	0
EQUIPMENT	0	0	0	0	0	0
LAND & STRUCTURES	0	0	0	0	0	0
GRANTS, CLAIMS	0	0	0	0	0	0
MISCELLANEOUS	0	0	0	0	0	0
TOTAL OPERATING	0	0	0	0	0	0

CAPITAL	0	0	0	0	0	0
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REVENUE FUND SOURCE:	0	0	0	0	0	0
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FUNDING: (Thousands of dollars)

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

POSITIONS

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

Estimate of current year impact: none

ANALYSIS: (attach a separate page if necessary.) This bill would authorize the Department of Administration to utilize self-insurance in addition to the competitive bid process for insurance carriers. Self-insurance could then be undertaken assuming that savings or other advantages could be demonstrated.

Prepared By: Gary Bader
Division: Retirement and Benefits

Phone: 465-4470
Date: March 18, 1992

Approved by Commissioner: Nancy Bear Usher
Agency: Department of Administration

Date: 3/20/92

(7)

F. USE COMMITTEE REPORT

Date Referred: February 26, 1992

FURTHER REFERRALS:

Judiciary

Date of Committee Action: 3/23/92

The STATE AFFAIRS Committee considered:

HB 348

HOUSE BILL NO. 348

GROUP HEALTH & LIFE INS: STATE EMPLOYEES

"An Act relating to the provision of group life and health insurance for state employees by means of self-insurance; and to payment of administrative costs of providing group health and life insurance for state employees."

RECOMMENDATIONS:

be replaced with CS HB348 (STA) the same title

a new title

have attached amendments(s)

do pass

do not pass

no recommendations

individual recommendations

additional referral to the _____ Committee

ADOPTS: _____ letter of Intent

ATTACHES NEW FISCAL NOTE(s): (Dep:)

APPROVES PREVIOUS: (Dep/Date)

fiscal impact _____

fiscal note(s) _____

zero fiscal note _____

zero fiscal note(s) ADMIN

SIGNING <u>DO</u> PASS	DP	<u>OTHER</u> RECOMMENDATIONS	DNP	NR	AM
<i>[Signature]</i>	<input checked="" type="checkbox"/>	<i>[Signature]</i>			
<i>[Signature]</i>	<input checked="" type="checkbox"/>				
<i>[Signature]</i>	<input checked="" type="checkbox"/>				
<i>[Signature]</i>	<input checked="" type="checkbox"/>				

[Signature]
CHAIRMAN'S SIGNATURE

STATE OF ALASKA

DEPARTMENT OF ADMINISTRATION

OFFICE OF THE COMMISSIONER

WALTER J. HICKEL, GOVERNOR

P.O. BOX 110200
JUNEAU, ALASKA 99811-0200
PHONE: (907) 465 2200
FAX: (907) 465 2135

March 20, 1992

The Honorable Gene Kubira
Chairman, House State Affairs
Alaska State Legislature
State Capitol
Juneau, AK 99801-1182

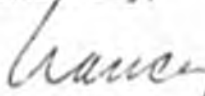
Dear Representative Kubina:

During the State Affairs Committee's consideration of HB 348, the department was asked to provide a compilation of the various risk exposures of the State and how these risks were insured.

Enclosed is a general listing of insurance coverages administered by the State. The amount of self-insurance on each of these areas, if any, is indicated.

I appreciate the committee's interest, and if additional clarification or information is needed, please let me know.

Sincerely,



Nancy Bear Yserra
Commissioner

NBU/nl

Enclosure

cc: Paul Fuhs
Legislative Liaison
Office of the Governor

STATE OF ALASKA

FY 92 Insurance Program

Coverage	Amount of Self-Insurance Per Occurrence	Limit of Insurance Coverage
PROPERTY (all risk)	\$1,000,000	\$100,000,000
(EARTHQUAKE & FLOOD)	\$1,000,000 minimum or 2%	\$100,000,000
BOILER & MACHINERY	\$10,000	\$10,000,000
LIABILITY - Per occurrence (including general liability, auto, professional liability, medical malpractice, directors & officers, etc.)	\$5,000,000	\$100,000,000 (excludes discrim., pollution, asbestos, punitive, etc.)
LIABILITY SIR AGGREGATE	\$10,000,000	\$100,000,000
FOREIGN LIABILITY	NONE	\$1,000,000
WORKERS' COMPENSATION	Full self insurance	None
MARINE LIABILITY	\$1,000,000	\$200,000,000
Marine Vessels	\$1,000,000	Specified values
FERRY DOCKS	\$250,000	Stated values \$5,000,000 Limit
AVIATION LIABILITY		
Airports	\$250,000	\$500,000,000
Aircraft	\$250,000	\$500,000,000
National Guard	\$250,000	\$500,000,000
MULTI-LINE AGGREGATE		
(Property & Marine)	\$1,000,000 SIR	\$5,000,000
(Aviation)	\$1,500,000 SIR	\$300,000,000
EMPLOYEE FIDELITY BOND	\$250,000	\$20,000,000
FOUR DAM POOL (AEA)	\$10,000,000 except quake & flood 2% - values at locations	\$50,000,000
SBS Employee Life Insurance	None	\$48,000/occurrence
SBS Acc. Death & Dismemberment	None	\$100,000/occurrence

Coverage	Amount of Self-Insurance Per Occurrence	Limit of Insurance Coverage
SBS Disability	None	Varies with salary
Basic Employee Life Insurance	None	\$2000/occurrence
Basic Employee Acc. D & D	None	\$5000/occurrence
Optional Employee Life	None	\$60,000/occurrence
Optional Employee Acc. D & D	None	\$120,000/occurrence
Employee Travel Accident	None	\$100,000/occurrence
Employee Health Insurance	None	\$250,000/lifetime
SBS Health Insurance II	None	\$250,000/lifetime
SBS Health Insurance I	None	\$1,000,000/lifetime

FISCAL NOTE

BILL NO. CSHB 348 (SA)

STATE OF ALASKA
1992 LEGISLATIVE SESSION

Revision Date: March 18, 1992
Title: An Act relating to the provision of group life and Health insurance by means of self-insurance

Department Affected: Administration
BRU: Retirement and Benefits

Sponsor: House Rules Committee
Requestor: House State Affairs Committee

Component: Retirement and Benefits
COMPONENT SERIAL NO. 64

Expenditures/Revenues: (Thousands of Dollars)

OPERATING	FY 93	FY 94	FY 95	FY 96	FY 97	FY 98
PERSONAL SERVICES	0	0	0	0	0	0
TRAVEL	0	0	0	0	0	0
CONTRACTUAL	0	0	0	0	0	0
SUPPLIES	0	0	0	0	0	0
EQUIPMENT	0	0	0	0	0	0
LAND & STRUCTURES	0	0	0	0	0	0
GRANTS, CLAIMS	0	0	0	0	0	0
MISCELLANEOUS	0	0	0	0	0	0
TOTAL OPERATING	0	0	0	0	0	0
CAPITAL	0	0	0	0	0	0
REVENUE FUND SOURCE:	0	0	0	0	0	0

FUNDING: (Thousands of dollars)

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

POSITIONS

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

Estimate of current year impact: none

ANALYSIS: (attach a separate page if necessary) This bill would authorize the Department of Administration to utilize self-insurance in addition to the competitive bid process for insurance carriers. Self-insurance could then be undertaken assuming that savings or other advantages could be demonstrated.

Prepared By: Gary Bader
Division: Retirement and Benefits

Phone: 465-4470
Date: March 18, 1992

Approved by Commissioner: Nancy Bear Usara
Agency: Department of Administration

Date: 3/21/92

FISCAL NOTE

BILL NO. CSHB 348 (SA)

STATE OF ALASKA
1992 LEGISLATIVE SESSION

Revision Date: March 18, 1992
Title: An Act relating to the provision of group life and Health insurance by means of self-insurance

Department Affected: Administration
BRU: Retirement and Benefits

Sponsor: House Rules Committee
Requestor: House State Affairs Committee

Component: Retirement and Benefits

COMPONENT SERIAL NO. 64

Expenditures/Revenues: (Thousands of Dollars)

OPERATING	FY 93	FY 94	FY 95	FY 96	FY 97	FY 98
PERSONAL SERVICES	0	0	0	0	0	0
TRAVEL	0	0	0	0	0	0
CONTRACTUAL	0	0	0	0	0	0
SUPPLIES	0	0	0	0	0	0
EQUIPMENT	0	0	0	0	0	0
LAND & STRUCTURES	0	0	0	0	0	0
GRANTS, CLAIMS	0	0	0	0	0	0
MISCELLANEOUS	0	0	0	0	0	0
TOTAL OPERATING	0	0	0	0	0	0

CAPITAL	0	0	0	0	0	0
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REVENUE FUND SOURCE:	0	0	0	0	0	0
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FUNDING: (Thousands of dollars)

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

POSITIONS

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

Estimate of current year impact: none

ANALYSIS: (attach a separate page if necessary.) This bill would authorize the Department of Administration to utilize self-insurance in addition to the competitive bid process for insurance carriers. Self-insurance could then be undertaken assuming that savings or other advantages could be demonstrated.

Prepared By: Cary Bader
Division: Retirement and Benefits

Phone: 465-4470
Date: March 18, 1992

Approved by Commissioner: Nancy Bear Usara
Agency: Department of Administration

Date: 3/2/92

FISCAL NOTE

STATE OF ALASKA
1992 LEGISLATIVE SESSION

BILL NO. HB 348

Revision Date: _____
Title: An Act relating to group life and health insurance for State employees by means of self-insurance.
Sponsor: Rules Committee
Requestor: Governor

Department Affected: Administration
BRU: Risk Management
Component: Risk Management

COMPONENT SERIAL NO.

0	0	7	1
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Expenditures/Revenues: (Thousands of Dollars)

OPERATING	FY 93	FY 94	FY 95	FY 96	FY 97	FY 98
PERSONAL SERVICES	0	0	0	0	0	0
TRAVEL	0	0	0	0	0	0
CONTRACTUAL	0	0	0	0	0	0
SUPPLIES	0	0	0	0	0	0
EQUIPMENT	0	0	0	0	0	0
LAND & STRUCTURES	0	0	0	0	0	0
GRANTS, CLAIMS	0	0	0	0	0	0
MISCELLANEOUS	0	0	0	0	0	0
TOTAL OPERATING	0	0	0	0	0	0

CAPITAL	0	0	0	0	0	0
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REVENUE FUND SOURCE:	0	0	0	0	0	0
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FUNDING: (Thousands of Dollars)

GENERAL FUND	0	0	0	0	0	0
FEDERAL FUNDS	0	0	0	0	0	0
OTHER FUND SOURCE:	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0

POSITIONS:

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

Estimate of current year impact: 0

ANALYSIS: (Attach a separate page if necessary.)

See attached.

Prepared by: Donald J. Hitchcock
Division: Risk Management

Phone: 465-2183
Date: 12.11.91

Approved by Commissioner: Nancy Bear Usara
Agency: Administration

Date: 1/22/92

Distribution (by preparer): Leg. Fin., Legislative Sponsor, Requestor, OMB/DBR, Gov. Legis. Ctr., & Impacted Agency(ies).

CONTINUATION OF FISCAL NOTE ANALYSIS
House Bill No. 348

This bill is enabling legislation to allow the State to self insure state employee medical and/or life insurance benefits. It is anticipated that any possible increased state administrative costs for such a program should be more than offset through increased income from cash flow and other cost savings. In other words a self insurance program would be implemented only if cost savings is possible.

Potential benefits of a self insurance program would be elimination of certain insurance company charges; positive control of the insurance program which might include use of employee incentives to reduce costs; and increased competition from bidders for administration and/or aggregate loss (excess) insurance policies.

The present medical benefits program for active state employees costs the State approximately \$65,000,000. a year therefore cash flow and interest earnings may become an important fiscal consideration.

Possible problems due to a catastrophic increase in claims costs for any one year may be controlled through purchase of aggregate loss policies to pay excess costs either on an individual claim basis or in the aggregate.

Passage of this enabling legislation is fundamental to making all options available to the State in the administration and implementation of a cost effective group health and life benefits plan for its employees.

FISCAL NOTE

BILL NO. HB 348

STATE OF ALASKA
1992 LEGISLATIVE SESSION

Revision Date: _____
Title: An Act relating to the provision of group life and

Department Affected: Administration
BRU: Retirement & Benefits

health insurance for state employees by means of self-insurance

Component: Retirement & Benefits

Sponsor: House Rules Committee
Requestor: Governor

COMPONENT SERIAL NO. 64

Expenditures/Revenues: (Thousands of Dollars)

OPERATING	FY 93	FY 94	FY 95	FY 96	FY 97	FY 98
PERSONAL SERVICES	0	0	0	0	0	0
TRAVEL	0	0	0	0	0	0
CONTRACTUAL	0	0	0	0	0	0
SUPPLIES	0	0	0	0	0	0
EQUIPMENT	0	0	0	0	0	0
LAND & STRUCTURES	0	0	0	0	0	0
GRANTS CLAIMS	0	0	0	0	0	0
MISCELLANEOUS	0	0	0	0	0	0
TOTAL OPERATING	0	0	0	0	0	0

CAPITAL	0	0	0	0	0	0
---------	---	---	---	---	---	---

REVENUE FUND SOURCE:	0	0	0	0	0	0
----------------------	---	---	---	---	---	---

FUNDING: (Thousands of dollars)

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

POSITIONS

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

Estimate of current year impact: None

ANALYSIS: (attach a separate page if necessary) This bill would authorize the Department of Administration to utilize self funding for health insurance in addition to the competitive bid process for insurance carriers. Self-insurance could then be undertaken assuming that savings or other advantages could be demonstrated.

Prepared By: Gary Bader
Division: Retirement and Benefits

Phone: 465-4470
Date: 12-12-91

Approved by Commissioner: Nancy Bear Ukena
Agency: Department of Administration

Date: 1/27/92

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

Rev 10/90

Page 1 of 1



House State Affairs Committee

Representative Gene Kubina, Chair

DATE: March 23, 1992

PLACE: Capital Room 102

SUBJECT OF MEETING:

- HB 348-Relating to Grp Health & Life Insur.: State Empl
- HB 507-Relating to IBC Annexation Proposals
- *HB 565-Relating to Approp: Contr. Settlement Contr
- HJR 3 -Relating to Change Term of Represen.to 4 Yrs
- *HJR 72-Relating to Compensation for Legislators
- SB 337-Relating to Retirement Incentive Programs
- HJR 63-Relating to Support Military at Ft Richardson

NAME	REPRESENTING	BUSINESS/PERSONAL MAILING ADDRESS	ZIP	(H) PHONE	(W) PHONE	DO YOU WANT TO TESTIFY?		WHAT SUBJECT/ WHICH BILL?
Sandra Wicks	DCRA				4750	<input checked="" type="radio"/>	<input type="radio"/>	if needed on HB 507
Jerry Burnett	R. Phillips			400	4949	<input checked="" type="radio"/>	<input type="radio"/>	if needed HJR 63
Wilma	DOA				2200	<input type="radio"/>	<input checked="" type="radio"/>	HB 348 / SB 337
DON KOCH	DN OF INSURANCE	PO Box 110805 JUN	99511		2577	<input checked="" type="radio"/>	<input type="radio"/>	ANSWER 4/28/92 HB 348
Sally Kelly	DNB				3508	<input checked="" type="radio"/>	<input type="radio"/>	SB 337
Cheryl Isaacs	OMB					<input checked="" type="radio"/>	<input type="radio"/>	HB 565
Mike Mc Miller	Admin					<input type="radio"/>	<input checked="" type="radio"/>	HB 565
Joan Coon	Admin				4404	<input type="radio"/>	<input checked="" type="radio"/>	
Ben Jim Duncan						<input type="radio"/>	<input type="radio"/>	
Rip Landy Phillips						<input type="radio"/>	<input type="radio"/>	
						<input type="radio"/>	<input type="radio"/>	



House State Affairs Committee

Representative Gene Kubina, Chair

DATE: March 18, 1992

PLACE: Capital Room 102

SUBJECT OF MEETING:
 HJR 69 - Relating to Statehood for Wash. D.C.
 *HJR 3 - Relating to Change Terms of Representatives to four Years
 HB 348 - Relating to Grp Health & Life Insurance State Employees
 SB 146 - Relating to Limited Privileges for Revoked Licenses

SJR 37 - Relating to Source Tax

NAME	REPRESENTING	BUSINESS/PERSONAL MAILING ADDRESS	ZIP	(H) PHONE	(W) PHONE	DO YOU WANT TO TESTIFY?		WHAT SUBJECT/ WHICH BILL?
Gene Kubina	DIA			5-2300		<input checked="" type="radio"/>	<input type="radio"/>	HB 348
MIKE MILLER Mike Miller	Rep	Juneau		516-3007		<input checked="" type="radio"/>	<input type="radio"/>	HJR 69
Juanita Hensley	DPS/Dmv	Juneau		465- 6335		<input checked="" type="radio"/>	<input type="radio"/>	SB 146
Fay Dufany	DMV	5700 E Tudor Anch 99507			264-5539	<input checked="" type="radio"/>	<input type="radio"/>	SB 146
Rick Veltford	Senator	Capital Rm 103		4158		<input checked="" type="radio"/>	<input type="radio"/>	SJR 37
						<input type="radio"/>	<input type="radio"/>	
						<input type="radio"/>	<input type="radio"/>	
						<input type="radio"/>	<input type="radio"/>	
						<input type="radio"/>	<input type="radio"/>	
						<input type="radio"/>	<input type="radio"/>	
						<input type="radio"/>	<input type="radio"/>	
						<input type="radio"/>	<input type="radio"/>	

HB

371

FISCAL NOTE

BILL NO. HB 371

STATE OF ALASKA
1992 LEGISLATIVE SESSION

Revision Date: _____
 Title: "An act relating to computation of credited service in the Public Employees Retirement System for seasonal Employees"
 Sponsor: Boyer
 Requestor: House State Affairs Committee

Department Affected: Administration
 BRU: Retirement and Benefits
 Component: Retirement and Benefits
 COMPONENT SERIAL NO. 64

Expenditures/Revenues: (Thousands of Dollars)

OPERATING	FY 93	FY 94	FY 95	FY 96	FY 97	FY 98
PERSONAL SERVICES	0	0	0	0	0	0
TRAVEL	0	0	0	0	0	0
CONTRACTUAL	319.6	0	0	0	0	0
SUPPLIES	0	0	0	0	0	0
EQUIPMENT	0	0	0	0	0	0
LAND & STRUCTURES	0	0	0	0	0	0
GRANTS, CLAIMS	0	0	0	0	0	0
MISCELLANEOUS	0	0	0	0	0	0
TOTAL OPERATING	319.6	0	0	0	0	0

CAPITAL	0	0	0	0	0	0
---------	---	---	---	---	---	---

REVENUE FUND SOURCE:	0	0	0	0	0	0
-------------------------	---	---	---	---	---	---

FUNDING: (Thousands of dollars)

GENERAL FUND	0	0	0	0	0	0
FEDERAL FUNDS	0	0	0	0	0	0
OTHER FUNDSOURCE	319.6	0	0	0	0	0
TOTAL	319.6	0	0	0	0	0

POSITIONS

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

Estimate of current year impact: \$0

ANALYSIS: (attach a separate page if necessary.) Programming changes must be made to two automated systems, these costs are estimated for the enhancements necessary to maintain data not currently maintained.

Prepared By: Gary Bader *[Signature]*
 Division: Retirement and Benefits

Phone: 465-4470
 Date: January 23, 1992

Approved by Commissioner: Nancy Bear Usery *[Signature]*
 Agency: Department of Administration

Date: 1/24/92

Alaska State Legislature

REPRESENTATIVE
MARK BOYER

VICE CHAIRMAN
HOUSE FINANCE COMMITTEE



House of Representatives

FAIRBANKS

1098 LAKEVIEW TERRACE
FAIRBANKS, ALASKA 99701
(907) 456-6473

JUNEAU

P.O. BOX V
STATE CAPITOL
JUNEAU, ALASKA 99811
(907) 465-3466

MEMORANDUM

TO: Rep. Gene Kubina, Chair
House State Affairs Committee

FROM: Rep. Mark Boyer *MB*

DATE: January 14, 1992

RE: HB 371, credited service for seasonal employees

I would like to request that HB 371 be scheduled for a hearing in the State Affairs Committee.

Currently seasonal employees only receive PERS credit for 37.5 hours per week, even though they may have worked many more hours due to overtime. HB 371, would allow these employees to receive PERS credit based on the number of hours actually worked, not to exceed 1950 hours per year, the equivalent of a full year of service.

Thank you.

FAIRBANKS 20B

Many seasonal employees work as inspectors along side construction workers on highway projects. Traditionally, construction workers earn their pension credits on a hours worked basis. This is due to the long hours of work in the construction season verses little or no work in the off-season. Under this type of system a worker is much more likely to achieve a vesting requirement during their tenure in that field and thereby earning a pension which fairly represents the service to the employer.

Currently under PERS a seasonal worker may actually work close to, or over the maximum annual hours (1,950). Their PERS credited service however, will only reflect the number of days worked.

Example:

State employee works from April-September, 6 days per week and 12 hours a day (the schedule is set by the contractor) for 5 years.

312 hours per month x 6 months worked = 1,872 hours per year

1,872 x 5 years = 9,360 hours total service

Under the current law this employee is 2.5 years short of vesting in PERS, even though he has just 390 (approximately 2.5 months regular full-time work) fewer hours then the regular full-time employee (1950 hours x 5 years =9,750).

In this example, if we applied our proposed amendment the seasonal employee would have received 4.8 years of credited service. The 1950 hour cap in the proposed legislation prevents a seasonal employee from making out better then a regular full time employee, who does not and would not earn service credit for hours worked over 1950 in any year.

2) Permanent part-time employees under AS 39.35.300(b) receive credited service on a pro rata basis. This creates an inequity. Since part-time employees have credited services cut to reflect hours worked below the standard work day, it logically follows that seasonal employees should receive credited service for hours worked over the standard work day.

3) The Employee Retirement Income Security Act (ERISA), is our nations most comprehensive and far reaching law regarding pension plans. While the State of Alaska is not bound by the ERISA it most certainly influences the statues and regulations for PERS. Under ERISA a pension plan must grant workers a full "year of service" when an employee has at least 1,000 hours of service in a year. (See (3)(A)of Code 1052) Additionally, in the case of seasonal industries, the Secretary of the Department of Labor may set an even lower standard than 1,000 hours. For example the Alaska Laborers-Employers Construction Industry Pension Trust Fund uses a minimal 250 hour threshold to get a vested year.

4) Opponents of this legislation may argue that overtime wages is the vehicle in which employees are compensated for denial of pension credit for time worked. This argument is totally without merit. The Fair Labor Standards Act as well as years of collective bargaining history, clearly, recognize overtime compensation as a penalty for working employees over the maximum standards. Additionally, contributions are paid by both the employer and the employee for all overtime work. Under the current system the employee is simply robbed of their time worked for pension purposes.

1460 Old Richardson Hwy.
Fairbanks, Ak. 99705
Jan. 25, 1992

Rep. Mark Boyer
Pouch V
Juneau, AK.

Post-It™ brand fax transmittal memo 7671		# of pages > 1	
To Rep. Mark Boyer		From Michael McGowan	
Co.		Co.	
Dept.		Phone # 4747916	
Fax # 465 3841		Fax # 4747335	

Dear Representative Boyer:

I would like to express my support for HB371. This is probably the most important employment issue affecting turnover of seasonal fire fighters at State Forestry. This bill would go a long ways to recognize the important role served by the seasonal workforce within Alaska. It would create more incentive for workers to return each year rather than look for other jobs. This will help maintain a more stable workforce. The State will benefit through greater efficiency of experienced fire fighters and save unnecessary expense of training new recruits.

If you had a raging forest fire near your home, would you prefer to be protected by a workforce averaging fifteen fire seasons of experience or three fire seasons of experience? These people have to rapidly make decisions that can affect life safety of whole communities and obligate the State for millions of dollars. The Tok fire in 1990 cost over \$20 million. Has anybody even wondered how many fire seasons experience the Initial Attack Incident Commander had? You would probably insist on having an experienced surgeon do a heart bypass rather than an intern so why not use the same logic in hiring seasonal employees?

Most seasonal forestry technicians are funded for five months work per year. It takes about ten to twelve years just to get vested for retirement. Based on an average season of 500 hours of overtime, vestment would occur within eight or nine years with HB 371 in effect. This is a big deal to someone thinking of remaining with a seasonal job or looking elsewhere.

I have personally worked at State Forestry as a seasonal for eleven years and have accumulated aproximately eight years time in service. If my overtime had been included, I would have accumulated eleven years of time in service. If I continue to work another fifteen years without HB371, I will probably only have a total of sixteen years of service for retirement at age 55. HB 371 would boost that up to a total of twenty three years.

I would like to ask you to amend HB 371 to include a provision to allow seasonal employees to receive credited service for all overtime worked since their original date of hire. Let's stop treating the seasonal workforce in the State like they're a bunch of second class citizens. An hours service credit for every hour worked is only fair to those who go beyond the call of duty to serve the State.

Please feel free to contact me at 488-2096 (home) or 474-7916 (work) if you need any further information. Thanks for your support.

Sincerely,
Michael G. McGowan
Michael G. McGowan

1-25-92

Rep.

465-2278

Dear Sirs:

Boyer

Concerning House Bill No. 371 by Representative Boyer introduced 1/13/92 in State Affairs, Finance.

Please make this Bill a law.

I have worked for the State of Alaska Division of Forestry since May of 1985, as a permanent seasonal Fire Fighter (Forest Technician). In that time period I have accumulated no less than 300 hours of overtime on the average, each March to September season. These over time hours were accrued during forest fires performing exhaustive and often hazardous duty, in charge of fire fighting crews and often millions of dollars of equipment to suppress forest fires.

From the overtime moneys, I contributed to SBS, and retirement funds. I didn't receive credit for overtime on even an hourly rate, for time in service. I would like to receive the hours I work in overtime to count on my retirement on an hour for hour or even at the time and a half rate. At this point we gain nothing for this extra time in service on our retirement. Money is deducted from this time for SBS, and Retirement; we should get credit for time in service that will count on our years in service for retirement too.

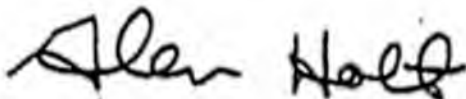
Please understand that overtime paid to seasonal employees is often paid for duty far from home or duty station, in field conditions for weeks or months, away from family, often in the bush, doing hazardous and tiring jobs. This overtime regardless of how it is paid to the employee, either as overtime paid immediately or paid out during extra months after the work season, is indeed and should be considered time in service on our Retirement.

I am a dedicated seasonal and professional employee of the State. Each year I return to the job as a seasonal to earn the main part or all of my entire years income. Full time jobs in the Division even with my experience and education in Forestry are scarce. In the past we have lost good, qualified, productive employees and the skills they learned or possessed on the job. Passing this Bill would help encourage a more stable better trained employee to remain with the Division rather than "burning out" at a job where extra time doesn't count for the future in retirement. I can tell you that on our bodies and physically, that extra time does count.

Thankyou for considering this important Bill, I look forward to hearing how you handle it.

Sincerely,

Glen Holt



STATE OF ALASKA

DEPARTMENT OF NATURAL RESOURCES
DIVISION OF FORESTRY

WALTER J. HICKEL, GOVERNOR

P.O. BOX 190
MCGRATH, ALASKA 99627
PHONE: (807) 524-2010

HB 371

January 24, 1992

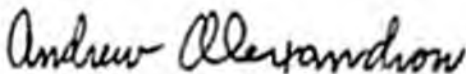
Mr. Mark Boyar,

I am a seasonal employee on the overtime/seasonal leave option and I very much want to voice my support for HB 371. As you know funds are take out and paid into PERS while I'm on this leave option and the time does not count toward my retirements. That is not right and something needs to be done about it, HB 371 is that something. At present I'd have to work till I'm 76 years old to retire with 30 years of service. As an Assistant Area Forester and the nature of the wildland fire suppression work that I do I would not ever see a 30 year retirement under the present system.

The demands of the job and the hardships encountered with a busy fire season takes it's toll on the body as the years go by. Other issues like health problems that arise from continued exposure to smoke and dust and the risk regarding aircraft travel to perform job duties is an everyday occurrence for me and my colleagues. The job demands more than just time, it requires the giving of the soul and body.

Any thing that can be done to assist dedicated employees should be pursued to the limits. I support HB 371 and the effort that you are putting forth.

Sincerely,



Andrew Alexandrou
Assistant Area Forester

Date of Committee Action: 1/27/92

The STATE AFFAIRS Committee considered:

HB 371

HOUSE BILL NO. 371

CREDITED SERVICE FOR SEASONAL EMPLOYEES

"An Act relating to computation of credited service in the public employees' retirement system for seasonal employment."

RECOMMENDATIONS: the same title
be replaced with _____ a new title

have attached amendments(s)

do pass

do not pass

no recommendations

individual recommendations

additional referral to the _____ Committee

ADOPTS: _____ letter of Intent

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

APPROVES PREVIOUS: (Dept, Date) _____

fiscal impact _____

fiscal note(s) _____

zero fiscal note Dept of Admin

zero fiscal note(s) _____

SIGNING DO PASS	DP	OTHER RECOMMENDATIONS	DNP	NR	AM
<i>Eugene H. Kukina</i>	X	<i>Frank White</i>			<input checked="" type="checkbox"/>
<i>Tom Maise</i>	X	<i>Mike Mulroy</i>			<input checked="" type="checkbox"/>
<i>Bob</i>	<input checked="" type="checkbox"/>	<i>Paul Chodsko</i>			<input checked="" type="checkbox"/>
<i>W. Chruskoff</i>	<input checked="" type="checkbox"/>				

Eugene H. Kukina
CHAIRMAN'S SIGNATURE

Alaska State Legislature

REPRESENTATIVE
MARK BOYER

VICE CHAIRMAN
HOUSE FINANCE COMMITTEE

FAIRBANKS

1098 LAKEVIEW TERRACE
FAIRBANKS, ALASKA 99701
(907) 450-6473

JUNEAU

P.O. BOX V
STATE CAPITOL
JUNEAU, ALASKA 99811
(907) 465-3466

House of Representatives

MEMORANDUM

TO: Rep. Gene Kubina, Chair
House State Affairs Committee

FROM: Rep. Mark Boyer *MB*

DATE: January 14, 1992

RE: HB 371, credited service for seasonal employees

I would like to request that HB 371 be scheduled for a hearing in the State Affairs Committee.

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Thank you.



House State Affairs Committee

Representative Gene Kubina, Chair

DATE: January 27, 1992

PLACE: Capitol Room 102

SUBJECT OF MEETING:
 *HB 301 - Relating to Regular Legislative Sessions
 *HB 328 - Relating to Public Comment on Proposed Regulations
 *HB 371 - Relating to Credited Service for Seasonal Employees

NAME	REPRESENTING	BUSINESS/PERSONAL MAILING ADDRESS	ZIP	(H) PHONE	(W) PHONE	DO YOU WANT TO TESTIFY?		WHAT SUBJECT/ WHICH BILL?
Deborah Behr	Dept of LAW	P.O. Box R Juneau, AK	99801		465-3600	<input checked="" type="radio"/> Y	<input type="radio"/> N	HB 328
						<input type="radio"/> Y	<input checked="" type="radio"/> N	
BOB STALNAKER	DIV. OF RETIREMENT	P.O. BOX CR JUNEAU		447	4470	<input checked="" type="radio"/> Y	<input type="radio"/> N	HB 371
Laird A. Jones	ADFG Divul B ds	PO BOX 25526 Juneau AK	99802 5526	#5	4110	<input checked="" type="radio"/> Y	<input type="radio"/> N	HB 328
						<input type="radio"/> Y	<input type="radio"/> N	
						<input type="radio"/> Y	<input type="radio"/> N	
						<input type="radio"/> Y	<input type="radio"/> N	
						<input type="radio"/> Y	<input type="radio"/> N	
						<input type="radio"/> Y	<input type="radio"/> N	
						<input type="radio"/> Y	<input type="radio"/> N	
						<input type="radio"/> Y	<input type="radio"/> N	

HB

385

(7)

Date Referred: January 13, 1992

FURTHER REFERRALS:

Labor & Commerce
Finance

Date of Committee Action: 2/14/92

The STATE AFFAIRS Committee considered:

HB 385

HOUSE BILL NO. 385

STATE EMPLOYEE VDT SAFETY

"An Act relating to video display terminals."

RECOMMENDATIONS:

be replaced with CS HB 385 (STA) the same title
 a new title

have attached amendments(s)

do pass

do not pass

no recommendations

individual recommendations

additional referral to the _____ Committee

ADOPTS: _____ letter of Intent

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

APPROVES PREVIOUS: _____ (Dept/Chair)

fiscal impact Admin

fiscal note(s) _____

zero fiscal note LABOR

zero fiscal note(s) _____

SIGNING DO PASS	DP	OTHER RECOMMENDATIONS	DNP	NR	AM
<i>Eugene G. Kubisa</i>					
<i>Mike Miller</i>					
<i>John Baber</i>					

Eugene G. Kubisa
CHAIRMAN'S SIGNATURE

7-LS1567J -
Cramer
2/5/92

CS FOR HOUSE BILL NO. 385 ()
IN THE LEGISLATURE OF THE STATE OF ALASKA
SEVENTEENTH LEGISLATURE - SECOND SESSION

BY

Offered:
Referred:

Sponsor(s): REPRESENTATIVES ULMER, B.Davis, Bruckman

A BILL
FOR AN ACT ENTITLED

1 "An Act relating to video display terminals."

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

3 • Section 1. FINDINGS. The legislature finds that

4 (1) the use of video display terminals poses a significant health and safety risk to the
5 workers of the state;

6 (2) investigations conducted by the National Institute for Occupational Safety and Health
7 of video display terminal (VDT) operators resulted in recommendations for workstation design and other
8 measures to reduce musculoskeletal and vision complaints among VDT users;

9 (3) studies world-wide have demonstrated elevated musculoskeletal discomforts and other
10 disorders in VDT operators as compared with non-VDT workers; research has shown that inadequate
11 workstation adjustment and lack of operator knowledge of adjustments and other remedies are associated
12 with musculoskeletal discomforts and other complaints; the consensus of the National Institute, the World
13 Health Organization, and the American National Standards Institute is that adjustable VDT workstations
14 in combination with training on proper adjustment of the workstation substantially contribute to a

1 healthier environment for VDT operators;

2 (4) reduction of the health and safety risks through education of state workers and
3 modification or replacement of the VDT workstation and associated equipment will help prevent VDT
4 related injuries, thus reducing health insurance and workers' compensation costs to the state.

5 * Sec. 2. AS 39.90 is amended by adding a new section to read:

6 Sec. 39.90.160. VIDEO DISPLAY TERMINAL USE. (a) A state agency shall attempt
7 to provide for proper use of video display terminals. The head of a state agency shall appoint,
8 for each qualified worksite of the agency, a person responsible for providing information to other
9 employees on the physical risks associated with improper use of video display terminals and on
10 their proper use. The Department of Administration shall provide training to the appointee in
11 the ergonomically proper use of video display terminals and the measures and work habits that
12 may avoid or lessen physical risks associated with improper video display terminal use. If there
13 are more than 75 terminals in close proximity within the same agency, the agency shall designate
14 at least one qualified worksite for each 75 video display terminals.

15 (b) The Department of Administration shall prepare notices to advise state employees
16 using video display terminals about the ergonomically proper use of the terminals. The
17 department shall provide the notices to the persons appointed under (a) of this section. Those
18 persons shall post the notices at the qualified worksite for which they are responsible and shall
19 add information on how employees who desire more information may reach them.

20 (c) The Department of Administration shall prepare and make available to state agencies
21 notices advising state employees using video display terminals at a worksite that is not part of
22 a qualified worksite about the ergonomically proper use of video display terminals. Each state
23 agency shall mail a copy of the notice to those employees who use a video display terminal at
24 a location that is not part of a qualified worksite together with a statement advising the
25 employees of the name and how to contact the nearest available person trained in proper use of
26 video display terminals under (a) of this section.

27 (d) A state agency that purchases, leases, or installs office equipment related to video
28 display terminal workstations shall comply with the American National Standard for Human
29 Factors for Engineering of Visual Display Terminal Workstations, ANSI/HFS Standard No. 100-
30 1988 or a subsequent standard that the commissioner of administration determines is at least as
31 protective of the health and safety of the user of a video display terminal as that standard.

1 (e) This section does not
2 (1) create a cause of action by any person against the state or an agency of the
3 state, whether at law or otherwise;
4 (2) establish a standard of care;
5 (3) amend or alter administrative remedies of employees; or
6 (4) amend or alter collective bargaining agreements entered into by the state or an
7 agency of the state.

8 (f) In this section,
9 (1) "agency" or "state agency" includes the executive, legislative, and judicial
10 branches of state government, the University of Alaska, and the Alaska Railroad Corporation;
11 (2) "qualified worksite" means a unit or cluster of at least four video display
12 terminals in regular use that are housed together or in close proximity within the same agency;
13 (3) "terminal" or "video display terminal" means an electronic video screen data
14 presentation machine, commonly called a video display terminal, and includes cathode-ray tubes;
15 "terminal" does not include a television, cash register, or oscilloscope screen.

16 • **Sec. 3. REPORTS.** (a) The Department of Administration shall report to the legislature one year
17 and two years after the effective date of this section on implementation of the training program and the
18 equipment purchase requirements of AS 39.90.160, enacted by sec. 2 of this Act.

19 (b) The Department of Labor shall report to the legislature on or before January 15, 1993, and
20 January 15, 1994, concerning injuries related to video display terminals that are identified in the initial
21 report of occupational injuries.

22 • **Sec. 4. INITIAL TRAINING AND POSTING OF NOTICES.** The Department of Administration
23 shall comply promptly with the requirements for preparation of notices and provision of training so that,
24 within one year after the effective date of this Act, state agencies will have been able to comply with
25 the requirements for posting notices and training current employees set out in AS 39.90.160, enacted by
26 sec. 2 of this Act.

Post-It™ brand fax transmittal memo 7571 # of pages > 1

To	Barnaby Dow	From	Jan B. Smith
Co.	Rep. Ulmer	Co.	Fish & Game
Dept.		Phone #	465-4160
Fax #	2108	Fax #	465-4168

January 27, 1992

Mr. Barnaby Dow
State Capitol, Room 421
Juneau, AK 99811

Dear Mr. Dow:

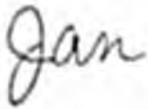
I understand Representative Fran Ulmer is requesting information regarding carpal tunnel syndrome and the use of video display terminals.

My first problem with carpal tunnel syndrome began about two years before I began working for the State of Alaska. At the time, I was employed as a nurse during the day and did medical transcription at home during the evening using an electric typewriter. During this time, I developed pain in my hands and wrists to the extent that at one point I had to wear custom-molded, fiberglass splints, sometimes on one and sometimes on both wrists. This continued until I stopped doing medical transcription at home.

In July 1988, I began working for the state as a clerk typist, and within a few months I began to have problems with my wrists again. While shopping for office supplies one day, I noticed a "wrist rest" device and requested permission to buy one. My supervisor thought I was being silly to want to spend state money in such a manner, but finally allowed the purchase. Coworkers ridiculed me for using the wrist rest, and frequently I returned to my desk to find the wrist rest on the floor. However, soon after beginning to use the wrist rest, my symptoms abated and I have had essentially no problems with carpal tunnel syndrome since.

In August 1990, I began working for the Department of Fish and Game, Division of Fisheries Rehabilitation, Enhancement and Development (FRED). Shortly thereafter, I obtained a wrist rest, received no ridicule for using it, and continue to be symptom-free.

Sincerely,



Jan. B. Smith



Alaska Health Project

Information and advocacy on occupational and environmental health.
1818 W. Northern Lights Blvd., Suite 103, Anchorage, Alaska 99517
(907) 276-2864 In State 800-478-2864 Fax 907-279-3089 Modem 907-279-3128

January 23, 1992

Representative Ulmer
State Capitol
Juneau, AK 99801-1182

Dear Representative Ulmer:

The Alaska Health Project has for the past twelve years advocated for improved safety and health at the work place. We are in support of HB 385 on Video Display Terminals. The use of the keyboard and computer have become the basic tools for much of the State's work force. It is very important that any tool be used wisely and with precautions to prevent injury.

The video display terminal has many associated health problems including the position of the users hands, arms, back, legs, and neck and head. Working for many hours with limited breaks in physical posture creates strain on many body parts. An ergonomic review of any process that is repetitive and requires the body to maintain a particular position will show multiple areas of stress.

The incidence of spontaneous abortions among users of VDTs was first thought to be due to the electromagnetic fields. Upon further research it was found that it was due to long periods of the body being held in tension, in one position. This working position stress reduced circulation to the abdomen and contributed to the miscarriages. It is now recommended that any user of a keyboard be allowed a ten minute alternative work activity for each fifty minutes of typing. This stimulation of the body reduces stress and improves health.

We support HB 385. We would like to see it expanded in two areas. First, we would like to see it deal with the ergonomic concerns of all State employees in office activities. This would include individuals who are required to stand at counters or photocopy machines for extended periods. It should also deal with those who use standard keyboards on typewriters or calculators for long continuous periods.

Second, we would like to see it deal with the electromagnetic fields associated with electronic equipment.

Representative Ulmer

Page 2

This would include video display terminals, computers, copiers, blue line machines, laminators and other equipment which give off electromagnetic radiation. It is important to know where these machines are located, the extent of their fields as they pass through walls and floors, and how frequently employees are required to be within those fields. It is true that the exact impact of electromagnetic fields is currently under debate, however, the more recent investigations are finding that there does seem to be an increase in cancer promotion for those who regularly work in electromagnetic fields.

We support HB 385 and urge that it move forward. If possible we would appreciate inclusion of the above concerns to broaden the bill. Thank you.

Sincerely,

Kris Benson for

Carl M. Hild, M.S. Sci.Mgmt.
Executive Director

CS FOR HOUSE BILL NO. 385 ()
 IN THE LEGISLATURE OF THE STATE OF ALASKA
 SEVENTEENTH LEGISLATURE - SECOND SESSION

BY

Offered:

Referred:

Sponsor(s): REPRESENTATIVES ULMER, B.Davis

A BILL

FOR AN ACT ENTITLED

1 "An Act relating to video display terminals."

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

3 • Section 1. AS 39.90 is amended by adding a new section to read:

4 Sec. 39.90.160. VIDEO DISPLAY TERMINAL USE. (a) A state agency shall attempt
 5 to provide a hazard free worksite for state employees who use a video display terminal. The
 6 head of a state agency shall appoint, for each worksite of the agency at which video display
 7 terminals are used, a person responsible for providing information to other employees on the
 8 hazards and safe use of video display terminals. The Department of Administration shall train
 9 the appointee in the hazards of video display terminals and the measures that may be taken to
 10 avoid or lessen those hazards.

11 (b) The Department of Administration shall prepare notices to advise state employees
 12 about the hazards and safe use of video display terminals. The department shall provide the
 13 notices to the persons appointed under (a) of this section. Those persons shall post the notices
 14 at the worksite for which they are responsible and shall add to the notices information on how

1 employees who desire more information may reach them.

2 (c) A state agency may not purchase, lease, or install office equipment related to video
3 display terminal workstations unless the equipment complies with the American National
4 Standard for Human Factors for Engineering of Visual Display Terminal Workstations,
5 ANSI/HFS Standard No. 100-1988 or a subsequent standard that the commissioner of
6 administration determines is at least as protective of the health and safety of the user of a video
7 display terminal as that standard.

8 (d) In this section,

9 (1) "agency" or "state agency" includes the executive, legislative, and judicial
10 branches of state government, the University of Alaska, and the Alaska Railroad Corporation;

11 (2) "terminal" or "video display terminal" means an electronic video screen data
12 presentation machine, commonly called a video display terminal, and includes cathode-ray tubes;
13 "terminal" does not include a television, cash register, memory typewriter, oscilloscope screen,
14 or fixed console computer aided design drafting (CADD) hardware equipment.

15 * Sec. 2. REPORTS. (a) The Department of Administration shall report to the legislature one year
16 and two years after the effective date of this section on implementation of the training program and the
17 equipment purchase requirements of AS 39.90.160, enacted by sec. 1 of this Act.

18 (b) The Department of Labor shall report to the legislature on or before January 15, 1993, and
19 January 15, 1994, concerning injuries arising from the use of video display terminals in the workplace.

RSI

has become the nation's leading work-related illness. How are reporters and editors coping with it?

BY DIANA HEMBREE AND RICARDO SANDOVAL

◆ 1988: A young reporter arrives for her first day of work at the Concord, New Hampshire, *Monitor*. In the ensuing weeks, she finds that the newsroom increasingly resembles a combat zone: several reporters on the small staff have their arms wrapped in Ace bandages or held stiff by plastic braces. At times, some move about with their arms held out like sleepwalkers; others dash to the restroom: periodically for warm-water wrist massages. What is going on around here? the reporter asks herself.

◆ 1990: During a long staff meeting at the *Sun Jose Mercury News* in northern California, a number of reporters fiddle with the laces of their wrist braces or annoy colleagues with the "zip, pop ... zip, pop" of Velcro snaps. Missing is one veteran reporter who has recently undergone neck surgery — an extreme remedy that one newsroom executive considers the result of years of typing notes with the phone receiver tucked between shoulder and ear.

◆ 1991: Reporters at the *Los Angeles Times* saddle up for a "chair derby" — a noisy free-for-all in which normally

serious journalists test-drive ergonomically correct chairs and other equipment. Nearby, several colleagues play with pneumatic height-adjustment buttons like kids who have just discovered a car's power windows.

These are snapshots of life in today's newsrooms — workplaces in which one finds increasing numbers of employees who suffer from disabling hand, arm, neck, and shoulder disorders collectively known as Repetitive Strain Injury, or RSI (see "A Newsroom Hazard Called RSI," *CJR*, January/February 1987). Since 1987, RSI has ranked as the country's leading occupational illness. Two years ago the Department of Labor estimated that the number of cases of disorders associated with repeated trauma had climbed to 146,000 — six times higher than the 1980 figure.

No one knows for certain how many of the afflicted are journalists, but some figures provide at least a rough outline of the extent of the problem. David J. Eisen, director of research and information for The Newspaper Guild, says that the guild has logged nearly 3,000 cases of RSI among employees in the Canadian and U.S. news industries, a figure he believes represents only a fraction of the total. Citing the need for more surveys, Eisen says, "RSI is like rice in a kettle of soup. It doesn't come

to the surface until you've stirred the pot."

Eisen's claim that RSI is underreported is backed up by a study by the California Department of Health Services, which found that in California's high-tech Santa Clara County state occupational safety and health officials had reported seventy-one cases of carpal tunnel syndrome in 1987 — the same year that health-care providers there reported treating nearly 4,000 cases of the same work-related form of RSI. Ironically, new policies that some newspapers have adopted to prevent RSI may discourage journalists from reporting their disorders.

Consider the example of the *San Francisco Examiner*, where a full 60 percent of the editorial and clerical staff responding to a guild survey reported symptoms of RSI. Early this year the paper decided that several employees whose doctors had determined they should work only part-time would be sent home on disability, which pays roughly one-third of a person's salary. One disgruntled editor said in a recent interview, "I have RSI and I don't know anyone [around here] who doesn't, but I'm certainly not going to tell management about it now. To me, the policy means that if they cripple you they can just throw you away." (*The Examiner*

Diana Hembree is news editor and Ricardo Sandoval an associate of the San Francisco-based Center for Investigative Reporting, where several employees have recently developed symptoms of RSI.

VDTs and Workplace Harmony

from *Labor Relations Today*

COMPLIMENTS OF THE
ALASKA STATE LIBRARY

Editor's Note: Information professionals have been using video display terminals in higher than average numbers since their arrival in the workplace. Now we must seriously consider the effect they may be having on our employees.

Video display terminals (VDTs) first appeared in America's workplaces during the 1960s. Since then, their numbers have grown in immense proportions, from less than a million in 1976 to more than 40 million in American workplaces today. By the year 2000, experts estimate that half of all Americans will be operating VDTs at work. But as VDT use increases, so do reported incidences of carpal tunnel syndrome (CTS).

A nerve disorder, CTS is grouped with repetitive motion injuries such as tendonitis and other disorders affecting the back, hands, wrists and arms. "There has been an exponential explosion in the reporting of these disorders," according to Dr. Roger Stephens, an ergonomist at the U.S. Department of Labor's Occupational Safety and Health Administration (OSHA).

This surge in diagnosed cases of cumulative trauma disorders—CTS in particular—is plaguing an increasing number of white-collar workers, even though traditionally CTS has been associated with workers in manufacturing jobs requiring intensive hand movements. The reason? The disease primarily is caused when repetitive, but not necessarily forceful, motions are made with bent or twisted wrists. Thus, the wrist, hand and finger movements commonly made by VDT users can trigger CTS.

Over time, continuous motions can irritate tendons, which begin to press against a main nerve. The condition can quickly grow worse, because the irritated tendons swell and compress the main, or Median, nerve in the fairly narrow carpal tunnel.

During early stages of CTS, stopping the aggravating activity, splinting the wrist during rest and taking anti-inflammatory drugs can ease the symptoms and even help recovery. Advanced

remains debilitating for life.

Reducing incidences of CTS basically requires an ergonomic work environment: designing a workstation that fits the worker instead of expecting the worker to fit. "The crux of the issue," says Stephens, "is adjustable workstations. If you don't have those, you're hamstrung."

Yet, typically, VDT workstations (and most jobs for that matter) are designed "for that mythical 50-percentile individual, which means that most everything is too big for half of the folks or too small for the other half," Stephens says.

Fortunately, increasing numbers of companies are addressing workstation redesign to reduce CTS's frequency. US West in Phoenix has offices "as close to ergonomically perfect as you can get," according to David LeGrande, Occupational Health and Safety Coordinator for the Communications Workers of America (CWA).

LeGrande co-chairs the US West joint ergonomics committee that developed guidelines for the company's recently redesigned workstations. "The activity [on workstation ergonomics] at US West was substantive. It involved people at the top who had an opportunity to implement policy," LeGrande says.

Confronting occupational ergonomic problems benefits employers and employees. Workers are healthier, absenteeism is lower and morale improves. To achieve these benefits, however, workplace hazards that lead to problems like CTS must first be acknowledged and corrected.

Soon, many more employers may find themselves looking into workplace ergonomics, if San Francisco officials' recent action is any indication. In December its Board of Supervisors approved the country's most far-reaching VDT safety legislation, although busi-

"You have to educate the people; they're slouchers. They sit in such weird positions. We have to convince them that they'd feel better if they sat in an ergonomic position."

ness stages, however, are characterized by weakened grip, continual numbness and persistent pain. Once the condition exists in an advanced stage, it has no guaranteed cure.

Surgery—an expensive "last resort" that can quickly drain employee benefit funds—often alleviates pain, but does not always allow the CTS sufferer to return to work. In fact, surgery can actually aggravate the condition, which then

nesses have up to four years to comply with its standards. It requires city and government agencies and businesses with 15 or more employees to provide adjustable chairs and keyboards and, upon request, glare screens and wrist rests for employees working four hours or more daily at VDTs. The ordinance also requires employers to grant VDT users short rest breaks after two hours of continuous work.

Several other state legislatures and city governments are looking into VDT safety legislation, as well. While no federal VDT safety law exists right now, OSHA can cite ergonomic hazards, like ill-designed VDT stations, under a catch-all clause covering occupational hazards that don't have federal standards as yet.

Completely eliminating carpal tunnel syndrome, however, calls for worker awareness as well. "You have to educate the people; they're slouchers. They sit in such weird positions," says Hester Hursh, Wisconsin Bell's Medical Director. "We have to convince them that they'd feel better if they sat in an ergonomic position."

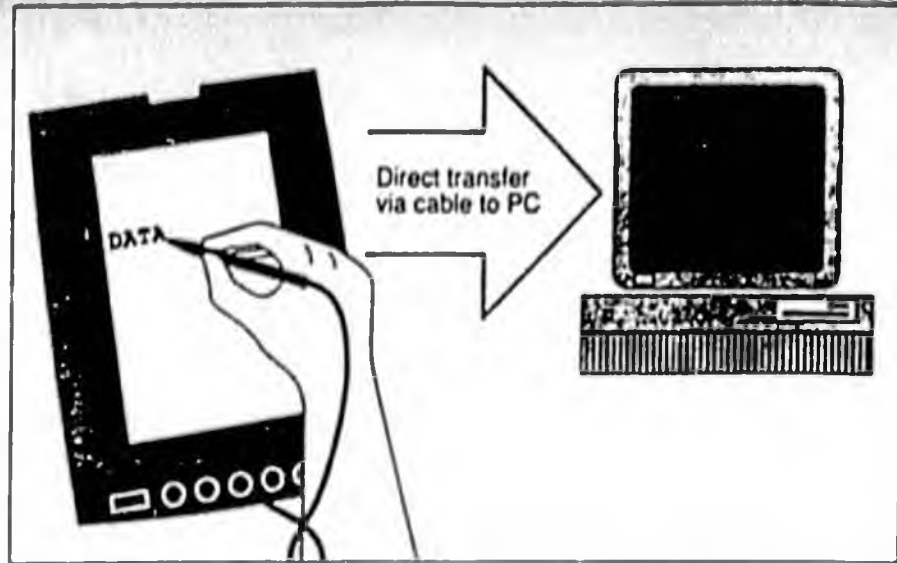
According to published OSHA guidelines, workers should take frequent short rest breaks from their VDT stations and should sit up straight when working at the terminal with hands and forearms parallel to the floor and wrists straight.

Launching ergonomic educational training programs and redesigning workstations—even retrofitting existing desks and keyboards with ergonomic adjustments—is not cheap. LeGrande says it costs at least \$1500 per workstation to make comprehensive ergonomic corrections, including the operator's chair, keyboard, table, any screen and window glare, overhead and area lighting, and foot or wrist rests.

But treating CTS has an even bigger price tag. According to OSHA, CTS costs about \$3500 in benefits and rehabilitation and up to \$30,000 in surgery fees and indirect costs per person.

"It's cost effective to do ergonomic analysis," says Stephens. "It's a proactive endeavor where workers, management, government and academia can work together to try and improve the quality of methods, tools, workstations, and lastly, the work itself."

Labor Relations Today is published bi-monthly by the U.S. Department of Labor, Management Relations and Cooperative Programs.



The electronic clipboard (left) recognizes the user's handwriting, eliminating the need to retype field test data.

Using Clipboard Computers for Field Tests

by Ed Watt

Testing high-tech equipment in the field is a study in contrasts. The system under test may employ state-of-the-art computers, but the testers themselves use the lowliest of low-tech data collection systems: a pencil, a sheaf of paper forms and a clipboard. Of course, there is nothing wrong with this approach, unless the data are destined to be reduced by computer. Then someone has the tedious job of re-typing all that information, while the test officer worries about errors, lost time and increased expense.

All that may be a thing of the past. The U.S. Army Electronic Proving Ground (USAEPG) has begun using electronic clipboards—portable computers that accept handwritten input and convert it to PC-compatible data—to streamline the cycle of data collection, reduction and analysis. Apart from the obvious benefit of eliminating the need to keypunch manually collected data, use of these computers on a recent test demonstrated other advantages: improved error-checking, better control over the conduct of the test and closer coordination with the test customer.

Description

The electronic clipboard is a lightweight, PC-compatible portable computer with a large liquid-crystal display (LCD) screen. Although the unit can accept input from a detachable keyboard, its unique aspect is the transparent touch-sensitive screen built into the display. The user writes (in block capital letters) on the screen with an electronic stylus. Initially, the computer displays an electronic image of the user's pen strokes directly under the point of the stylus, giving the user the feeling of writing on a slate. After a moment of computation, computer-generated characters replace the handwritten input. If there is an error in this interpretation, the user can cross out the incorrect character and rewrite it.

The electronic clipboard can be programmed to display data entry forms on the screen, very much like paper forms. Unlike paper forms, the entry fields can be set up to accept only particular kinds of input data—letters or numbers, for example—or to accept data only within a particular range. To turn pages, the user touches

Casualties of the Keyboard

A push to end injuries from computer use

The pain in Susan Harrigan's arms at times has been so intense that she couldn't open doors or clean her teeth. Even worse, she can't teach her 8-year-old daughter to roller skate because it hurts too much to hold the child's hand. "The slightest use of my arms can set off the pain," says Harrigan, a reporter at the Long Island newspaper *Newsday*. Harrigan is one of a dozen journalists at several news organizations who have filed several suits recently against Alex Publishing, the Bedford, Mass.-based company that designed and manufactured their employers' computer systems. (Alex, which includes *Newsweek* among its clients, has declined to comment on the suits.) The journalists claim that the design of their computers has led to neck, wrist, hand and arm pain—a syndrome doctors call repetitive strain injury (RSI).

A few decades ago, on the job injuries conjured up images of employees stooped by hard labor or felled by heavy equipment. But with automation, more and more workers are spending their days tethered to a computer. That may seem like safer work, but many occupational-safety specialists contend it can be just as hazardous to employees' health as old-fashioned factory work. According to the Bureau of Labor Statistics, RSI accounted for nearly half of all 1988 workplace illnesses in private industry, compared to only 18 percent in 1981. This group still includes meatpackers and textile workers, who have long been susceptible to RSI; but the big addition has been data processors, whose job performance is often judged by the amount of information they put into the computer within a set time. Journalists are at risk because they spend long hours at the keyboard under deadline stress.

Fears about working with computers are not new. Since the widespread introduction of video-display terminals (VDTs) into the workplace in the late 1970s, many employees have worried about the possible side effects of spending so much time in front of a terminal. Some of those concerns abated in the early 1980s, when government researchers found that VDTs presented no real danger from excessive

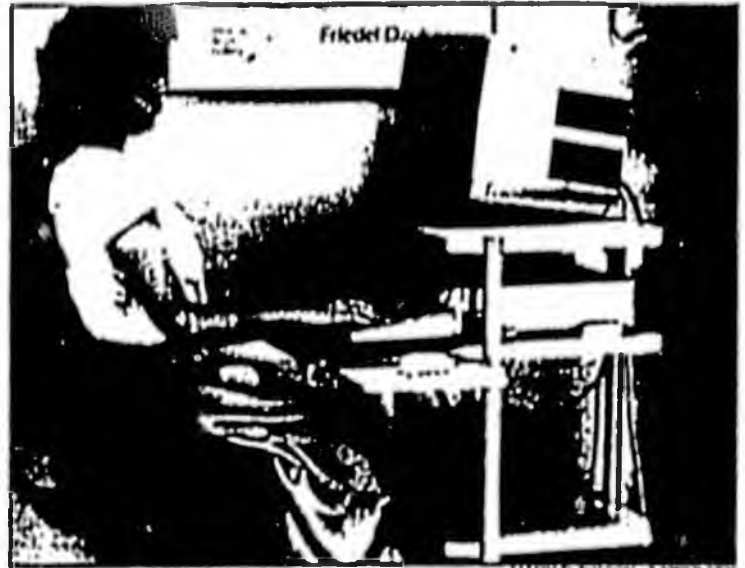


BAD?

Employees at *Newsday* work in front of their video display terminals; many have complained of injuries

BETTER?

Workers suffer fewer injuries when their screens are at or just below eye level and their tables are adjustable



radiation. Then, a few isolated studies seemed to indicate some increase in miscarriages among pregnant women using video-display terminals. But so far, scientists have been unable to establish any clear connection between miscarriages and computers.

The real hazard seems to be the nature of the work itself. Hours at the computer put continuous stress on the wrists, elbows and shoulders. Tendons in the arm become inflamed, squeezing the nerves; the result is numbness and pain. Without early diagnosis and treatment, these injuries can develop into serious lifelong disabilities and loss of ability to work.

Fortunately, experts on ergonomics, who study how humans adapt to the workplace, believe that a few design alterations can minimize problems. Next month, the government is expected to issue voluntary guidelines that reflect current knowledge in office design. "We must consider the work station as a whole," says Susan Burt of the National Institute of Occupational Safety and Health.

Most experts agree on some general rules for office design. To ease back and neck tension, terminals should be placed so that the top of the screen is at eye level or

just below. Adjustable terminal bases and desks allow for differences in height and build. Feet should be flat on the floor and, with elbows at 90 degrees, fingers should just reach the keyboard comfortably. Chairs should provide good back support. Glare from windows or indoor lighting should be minimal to prevent eye strain. Some doctors think computer screens with white backgrounds produce less glare than those with dark screens.

Warning signs: Employees can take some preventive measures on their own as well. Experts say that frequent short breaks from work are crucial. Dr. Linda Morse, a Santa Clara County, Calif., occupational-health official who has been working with RSI patients for a decade, says computer users should—at the very least—stretch their arms for a few minutes each hour. Employees should be alert for early symptoms. The sooner RSI is treated, the more likely a complete recovery. Warning signs include discomfort, stiffness or pain.

The key, experts say, is to make the office adapt to humans instead of the other way around. Then the office of the future will work for everybody.

BARBARA KANTROWITZ and
ROSEANNE COOPER

Alaska State Legislature

Legislative Research Agency



P.O. Box Y
Juneau, AK 99811-3100
Phone: (907) 165-3991
Fax: (907) 163-3331

October 4, 1991

MEMORANDUM

TO: Representative Fran Ulmer

FROM: Linda J. Snow *L. Snow*
Legislative Analyst

RE: Repetitive Strain Injury Associated with Use of Video Display Terminals
Research Request 92.043

You asked for information about adverse health effects associated with the use of video display terminals (VDTs). You specifically asked about the incidence and seriousness of repetitive strain injuries (RSI), and what Alaska state government positions are most at risk for this type of injury.

In this report, we present a summary of a recent report by the National Institute for Occupational Safety and Health (NIOSH), entitled *Occupational Health Aspects of Work with Video Display Terminals*.¹ Next we discuss the types of occupations that are most likely to be affected by RSI and other injuries associated with VDT usage.² We then identify which positions held by state employees are most at risk to develop the foregoing types of injuries.

SUMMARY OF RECENT NATIONAL INSTITUTE OF OCCUPATIONAL SAFETY AND HEALTH REPORT

Today, about half the jobs in the U.S. involve work with VDTs. Many studies have examined the possible health effects of VDT use. A recent unpublished report by the NIOSH (February 1991) entitled *Occupational Health Aspects of Work with Video Display Terminals* reviews and summarizes the existing reports on the subject. The report discusses four areas of health concern for VDT users. These areas are visual system dysfunction (eye strain), musculoskeletal disorders, stress and adverse pregnancy outcomes.

¹This study was completed by NIOSH in February 1991. It has not yet been published.

²Repetitive strain injury results from repeating the same motion over and over. It can lead to inflammation of joints and pain and numbness of extremities.

Eye Strain

Eye strain (including sore eyes, blurred vision and headaches) is the most common health complaint of VDT users. At least 50 percent of VDT users have reported occasional symptoms of eye strain, although eye strain is not unique to VDT work. There is little evidence of enduring functional problems resulting from VDT-related eyestrain. Recent studies suggest no link between the use of VDTs and increased risk of cataract development.

Some suggestions to lessen the adverse impact of VDT work on vision are: 1) to test and correct the vision of the affected workers; 2) to modify VDT display characteristics such as contrast, sharpness, type design, image stability and color to reduce discomfort; and 3) to provide adequate and appropriate workplace lighting.

Musculoskeletal Disorders

Early NIOSH studies have shown that 75 percent of VDT workers experience occasional back and neck discomfort on the job. More recent NIOSH studies show that 20 to 25 percent of VDT workers experience almost daily upper torso discomfort.

Musculoskeletal disorders include repetitive strain injuries (RSI). About 40 percent of 834 newspaper employees studied reported symptoms of cumulative trauma disorder during a one-year period. Neck and shoulder pain were prevalent complaints of the subjects. However, recent studies have shown that the hand and wrist are also susceptible to musculoskeletal disorders in VDT work. Although there is no conclusive evidence of RSI from use of VDTs, the World Health Organization stated in a recent report that injury from repeated stress is possible. Recent studies seem conclusive that chronic pain and disability are influenced by cultural, social and psychological forces. However, physical causes of chronic pain and disability cannot be ruled out.

Evidence exists that ergonomic changes in the work environment can reduce musculoskeletal discomfort associated with VDT use. It appears that the stationary and sedentary characteristics of VDT work are the primary risk factor. Tasks can be redesigned to allow for job rotation and more frequent rest breaks. Improved work station design may lessen musculoskeletal discomfort.

Stress

A third health effect examined in the NIOSH study is stress. In the U.S., increased VDT usage has caused a change in the content and organization of work tasks. Following is a list of factors that contribute to stress in VDT workers:

- increased work pressure;
- reduced autonomy;
- increased management control over the work process;
- concerns about computer breakdowns and delays;
- physical immobility;
- excessive repetition;
- reduced skill and experience levels;
- reduced task variety; and
- more uncertainty over job security and promotion opportunities.

Although stress is apparent in all VDT-related jobs, it is most pronounced in lower-level clerical jobs. Stress may result in mental disorders, cardiovascular diseases and psychological disorders. In California, 70 percent of workers compensation claims from stress came from white collar workers, and 40 percent came from the sales and clerical level. Stress can be relieved by making jobs challenging and varied; making sure that tasks have some kind of closure, or an end product; and by improving the social environment of the workplace.

Adverse Pregnancy Outcomes

It has long been claimed that VDT usage causes adverse pregnancy outcomes; however, no conclusive evidence of any relationship between VDT use and adverse pregnancy outcomes is available. A recent NIOSH report on the subject found no relationship between the two.

AT-RISK OCCUPATIONS

According to Betsy Jordon with the Bureau of Labor Statistics in Washington, D.C., disorders associated with repetitive motion (RSI) now make up 52 percent of reported job-related illnesses. Reports of carpal tunnel syndrome have increased more rapidly in recent years than reports of any other job-related illness.

³Carpal tunnel syndrome is the swelling of the tendons where they pass through the front of the wrist. The resulting pressure can cause pain, numbness and weakness of the hands.

Representative Ulmer
October 4, 1991
Page 4

Barbara Webster, with the Liberty Mutual Insurance Company, stated that 1.5 percent of that company's insurance claims, and 2.5 percent of their costs in 1990, were for RSI. The average award per case in 1990 was \$6,168. Ms. Webster said that no one in the insurance industry keeps statistics on the occupations of those making claims for RSI, but managers in the insurance industry generally believe keyboard operators are one of the highest at-risk groups for that type of injury. The industries most affected by RSI are:

- meat and poultry cutting and packing industry;
- electronic manufacturing industry;
- telephone operators; and
- data entry/secretarial agencies.

The fourth category, secretarial and data processing agencies, file 1 percent of all workers' compensation claims in the U.S. A large number of claims for RSI are filed by reporters, automotive workers, and upholsterers.

In Alaska, 289 of 11,998 workers compensation claims made in 1990 were for inflammation of the joints. According to Jim Wilson, labor economist with the Alaska Department of Labor, this category of injury is caused almost exclusively by repetitive motion. Carpal tunnel syndrome is not included in the foregoing category of injury and is difficult to separate from its primary category of nervous system disorders.

STATE EMPLOYEES IN AT-RISK OCCUPATIONS

Table A (attached) presents a list of the most obvious job classes at risk to develop RSI and other VDT-associated health disorders in Alaska state government. It is difficult to tell what the exact duties of a particular position may entail, however, those listed in Table A are likely to require many hours of typing or data entry using VDTs. Just as some of these positions may not use VDTs for a significant portion of their duties, many other job classes not listed here (the state has over 1,300 job classes) may use VDTs for a major portion of their work day. The 2,056 positions represented by these job classes account for nearly 10 percent of the total positions in state government.⁴

I hope this information is helpful to you. If you have further questions, please feel free to call this office.

Attachment

⁴The state FY 92 budget (after vetoes) funds 21,018 positions.

TABLE A

**State of Alaska Positions at Risk
for Repetitive Strain Injury
(as of September 1991)**

CLASS CODE	CLASS TITLE	NUMBER OF POSITIONS
1122	Clerk Typist II	93
1123	Clerk Typist III	786
1145	Legal Secretary I	99
1146	Legal Secretary II	30
1151	Secretary I	106
1152	Secretary II	24
1182	Correspondence Secretary I	4
1183	Correspondence Secretary II	4
1184	Correspondence Secretary III	12
1185	Administrative Support Technician I	3
1186	Administrative Support Technician II	0
1187	Administrative Support Technician III	9
1188	Administrative Support Technician IV	4
1191	Data Processing Clerk I	38
1192	Data Processing Clerk II	60
1193	Data Processing Clerk III	16
1201	Accounting Clerk I	4
1202	Accounting Clerk II	98
1203	Accounting Clerk III	144
1204	Accountant I	4
1205	Accountant II	26
1210	Accounting Technician I	100
1211	Accounting Technician II	66
1212	Accounting Technician III	32
1217	Permanent Fund Dividend Specialist I	11
1218	Permanent Fund Dividend Specialist II	2
1219	Permanent Fund Dividend Specialist III	2
1610	Data Processing Assistant	2
1611	Data Processing Technician I	14
1612	Data Processing Technician II	27
1613	Data Processing Technician III	12
1621	Analyst Programmer I	10
1622	Analyst Programmer II	26
1623	Analyst Programmer III	64
1624	Analyst Programmer IV	92
1625	Analyst Programmer V	52
	Total	2,056

Note: This table presents the number of existing state positions. These positions may or may not be filled at any given time.

Source: Alaska Department of Administration, Division of Personnel.

Prepared by the Legislative Research Agency, October 1991 (92-043A)

TESTIMONY OF DEBRA KNUTSON
BEFORE THE HOUSE STATE AFFAIRS COMMITTEE
HONORABLE GENE KUBINA, CHAIRMAN
ON HOUSE BILL 385
"STATE EMPLOYEE V.D.T. SAFETY"
JANUARY 29, 1992

GOOD MORNING. MY NAME IS DEBRA KNUTSON. FOR THE RECORD, MY MAILING ADDRESS IS 5875 GLACIER HIGHWAY, NO. 4, JUNEAU, ALASKA 99801.

I WANT TO BEGIN MY TESTIMONY BY THANKING CHAIRMAN KUBINA FOR ALLOWING ME TO TESTIFY ON BEHALF OF HOUSE BILL 385, AND BY THANKING REPRESENTATIVE FRAN ULMER FOR INTRODUCING THIS MUCH-NEEDED LEGISLATION.

FOR THE PAST 10 YEARS, I HAVE WORKED IN THE ALASKA DEPARTMENT OF ADMINISTRATION'S TYPING POOL AND WORD PROCESSING CENTER, AND FOR TWO YEARS PRIOR TO THIS I WORKED IN THE ALASKA DEPARTMENT OF EDUCATION AS A CLERK TYPIST. IN THE PAST 12 YEARS, MY WORK HAS CONSISTED ALMOST EXCLUSIVELY OF TYPING EITHER ON TYPEWRITERS, AS I DID IN THE DEPARTMENT OF EDUCATION, OR ON COMPUTER KEY BOARDS WITH VISUAL DISPLAY TERMINALS.

I SUPPORT HOUSE BILL 385 BECAUSE MY WORK EXPERIENCE WITH THE STATE LED TO MY DEVELOPING CARPAL TUNNEL SYNDROME AND THE NEED FOR CORRECTIVE SURGERY. I BELIEVE THIS BILL CAN NOT ONLY PREVENT OTHER STATE WORKERS FROM DEVELOPING THIS SYNDROME AND THE SURGERY NEEDED TO CORRECT IT, BUT ALSO BECAUSE, IF ENACTED BY THE LEGISLATURE, THIS BILL CAN SAVE THE STATE MONEY IN TERMS OF LOST EMPLOYEE WORK TIME, HEALTH BENEFIT COSTS TO THE STATE AND WORKERS' COMPENSATION COSTS TO THE STATE.

MY PROBLEMS WITH CARPAL TUNNEL SYNDROME BEGAN ABOUT TWO YEARS AGO. AT THAT TIME I NOTICED A TINGLING SENSATION IN MY HANDS AND FINGERS AS I WORKED.

(CONTINUED)

HOUSE STATE AFFAIRS COMMITTEE
TESTIMONY OF DEBRA KNUTSON ON H.B. 385
PAGE TWO

WHEN THIS SENSATION PERSISTED FOR THREE OR FOUR MONTHS, I WENT TO SEE MY DOCTOR, DOCTOR ISTO, AT THE VALLEY MEDICAL CLINIC. AFTER EXAMINING ME, DR. ISTO ASKED ABOUT MY WORKING CONDITIONS. SHE TOLD ME THAT I PROBABLY HAD THE BEGINNINGS OF CARPAL TUNNEL SYNDROME. THIS WAS THE FIRST TIME I WAS AWARE THAT THERE WAS SUCH A THING AS CARPAL TUNNEL SYNDROME. AFTER SEEING DR. ISTO, I TOLD MY SUPERVISOR AT WORK ABOUT THE DOCTOR'S COMMENTS, BUT NOTHING WAS DONE TO ALTER MY WORKING SITUATION OR TO EASE THE PAIN. IN FACT, MY SUPERVISOR SUGGESTED SEEING A CHIROPRACTOR AND ALSO SUGGESTED I LOSE WEIGHT.

DR. ISTO PROVIDED SPLINTS FOR MY HANDS, BUT THESE DID NOT REALLY HELP. I KEPT WORKING AT MY COMPUTER KEY BOARD AT THIS TIME BECAUSE I AM A SINGLE PARENT WITH A FIVE-YEAR OLD CHILD AND MY JOB IS OUR SOLE MEANS OF SUPPORT. BUT THE TINGLING IN MY HANDS GOT WORSE, LEADING TO A NUMBNESS FROM MY RIGHT HAND TO THE ELBOW. AND THE PAIN FROM THIS WAS KEEPING ME AWAKE AT NIGHT. DR. ISTO SAID MY PROBLEM WAS FROM CONTINUOUS TYPING AT WORK, AND THAT I SHOULD CHECK WITH DR. PERKINS, WHO IS MORE EXPERT AT NERVE AND TENDON DAMAGE, AND IS FAMILIAR WITH CARPAL TUNNEL SYNDROME.

DR. PERKINS SAID I HAD NERVE DAMAGE FROM CARPAL TUNNEL SYNDROME, AND RECOMMENDED CORRECTIVE SURGERY. DR. CEDAR DID THE SURGERY ON MY RIGHT HAND IN JUNE 1991. I MISSED ABOUT A WEEK'S WORTH OF WORK, AND APPLIED FOR NORMAL SICK LEAVE.

ON MY RETURN TO WORK AFTER THE SURGERY THE OFFICE WAS SYMPATHETIC AND ALLOWED ME TO TAKE A BREAK FROM TYPING BY DOING PROOFING, OR EDITING, WORK FOR ABOUT TWO MONTHS. WHEN I RETURNED TO MY REGULAR WORK, THE OFFICE PROVIDED WRIST RESTS AS A PREVENTIVE MEASURE, AND THEY HAVE HELPED A LOT. IT TOOK ABOUT TWO WEEKS TO GET THE WRIST RESTS BECAUSE THERE IS SUCH A DEMAND FOR THEM NOW THAT MORE PEOPLE ARE BECOMING AWARE OF CARPAL TUNNEL SYNDROME.

(CONTINUED)

HOUSE STATE AFFAIRS COMMITTEE
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PAGE THREE

WHILE I AM NOT AN EXPERT IN THIS AREA, IT SEEMS TO ME THAT BY PROVIDING THE \$15.00 WRIST RESTS AT A MUCH EARLIER TIME AND ALTERING FROM TIME TO TIME MY WORKING CONDITIONS, THE STATE MIGHT HAVE SAVED THE \$3,000.00 IN MEDICAL EXPENSES PAID THROUGH MY HEALTH INSURANCE POLICY, AND CERTAINLY WOULD HAVE SAVED THE WORK TIME I LOST AS A RESULT OF DEVELOPING CARPAL TUNNEL SYNDROME. I ALSO BELIEVE THAT PASSAGE OF HOUSE BILL 385 COULD HELP REDUCE THE STATE'S RISING HEALTH CARE COSTS.

AGAIN, MY THANKS TO CHAIRMAN KUBINA FOR ALLOWING ME TO TESTIFY, AND TO REPRESENTATIVE ULMER FOR INTRODUCING HOUSE BILL 385. IF THE COMMITTEE HAS ANY QUESTIONS ABOUT MY SITUATION, I WILL DO MY BEST TO ANSWER THEM.

THANK YOU.

(END OF TESTIMONY)

AMENDMENT

Rep. Ulmer

HB 385 - "An Act relating to video display terminals."

Page Two, Line 19. After the words "concerning injuries" DELETE "arising" and INSERT "identified on the initial Report of Occupational Injury."

TESTIMONY OF GEORGE IMBSEN
REPRESENTING THE ALASKA STATE EMPLOYEES ASSOCIATION
BEFORE THE HOUSE STATE AFFAIRS COMMITTEE
ON HOUSE BILL 385
"STATE EMPLOYEE V.D.T. SAFETY"
JANUARY 29, 1992

GOOD MORNING. FOR THE COMMITTEE RECORD, MY NAME IS GEORGE IMBSEN AND MY MAILING ADDRESS IS 2113 SECOND STREET, DOUGLAS, ALASKA 99824. I HAVE BEEN AN EMPLOYEE OF THE STATE OF ALASKA FOR 16 YEARS, AND FOR THE PAST 14 YEARS HAVE WORKED AS A CIVIL ENGINEER FOR THE ALASKA DEPARTMENT OF TRANSPORTATION.

I WOULD LIKE TO BEGIN BY THANKING COMMITTEE CHAIRMAN KUBINA FOR ALLOWING ME TO TESTIFY ON BEHALF OF HOUSE BILL 385, AND TO THANK REPRESENTATIVE FRAN ULMER FOR INTRODUCING THE BILL WHICH, I BELIEVE, CAN RECTIFY SAFETY AND HEALTH PROBLEMS FOR STATE WORKERS AND CAN SAVE THE STATE MONEY. I AM ALSO A MEMBER OF THE ALASKA STATE EMPLOYEES ASSOCIATION AND MY TESTIMONY TODAY REFLECTS THE DESIRES OF ASEA AND ITS APPROXIMATELY 9,000 MEMBERS WITH REGARD TO HOUSE BILL 385.

WHILE ASEA SUPPORTS THIS BILL, WE DO FEEL THAT IT NEEDS SOME IMPROVEMENTS TO PROTECT THE SAFETY AND HEALTH OF STATE WORKERS WHO SPEND A GOOD DEAL OF THEIR TIME WITH VISUAL DISPLAY TERMINALS AND COMPUTER KEYBOARDS.

FIRST, I WOULD RECOMMEND TO THE COMMITTEE AND THE BILL'S SPONSOR THAT SECTION ONE OF THE BILL BE AMENDED TO DELETE THE DEPARTMENT OF ADMINISTRATION AS THE STATE AGENCY RESPONSIBLE FOR TRAINING AND IMPLEMENTING HEALTH AND SAFETY REGULATIONS THE BILL MAY INCLUDE FOR VISUAL DISPLAY TERMINALS. INSTEAD, I WOULD RECOMMEND THESE RESPONSIBILITIES BE PLACED WITH THE STATE DEPARTMENT OF LABOR'S DIVISION OF OCCUPATIONAL SAFETY AND HEALTH.

(CONTINUED)

HOUSE STATE AFFAIRS COMMITTEE
GEORGE IMBSEN TESTIMONY ON H.B. 385
PAGE TWO

SECOND, AS PRESENTLY DRAFTED, HOUSE BILL 385 CONTAINS NO COMPLIANCE DEADLINES WHICH THE STATE MUST MEET FOR IMPLEMENTATION OF HEALTH AND SAFETY MEASURES REGARDING STATE EMPLOYEES WHO WORK WITH VISUAL DISPLAY TERMINALS. I STRONGLY URGE THE BILL'S SPONSOR AND THE COMMITTEE TO INCLUDE SUCH COMPLIANCE DEADLINES IN HOUSE BILL 385 TO AVOID ANY FURTHER DELAYS IN PROTECTING STATE EMPLOYEES FROM CARPAL TUNNEL SYNDROME AND OTHER HEALTH RISKS ASSOCIATED WITH V.D.T. WORK.

THIRD, SECTION 1, SUBPARAGRAPH (d) (2) OF THE BILL, AS PRESENTLY DRAFTED, WOULD DELETE CONSOLE COMPUTER AIDED DESIGN DRAFTING, OR C.A.D.D., TERMINALS FROM THE BILL'S PROVISIONS. MANY OF MY COLLEAGUES WORK WITH C.A.D.D. TERMINALS AND, FROM LISTENING TO THEIR COMPLAINTS AND CONCERNS, IT IS CLEAR THAT THEY ARE SUBJECT TO THE SAME PROBLEMS AS EMPLOYEES WHO WORK WITH STANDARD VISUAL DISPLAY TERMINALS. FOR THIS REASON, I WOULD URGE THE COMMITTEE AND THE BILL'S SPONSOR TO RETAIN C.A.D.D. AS COVERED ITEMS UNDER THIS LEGISLATION.

FINALLY, I BELIEVE HOUSE BILL 385 IS MISSING TWO OTHER KEY SECTIONS THAT SHOULD BE INCLUDED BY THE COMMITTEE. ONE OF THESE IS A SECTION ON FINDINGS, THE OTHER IS A SECTION DELINEATING PROPER STANDARDS FOR VISUAL DISPLAY TERMINALS AND C.A.D.D. WORKSTATIONS. THE LANGUAGE I PROPOSE FOR THESE SECTIONS COMES FROM THE V.D.T. ORDINANCE ENACTED BY THE CITY OF SAN FRANCISCO, CALIFORNIA. SINCE IT IS SOMEWHAT LENGTHY AND I DO NOT WANT TO TAKE TOO MUCH OF THE COMMITTEE'S VALUABLE TIME OR TO PREVENT OTHERS FROM BEING ALLOWED TO TESTIFY, I HAVE INCLUDED THESE RECOMMENDATIONS AS APPENDIXES A AND B, RESPECTIVELY, TO MY TESTIMONY.

I BELIEVE COPIES OF THESE RECOMMENDATIONS HAVE BEEN PLACED IN THE COMMITTEE MEMBERS' INFORMATION PACKETS ON THIS BILL BUT, IF NOT, I WILL BE PLEASED TO PROVIDE COPIES FOR THE COMMITTEE.

(CONTINUED)

HOUSE STATE AFFAIRS COMMITTEE
GEORGE IMBSEN TESTIMONY ON H.B. 385
PAGE THREE

IN CLOSING, I WOULD LIKE TO SAY THAT I BELIEVE PASSAGE OF HOUSE BILL 385 IS ESSENTIAL TO THE SAFETY AND MORALE OF STATE EMPLOYEES. FURTHERMORE, I BELIEVE THE BILL WILL SAVE THE STATE MONEY BY REDUCING HEALTH CARE COSTS, WORKERS' COMPENSATION COSTS, AND BY REDUCING TIME LOST ON THE JOB BY INJURED EMPLOYEES.

AGAIN, I WANT TO THANK COMMITTEE CHAIRMAN REPRESENTATIVE GENE KUBINA AND COMMITTEE MEMBERS FOR CONSIDERING MY TESTIMONY TODAY, AND TO EXTEND MY APPRECIATION TO REP. FRAN ULMER FOR SPONSORING HOUSE BILL 385.

IF ANY OF YOU HAVE QUESTIONS REGARDING MY TESTIMONY OR THE ATTACHMENTS, I WILL BE PLEASED TO TRY TO ANSWER THEM FOR YOU. THANK YOU.

APPENDIX A -- FINDINGS

(b) Investigations conducted by the National Institute for Occupational Safety and Health of video display terminal (VDT) operators in response to complaints of headaches, general malaise, eyestrain and other visual and musculoskeletal problems resulted in recommendations for VDT workstation design, VDT work breaks and pre-placement and periodic visual testing to reduce musculoskeletal and vision complaints among VDT users.

(c) Various world-wide studies have demonstrated elevated musculoskeletal discomforts and disorders in VDT operators as compared with non-VDT workers. Statistics from these studies show a correlation between VDT use and shoulder-neck discomfort/pain, wrist tendonitis, and carpal tunnel syndrome. Statistics also show a higher number of vision complaints among VDT operators compared to other workers. Research has shown that inadequate workstation adjustment, lack of operator knowledge of adjustments, and long, uninterrupted use of VDTs are associated with musculoskeletal disorders and vision complaints. The consensus of the National Institute for Occupational Safety and Health, the World Health Organization and the American National Standards Institute is that adjustable VDT workstations in combination with training on proper adjustment of the work station and periodic breaks from VDT use during the work day substantially contribute to suitable working postures and reduce vision complaints, thereby providing a safer and healthier work environment for VDT operators.

APPENDIX B -- WORK STATION STANDARDS

SEC. 1304. WORKSTATION STANDARDS. (a) Within twelve (12) months of the effective date of this Article 23, every employer, when purchasing VDT workstations or equipment, shall provide an operator who may be expected because of the employee's duties to routinely perform repetitive keyboard motions four (4) hours or more, inclusive of breaks, per shift, with user-adjustable workstations and chairs that meet the following minimum standards:

- (1) Seating for the workstation shall conform to the provisions of the American National Standard for Human Factors

Engineering of Visual Display Terminal Workstations, ANSI/HFS Standard No. 100-1988, Section 8.7 "Seating," or meet the requirements of subsections (a)(1)(A) through (a)(1)(D) as follows:

(A) Seat pans and backrests of chairs shall be upholstered with moisture absorbing material. The upholstery shall be compressible at a minimum in the range of approximately one-half to one inch.

(B) Seat pans shall be adjustable for height and angle.

(C) Backrests shall be adjustable for height and to a position behind and forward of the vertical position.

(D) Chairs shall be capable of being swivelled by the user.

(2) Arm rests, wrist rests and foot rests shall be provided upon the request of the operator. Wrist rests shall enable the operator to maintain a neutral position of the wrist while at the keyboard, and shall be padded and without sharp edges.

(3) The adjustment mechanism for adjustable chair seat pans shall be operable by the user from a seated position. The adjustment mechanism for adjustable chair backrests shall be easily operable by the user.

(4) The keyboard shall be detachable from the terminal.

(5) The terminal display support shall be adjustable so that the entire primary viewing area of the terminal is between zero and sixty degrees below the horizontal plane passing through the eyes of the operator. The terminal keyboard, in combination with the seating and the worksurface, shall be adjustable so that the operator, while seated in a normal upright position, is able to operate the keyboard with his or her forearms, wrists and hands in a position approximately parallel to the floor. The height of the worksurface shall be such as to provide adequate clearance under the worksurface to accommodate the operator's legs in a normal upright seated position.

(b) Within twelve (12) months of the effective date of this Article 23, every employer, when purchasing VDT workstations or equipment, shall provide an operator who may be expected because of the employee's duties to use video display terminal equipment four (4) hours or more, inclusive of breaks, per shift, with a workstation that meets the following minimum standards:

(1) Workstations shall be illuminated with lights arranged to avoid visual glare and discomfort. The illumination level shall be within 200-500 lux. Task lighting shall be made available upon the request of the operator.

(2) Glare shall be eliminated through methods that include but are not limited to shielding windows with shades, curtains or blinds, positioning the terminal so that the terminal screen is at a right angle to the window producing the glare.

fitting video display screens with anti-glare screens and providing keyboards with tops finished in a manner so as to minimize reflection.

(3) A document holder adjustable for placement angle and height shall be provided upon the request of the operator when a document holder is appropriate for the performance of the operator's duties.

(4) Video display screens shall be clean, clear, and free of perceptible flicker to the operator.

(5) Direct noise from impact printers shall be reduced to improve ease of communication by placing covers over the printers or by isolating the printers from the rest of the work environment.

(c) As used in this Article, "Routinely perform repetitive keyboard motions" shall not be interpreted to include only brief, intermittent keyboard motions that are ancillary to the employee's performance of other work tasks.

(d) Within thirty (30) months of the effective date of this Article 23, every employer shall (1) upgrade existing VDT workstations and equipment that the employer provides to any operator, as defined in Section 1304(a), as necessary to comply with the minimum standards specified in Section 1304(a)(1) through (a)(5); and (2) upgrade existing VDT workstations and equipment that the employer provides to any operator, as defined in Section 1304(b), as necessary to comply with the minimum standards specified in Section 1304(b)(1) through (b)(5); provided, however, that the upgrading required by Sections 1304(a) and (b) combined shall not require the employer to expend more than two hundred and fifty dollars (\$250.00) per upgraded VDT workstation.

(e) Within forty-eight (48) months of the effective date of this Article 23, for any existing equipment, every employer shall (1) upgrade or replace VDT workstations and equipment that the employer provides to any operator, as defined in Section 1304(a), as necessary to comply with the minimum standards specified in Section 1304(a)(1) through (a)(5); and (2) upgrade or replace VDT workstations and equipment that the employer provides to any operator, as defined in Section 1304(b), as necessary to comply with the minimum standards specified in Section 1304(b)(1) through (b)(5).

Alaska State Legislature

HOUSE OF REPRESENTATIVES



REPRESENTATIVE FRAN ULMER

MEMORANDUM

January 15, 1992

TO: Rep. *Gene* Kubina, Chair
House State Affairs Committee

FROM: Rep. *Fran* Ulmer

RE: HB 385 - Video Display Terminals

I am requesting a hearing on HB 385 at your earliest convenience.

HB 385 was created in response to a growing health problem among state workers who spend long hours in front of their Video Display Terminals (VDTs). VDT workplace injuries include eye strain, stress and musculoskeletal disorders (wrist, back and neck injuries) including host of ailments dubbed "repetitive strain injuries" or RSI.

According to the Federal Bureau of Labor Statistics, disorders associated with repetitive strain injuries now rank among the highest reported workplace injuries (more than 52%). For instance, in recent years the cases of carpal tunnel syndrome (swelling of tendons in the wrist) have increased more rapidly than any other job related illness. Insurance industry sources believe that keyboard operators are one of the highest at-risk groups.

In many cases, the remedy for these conditions already exists in the workplace. Educating workers on the proper positioning of VDT monitors, keyboards and chairs can go a long way to alleviating this problem. However, phasing out or remodeling "unhealthy" work station configurations and furniture is also essential.

HB 385 seeks to remedy this situation for state workers by:

- * Requiring the training of supervisory staff about the causes and remedies of VDT related hazards.

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Page Two

- * Requiring the posting of notices in the workplace to advise state employees about the hazards and safe use of Video Display Terminals.
- * Requiring that future purchases of office furniture and equipment meet engineering standards that reduce the health risks associated with VDTs.
- * Requiring the Department of Administration to report to the legislature on the implementation of the requirements after the first and second years following passage of the bill.

Think of HB 385 as a dose of preventative medicine. By moving now to answer the health concerns of state workers, we will also be saving the state money by eliminating the causes of a growing number of health insurance claims.

Thank you for your prompt consideration of this legislation.

Alaska State Legislature

HOUSE OF REPRESENTATIVES



REPRESENTATIVE FRAN ULMER

MEMORANDUM

February 6, 1992

TO: All members
State Affairs Subcommittee on HB 385

FROM: Rep. Fran Ulmer

RE: Legal Questions

The Department of Law has responded to HB 385 with several points concerning liability and other aspects. A copy of the letter is attached. As a result, my office has created a new CS addressing the Department's observations. The new CS (also attached) was developed in conjunction with the AG's office and should address all concerns brought to light. It also contains the changes previously made to accommodate committee concerns (see attached previous memo).

Section 2

The subsection on training (a) removes references that the state shall attempt to provide for "a hazard free workplace for state employees who use" video display terminals and replaces it with "the state shall attempt to provide for proper use of" video display terminals. This addresses the Department of Law's concern that the previous draft's scope was too broad and threatened to create a new class of "hazardous" occupation.

In order to more clearly define the responsibilities under this bill, this subsection has also been amended to state that the training of supervisory staff will be on the "ergonomically proper use of VDTs" and that there be a limit to the amount of workstations assigned to each trained appointee.

A new subsection (c) has been inserted to require notices and make information available to workstations in places where there are no qualified worksites, such as small offices in remote locations, where trained staff are not immediately available.

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Page Two

A new subsection (e) has been inserted which states that the section does not do the following:

- 1) create a cause of action;
- 2) establish a standard of care;
- 3) change administrative remedies of employees;
- 4) change collective bargaining agreements.

This change has been made to address concerns that the bill not create a new and distinct cause of action for VDT users injured on the job.

Thank you for your cooperation in this matter. If you have suggestions or comments, please let me know as soon as possible.

Alaska State Legislature

HOUSE OF REPRESENTATIVES

REPRESENTATIVE FRAN ULMER

MEMORANDUM

January 31, 1992

TO: All members
House State Affairs Subcommittee on HB 385

FROM: Rep. ^{B. Dow Fox} Fran Ulmer

RE: Proposed CS to HB 385 - "An Act relating to video display terminals."

Enclosed please find a proposed CS to HB 385. The following changes have been made to the CS adopted by the committee on 1/30/92 to accommodate some of the suggestions. A copy of the old and new CS is attached. I would appreciate your comments by Tuesday, February 4th.

CHANGES FROM ADOPTED CSHB 385

ITEM ONE - FINDINGS.

The CS Adds a new section recognizing the risks and remedies of VDT use, including studies by the National Institute for Occupational Safety and Health and the World Health Organization, and that mitigation of the risks through education and new equipment standards will help reduce health insurance and worker's compensation costs.

ITEM TWO

- * Page Two, Line 13. DELETE "memory typewriter,".
- * Page Two, Line 13. After "screen" DELETE ", " INSERT "."
- * Page Two, Line 14. DELETE THE ENTIRE LINE.

These amendments will remove the exclusion of design drafting hardware equipment (CADDs) from coverage under this bill.

ITEM THREE

- * Page Two, Line 19. After the words "concerning injuries" DELETE "arising from the use of video display terminals in the workplace" and INSERT "identified on the initial report of occupational injury."

This amendment will give the Department more flexibility to report on injuries related to VDT's. The old wording would have required a wholesale redrafting of Worker's Compensation claim forms and specialized training for staff. Consequently, the fiscal note would have to be substantially increase without this amendment.

ITEM FOUR

* Compliance Deadlines have been added in a new section to require that training be completed and workstation notices be in place within one year of enactment. As in the original bill, the CS requires that all new equipment and furniture be purchased and installed in accordance with ANSI standards upon effective date of the bill. This will have the affect of phasing in new standards as workstations and equipment are installed or remodeled.

ITEM FIVE

* Training of staff remains with the Department of Administration, which is responsible for a wide variety of training and has the resources to carry out this new mandate. George Imbsen had requested that training be conducted under the Department of Labor. However Department of Labor officials say their mission focusses primarily on enforcement and, as such, is not the proper agency to conduct such training. Under the fiscal note provided by the Department of Administration, such training will be conducted under contract with a firm knowledgeable about the health safety aspects related to VDTs.

ITEM SIX

* The private sector is not addressed under the CS. Including private businesses is a much larger issue that would require extensive research and analysis in order to provide for the many needs and concerns of the private sector. While this may be a good idea, it is beyond the scope of what I am trying to accomplish with this bill. I hope the state will become a model employer and, by doing so, prove to others that such prevention techniques will save money, as well as pain and suffering.

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Page Three

ITEM SEVEN

* Workstation requirements are not specifically delineated under the bill. However, HB 385 provides that work stations comply with the American National Standards Institute's workstation guidelines HFS-100, which are at least as comprehensive as those presently delineated in the San Francisco Ordinance. Copies of the standards are available at my office. Mr. Imbsen, who suggested the change, now agrees with the requirements presently in the bill.

Thank you for your prompt attention to this memo.

Attachments

cc: Rep. Finkelstein

Alaska State Legislature

HOUSE OF REPRESENTATIVES



REPRESENTATIVE FRAN ULMER

MEMORANDUM

February 13, 1992

TO: Rep. Gene Kubina, Chair
State Affairs Committee

FROM: Rep. Fran Ulmer

RE: Revised CS HB 385 - "relating to video display terminals"

Following the 1/30/92 hearing on HB 385, the State Affairs Subcommittee has considered several changes incorporated into the attached CS. In addition to comments raised during the hearing, the Department of Law has responded to HB 385 with several points concerning liability and other aspects (also attached). The new CS was developed in conjunction with the AG's office and the subcommittee members and should address the concerns brought to light.

CHANGES FROM ADOPTED CSHB 385

Section 1. FINDINGS. The new CS adds a new section recognizing the risks and remedies of VDT use, including studies by the National Institute for Occupational Safety and Health and the World Health Organization, and that mitigation of the risks through education and new equipment standards will help reduce health insurance and worker's compensation costs.

Section 2. The subsections (a) and (b) on training remove references that the state shall attempt to provide for "a hazard free workplace for state employees who use" video display terminals and replaces it with "the state shall attempt to provide for proper use of" video display terminals. Subsection (a) has also been amended to state that the training of supervisory staff will be on the "ergonomically proper use of VDTs" and that there be a limit to the amount of workstations assigned to each trained appointee (75). These changes address the Department of Law's concern that the previous draft's scope was too broad and threatened to create a new class of "hazardous" occupation.

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A new subsection (c) has been inserted to require notices and make information available at workstations in places where there are no qualified worksites, such as small offices in remote locations, where trained staff may not be immediately available.

A new subsection (e) has been inserted which states that the section does not:

- 1) create a cause of action;
- 2) establish a standard of care;
- 3) change administrative remedies of employees;
- 4) change collective bargaining agreements.

This change has been made to address concerns that the bill not create a new and distinct cause of action for VDT users injured on the job.

Subsection (f) adds a definition of "qualified worksite" as a unit or cluster of at least four vdt's in regular use, housed within close proximity to each other. Also, under the terms "terminal" or "video display terminal," memory typewriters and CADDS are no longer exempted from the definition.

Section 4. INITIAL TRAINING AND POSTING OF NOTICES. Compliance deadlines have been added in a new section to require that training be completed and workstation notices be in place within one year of enactment.

Thank you for taking time to review these changes.

7-LS1567J
Cramer
2/5/92

AS PROPOSED 2-6-92
CS FOR HOUSE BILL NO. 385 ()

IN THE LEGISLATURE OF THE STATE OF ALASKA
SEVENTEENTH LEGISLATURE - SECOND SESSION

BY

Offered:
Referred:

Sponsor(s): REPRESENTATIVES ULMER, B.Davis, Bruckman

A BILL

FOR AN ACT ENTITLED

1 "An Act relating to video display terminals."

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

3 • Section 1. FINDINGS. The legislature finds that

4 (1) the use of video display terminals poses a significant health and safety risk to the
5 workers of the state;

6 (2) investigations conducted by the National Institute for Occupational Safety and Health
7 of video display terminal (VDT) operators resulted in recommendations for workstation design and other
8 measures to reduce musculoskeletal and vision complaints among VDT users;

9 (3) studies world-wide have demonstrated elevated musculoskeletal discomforts and other
10 disorders in VDT operators as compared with non-VDT workers; research has shown that inadequate
11 workstation adjustment and lack of operator knowledge of adjustments and other remedies are associated
12 with musculoskeletal discomforts and other complaints; the consensus of the National Institute, the World
13 Health Organization, and the American National Standards Institute is that adjustable VDT workstations
14 in combination with training on proper adjustment of the workstation substantially contribute to a

✓

1 healthier environment for VDT operators:

2 (4) reduction of the health and safety risks through education of state workers and
3 modification or replacement of the VDT workstation and associated equipment will help prevent VDT
4 related injuries, thus reducing health insurance and workers' compensation costs to the state.

5 • Sec. 2. AS 39.90 is amended by adding a new section to read:

6 Sec. 39.90.160. VIDEO DISPLAY TERMINAL USE. (a) A state agency shall attempt
7 to provide for proper use of video display terminals. ^[A HAZARD FREE WORKSITE FOR STATE EMPLOYEES THAT USE VDT'S] The head of a state agency shall appoint,
8 for each qualified worksite of the agency, a person responsible for providing information to other
9 employees on the physical risks associated with improper use of video display terminals and on ^[HAZARDS AND SAFE USE OF VDT'S]
10 their proper use. ^{[TRAIN EMPLOYEES ON THE} The Department of Administration shall provide training to the appointee in
11 the ergonomically proper use of video display terminals and the measures and work habits that ^{HAZARDS OF VDT'S AND THE METHODS THAT MAY BE TAKEN TO AVOID OR LESSEN THOSE}
12 may avoid or lessen physical risks associated with improper video display terminal use. If there
13 are more than 75 terminals in close proximity within the same agency, the agency shall designate
14 at least one qualified worksite for each 75 video display terminals.

15 (b) The Department of Administration shall prepare notices to advise state employees
16 using video display terminals about the ergonomically proper use of the terminals. ^[HAZARDS AND SAFE USE OF VIDEO DISPLAY TERMINALS] The
17 department shall provide the notices to the persons appointed under (a) of this section. Those
18 persons shall post the notices at the qualified worksite for which they are responsible and shall
19 add information on how employees who desire more information may reach them. ^[FOR THE NOTICE]

20 (c) The Department of Administration shall prepare and make available to state agencies
21 notices advising state employees using video display terminals at a worksite that is not part of
22 a qualified worksite about the ergonomically proper use of video display terminals. Each state
23 agency shall mail a copy of the notice to those employees who use a video display terminal at
24 a location that is not part of a qualified worksite together with a statement advising the
25 employees of the name and how to contact the nearest available person trained in proper use of
26 video display terminals under (a) of this section.

27 (d) A state agency that purchases, leases, or installs office equipment related to video ^[MAY NOT PURCHASE LEASE OR INSTALL]
28 display terminal workstations shall comply with the American National Standard for Human ^[UNLESS THE EQUIPMENT COMPLIES]
29 Factors for Engineering of Visual Display Terminal Workstations, ANSI/HFS Standard No. 100-
30 1988 or a subsequent standard that the commissioner of administration determines is at least as
31 protective of the health and safety of the user of a video display terminal as that standard.

cc) section 26
worksite
(2/2/88)

1 (e) This section does not
 2 (1) create a cause of action by any person against the state or an agency of the
 3 state, whether at law or otherwise;
 4 (2) establish a standard of care;
 5 (3) amend or alter administrative remedies of employees; or
 6 (4) amend or alter collective bargaining agreements entered into by the state or an
 7 agency of the state.

8 (f) In this section,
 9 (1) "agency" or "state agency" includes the executive, legislative, and judicial
 10 branches of state government, the University of Alaska, and the Alaska Railroad Corporation;
 11 (2) "qualified worksite" means a unit or cluster of at least four video display
 12 terminals in regular use that are housed together or in close proximity within the same agency;
 13 (3) "terminal" or "video display terminal" means an electronic video screen data
 14 presentation machine, commonly called a video display terminal, and includes cathode-ray tubes;
 15 "terminal" does not include a television, cash register, ^[EMERGENCY TELETYPE] or oscilloscope screen. ^[OR CADD]

16 • Sec. 3. REPORTS. (a) The Department of Administration shall report to the legislature one year
 17 and two years after the effective date of this section on implementation of the training program and the
 18 equipment purchase requirements of AS 39.90.160, enacted by sec. 2 of this Act.

19 (b) The Department of Labor shall report to the legislature on or before January 15, 1993, and
 20 January 15, 1994, concerning injuries related to video display terminals that are identified in the initial
 21 report of occupational injuries.

22 • Sec. 4. INITIAL TRAINING AND POSTING OF NOTICES. The Department of Administration
 23 shall comply promptly with the requirements for preparation of notices and provision of training so that,
 24 within one year after the effective date of this Act, state agencies will have been able to comply with
 25 the requirements for posting notices and training current employees set out in AS 39.90.160, enacted by
 26 sec. 2 of this Act.

(w) actions

STATE OF ALASKA

DEPARTMENT OF LAW

OFFICE OF THE ATTORNEY GENERAL

WALTER J. HICKEL, GOVERNOR

REPLY TO:

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ANCHORAGE, ALASKA 99501-1994
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100 CUSHMAN ST. SUITE 400
FAIRBANKS, ALASKA 99701-4670
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FAX: (907) 456-1317

P.O. BOX K—STATE CAPITOL
JUNEAU, ALASKA 99811-0300
PHONE: (907) 465-3600
FAX: (907) 463-5295

January 31, 1992

465-3603

Honorable Fran Ulmer
House of Representatives
P.O. Box V
Juneau, AK 99811

Re: HB 385 - relating to video
display terminals

Dear Representative Ulmer:

Thank you for the opportunity to comment on your bill relating to video display terminals, HB 385. While we take no position on the policy behind the legislation or the hazards posed by video display terminals (VDT) use, we do have some observations about the bill's legal ramifications.

The bill directs state agencies to "attempt to provide a hazard free worksite for state employees who use" a VDT. Section 1; proposed AS 39.90.160(a). While the bill's intent may be to address only hazards related to VDTs, as written it is much broader. Its scope includes all types of hazards to which VDT users may be exposed. Thus, the bill establishes a special class of occupations not heretofore considered "hazardous." The arguable result may be a higher duty to protect, for example, clerks from the hazards of loose rugs or heavy files than to protect emergency fire fighters from the hazards of wildfire.

The bill does not explicitly amend the state's workers' compensation laws. However, the bill may have the effect of creating a statutory "assumption," if not presumption, that work with a VDT is hazardous, without defining the specific hazard and the result caused thereby. This possibility should be carefully considered in light of the available scientific evidence, as it may impact the state's position in workers' compensation matters.

Finally, the bill imposes an obligation to provide a notice advising about the hazards and safe use of a VDT and identifying the source of more information. Section 1; proposed AS 39.90.160(b). It can be argued that this requirement creates a

Honorable Fran Ulmer
House of Representatives

January 31, 1992
Page 2

new and distinct cause of action for VDT users who are injured or mentally distressed, whose remedy would otherwise be confined to workers' compensation. This would be a significant departure from current policy and law. The legislature's intent regarding the creation of a new basis of civil liability should be clearly expressed.

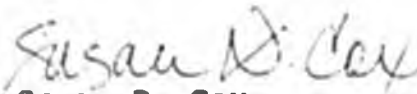
We note that the bill is limited to state government and would not cover the Alaska workforce of VDT users generally.

We hope these comments are helpful to you. We would be happy to discuss the bill further at your convenience and to review any proposed changes during the legislative session.

Sincerely,

CHARLES E. COLE
ATTORNEY GENERAL

By:



Susan D. Cox
Assistant Attorney General

SDC:jal

cc: Paul Fuhs
Deborah E. Behr
B.J. Jordan

7-LS1567J
Cramer
2/5/92

CS FOR HOUSE BILL NO. 385 ()
IN THE LEGISLATURE OF THE STATE OF ALASKA
SEVENTEENTH LEGISLATURE - SECOND SESSION

BY

Offered:
Referred:

Sponsor(s): REPRESENTATIVES ULMER, B.Davis, Bruckman

A BILL
FOR AN ACT ENTITLED

1 "An Act relating to video display terminals."

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

3 • Section 1. FINDINGS. The legislature finds that

4 (1) the use of video display terminals poses a significant health and safety risk to the
5 workers of the state;

6 (2) investigations conducted by the National Institute for Occupational Safety and Health
7 of video display terminal (VDT) operators resulted in recommendations for workstation design and other
8 measures to reduce musculoskeletal and vision complaints among VDT users;

9 (3) studies world-wide have demonstrated elevated musculoskeletal discomforts and other
10 disorders in VDT operators as compared with non-VDT workers; research has shown that inadequate
11 workstation adjustment and lack of operator knowledge of adjustments and other remedies are associated
12 with musculoskeletal discomforts and other complaints; the consensus of the National Institute, the World
13 Health Organization, and the American National Standards Institute is that adjustable VDT workstations
14 in combination with training on proper adjustment of the workstation substantially contribute to a

1 healthier environment for VDT operators;

2 (4) reduction of the health and safety risks through education of state workers and
3 modification or replacement of the VDT workstation and associated equipment will help prevent VDT
4 related injuries, thus reducing health insurance and workers' compensation costs to the state.

5 * Sec. 2. AS 39.90 is amended by adding a new section to read:

6 Sec. 39.90.160. VIDEO DISPLAY TERMINAL USE. (a) A state agency shall attempt
7 to provide for proper use of video display terminals. The head of a state agency shall appoint,
8 for each qualified worksite of the agency, a person responsible for providing information to other
9 employees on the physical risks associated with improper use of video display terminals and on
10 their proper use. The Department of Administration shall provide training to the appointee in
11 the ergonomically proper use of video display terminals and the measures and work habits that
12 may avoid or lessen physical risks associated with improper video display terminal use. If there
13 are more than 75 terminals in close proximity within the same agency, the agency shall designate
14 at least one qualified worksite for each 75 video display terminals.

15 (b) The Department of Administration shall prepare notices to advise state employees
16 using video display terminals about the ergonomically proper use of the terminals. The
17 Department shall provide the notices to the persons appointed under (a) of this section. Those
18 persons shall post the notices at the qualified worksite for which they are responsible and shall
19 add information on how employees who desire more information may reach them.

20 (c) The Department of Administration shall prepare and make available to state agencies
21 notices advising state employees using video display terminals at a worksite that is not part of
22 a qualified worksite about the ergonomically proper use of video display terminals. Each state
23 agency shall mail a copy of the notice to those employees who use a video display terminal at
24 a location that is not part of a qualified worksite together with a statement advising the
25 employees of the name and how to contact the nearest available person trained in proper use of
26 video display terminals under (a) of this section.

27 (d) A state agency that purchases, leases, or installs office equipment related to video
28 display terminal workstations shall comply with the American National Standard for Human
29 Factors for Engineering of Visual Display Terminal Workstations, ANSI/HFS Standard No. 100-
30 1988 or a subsequent standard that the commissioner of administration determines is at least as
31 protective of the health and safety of the user of a video display terminal as that standard.

1 (e) This section does not
2 (1) create a cause of action by any person against the state or an agency of the
3 state, whether at law or otherwise;
4 (2) establish a standard of care;
5 (3) amend or alter administrative remedies of employees; or
6 (4) amend or alter collective bargaining agreements entered into by the state or an
7 agency of the state.

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9 (1) "agency" or "state agency" includes the executive, legislative, and judicial
10 branches of state government, the University of Alaska, and the Alaska Railroad Corporation;
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12 terminals in regular use that are housed together or in close proximity within the same agency;
13 (3) "terminal" or "video display terminal" means an electronic video screen data
14 presentation machine, commonly called a video display terminal, and includes cathode-ray tubes;
15 "terminal" does not include a television, cash register, or oscilloscope screen.

16 * Sec. 3. REPORTS. (a) The Department of Administration shall report to the legislature one year
17 and two years after the effective date of this section on implementation of the training program and the
18 equipment purchase requirements of AS 39.90.160, enacted by sec. 2 of this Act.

19 (b) The Department of Labor shall report to the legislature on or before January 15, 1993, and
20 January 15, 1994, concerning injuries related to video display terminals that are identified in the initial
21 report of occupational injuries.

22 * Sec. 4. INITIAL TRAINING AND POSTING OF NOTICES. The Department of Administration
23 shall comply promptly with the requirements for preparation of notices and provision of training so that,
24 within one year after the effective date of this Act, state agencies will have been able to comply with
25 the requirements for posting notices and training current employees set out in AS 39.90.160, enacted by
26 sec. 2 of this Act.

7-LS1567J
Cramer
1/30/92

Proposed TO Com. COMMITTEE

CS FOR HOUSE BILL NO. 385 ()

IN THE LEGISLATURE OF THE STATE OF ALASKA

SEVENTEENTH LEGISLATURE - SECOND SESSION

BY

Offered:
Referred:

Sponsor(s): REPRESENTATIVES ULMER, B.Davis, Bruckman

A BILL

FOR AN ACT ENTITLED

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4 (1) the use of video display terminals poses a significant health and safety risk to the
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8 measures to reduce musculoskeletal and vision complaints among VDT users;

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10 disorders in VDT operators as compared with non-VDT workers; research has shown that inadequate
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12 with musculoskeletal discomforts and other complaints; the consensus of the National Institute, the World
13 Health Organization, and the American National Standards Institute is that adjustable VDT workstations
14 in combination with training on proper adjustment of the workstation substantially contribute to a

SECTION 1

1 healthier environment for VDT operators:

2 (4) reduction of the health and safety risks through education of state workers and
3 modification or replacement of the VDT workstation and associated equipment will help prevent VDT
4 related injuries, thus reducing health insurance and workers' compensation costs to the state.

5 • Sec. 2. AS 39.90 is amended by adding a new section to read:

6 Sec. 39.90.160. VIDEO DISPLAY TERMINAL USE. (a) A state agency shall attempt
7 to provide a hazard free worksite for state employees who use a video display terminal. The
8 head of a state agency shall appoint, for each worksite of the agency at which video display
9 terminals are used, a person responsible for providing information to other employees on the
10 hazards and safe use of video display terminals. The Department of Administration shall train
11 the appointee in the hazards of video display terminals and the measures that may be taken to
12 avoid or lessen those hazards.

13 (b) The Department of Administration shall prepare notices to advise state employees
14 about the hazards and safe use of video display terminals. The department shall provide the
15 notices to the persons appointed under (a) of this section. Those persons shall post the notices
16 at the worksite for which they are responsible and shall add to the notices information on how
17 employees who desire more information may reach them.

18 (c) A state agency may not purchase, lease, or install office equipment related to video
19 display terminal workstations unless the equipment complies with the American National
20 Standard for Human Factors for Engineering of Visual Display Terminal Workstations,
21 ANSI/HFS Standard No. 100-1988 or a subsequent standard that the commissioner of
22 administration determines is at least as protective of the health and safety of the user of a video
23 display terminal as that standard.

24 (d) In this section,

25 (1) "agency" or "state agency" includes the executive, legislative, and judicial
26 branches of state government, the University of Alaska, and the Alaska Railroad Corporation;

27 (2) "terminal" or "video display terminal" means an electronic video screen data
28 presentation machine, commonly called a video display terminal, and includes cathode-ray tubes;
29 "terminal" does not include a television, cash register, or oscilloscope screen. ~~DELETED~~

30 • Sec. 3. REPORTS. (a) The Department of Administration shall report to the legislature one year
31 and two years after the effective date of this section on implementation of the training program and the

1 equipment purchase requirements of AS 39.90.160, enacted by sec. 2 of this Act.

2 (b) The Department of Labor shall report to the legislature on or before January 15, 1993, and

3 January 15, 1994, concerning injuries related to video display terminals that are identified in the initial

4 report of occupational injuries. [ARISING FROM THE USE OF VDT'S IN THE WORKPLACE]

5 • Sec. 4. INITIAL TRAINING AND POSTING OF NOTICES. The Department of Administration

6 shall comply promptly with the requirements for preparation of notices and provision of training so that,

7 within one year after the effective date of this Act, state agencies will have been able to comply with

8 the requirements for posting notices and training current employees set out in AS 39.90.160, enacted by

9 sec. 2 of this Act.

NEW SECTION

STATE OF ALASKA
1992 LEGISLATIVE SESSION

Revision Date: _____
Title: Relating to video display terminals
Sponsor: Ulmer
Requestor: House State Affairs

Department Affected: Administration
BRU: Personnel/OEEO
Component: Personnel/OEEO
COMPONENT SERIAL NO.

		5	7
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Expenditures/Revenues: (Thousands of Dollars)

OPERATING	FY 93	FY 94	FY 95	FY 96	FY 97	FY 98
PERSONAL SERVICES						
TRAVEL	8.0	1.7	1.7	1.7	1.7	1.7
CONTRACTUAL	20.5	4.3	4.3	4.3	4.3	4.3
SUPPLIES						
EQUIPMENT						
LAND & STRUCTURES						
GRANTS, CLAIMS						
MISCELLANEOUS						
TOTAL OPERATING	28.5	6.0	6.0	6.0	6.0	6.0

CAPITAL	0	0	0	0	0	0
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REVENUE FUND SOURCE:						
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FUNDING: (Thousands of Dollars)

GENERAL FUND						
FEDERAL FUNDS						
OTHER FUND SOURCE: <u>VA Rec't</u>	28.5	6.0	6.0	6.0	6.0	6.0
TOTAL	28.5	6.0	6.0	6.0	6.0	6.0

POSITIONS:

FULL-TIME						
PART-TIME						
TEMPORARY						

Estimate of current year impact: _____

ANALYSIS: (Attach a separate page if necessary.)
See Attached.

Prepared by: R. H. King, Director
Division: Personnel/OEEO

Phone: 465-4430
Date: January 28, 1992

Approved by Commissioner: Nancy Bear Ulmer
Agency: Administration

Date: 1/22/92

Distribution (by preparer): Leg. Fin., Legislative Sponsor, Requestor, OMB/DBR, Gov. Legs. Otc., & Impacted Agency(es).

ANALYSIS: (continued)

This bill requires the Department of Administration to train employees designated by all agencies on the hazards of video display terminals and the measures that may be taken to avoid or lessen those hazards. We estimate that 500 employees will need to be trained initially. For this initial training, it is cost effective to take the training to the various locations. First year costs are for the development of the training, preparation and printing of required notices, course negotiation and contracted instructor costs. Travel for delivering the training throughout the state is provided.

For the second and subsequent years, we anticipate offering the training twice annually, but only in Juneau, Anchorage and Fairbanks. Agencies will be expected to send their new designated employees to one of these courses.

Interagency receipts are shown as the funding source on the assumption that agencies will pay the costs. If that assumption is incorrect, the funding source will be general funds.