

SENATE No. 962

The Commonwealth of Massachusetts

PRESENTED BY:

Karen E. Spilka

To the Honorable Senate and House of Representatives of the Commonwealth of Massachusetts in General Court assembled:

The undersigned legislators and/or citizens respectfully petition for the passage of the accompanying:

An act establishing a work family council.

PETITION OF:

| NAME: | DISTRICT/ADDRESS: |
|------------------------|--|
| <i>Karen E. Spilka</i> | <input type="checkbox"/> <i>[District]</i> <input type="checkbox"/> |
| <i>Kay Khan</i> | <i>11th Middlesex</i> |

SENATE No. 962

By Ms. Spilka, a petition (accompanied by bill, Senate, No. 962) of Karen E. Spilka and Kay Khan for legislation to establish a work family council. Labor and Workforce Development.

The Commonwealth of Massachusetts

An act establishing a work family council.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

1 SECTION 1. Chapter 23 of the General Laws, as appearing in the 2008 Official
2 Edition, is hereby amended by inserting at the end thereof the following new section:-

3

4 (a) There shall be a work family council in the executive office of labor and
5 workforce development. This mission of the council shall be to develop broadly shared
6 understandings of critical work-family issues in the commonwealth, and to promote through
7 privately funded research, experimentation, and education responsive public policies and
8 innovative private sector practices.

9 The council shall consist of the following persons or their designees: the director of the
10 Massachusetts office of business development; the director of the department of labor; the
11 secretary of the executive office of labor and workforce development; the assistant secretary of
12 the office of children, youth and family services; the secretary of the executive office of elder
13 affairs; the secretary of the executive office of health and human services; the director of
14 MassHealth; the secretary of the department of transportation; the director of the department of
15 housing and community development; the commissioner of the department of elementary and
16 secondary education; the personnel administrator of the commonwealth; the chief information
17 officer of the commonwealth; the commissioner of the department of early education and care;
18 the president of the Associated Industries of Massachusetts; the president of the Smaller
19 Business Association of New England; 3 persons to be appointed by the governor; 3 persons to
20 be appointed by the president of the senate; 3 persons to be appointed by the speaker of the house
21 of representatives; 3 persons to be appointed by the caucus of women legislators; 1 person to be
22 appointed by the minority leader of the senate; and 1 person to be appointed by the minority
23 leader of the house of representatives; provided, however that each appointed member shall be

24 from 1 of the following categories and no appointing authority shall appoint more than 1 member
25 from the same category:-

26 (1) a member of a legislative committee or administrative agency
27 with responsibility for issues of economic development or

28 working family support;

29 (2) an employer or manager of a business representing a key sector of
30 the Massachusetts economy;

31 (3) an official of an AFL-CIO member union representing public
32 sector or private sector workers;

33 (4) a member of a professional association;

34 (5) a member of a women's professional association;

35 (6) a member of a low income advocacy group;

36 (7) a member of a community-based service organization, including
37 secular and non-secular faith-based institutions.

38 (b) Members of the council shall be individuals who have demonstrated
39 leadership in seeking innovative, positive solutions to work-family problems. Members shall
40 serve for a term of 2 years and may be reappointed.

41 (c) The council shall annually elect a chairperson from among its members.
42 The council may adopt new rules for the appointment of members, and may increase or decrease
43 the number of members.

44 (d) The council shall meet at least 4 times annually.

45 (e) The council shall appoint an executive director who shall appoint staff as
46 needed. Staff may seek funds from public and private sources to support the work of the
47 council.

48 (f) The council shall select a panel of academic advisers to provide information
49 and guidance on council activities. An academic adviser shall not receive compensation from
50 the council but may be reimbursed for customary expenses incident to the advisor's service.

51 (g) The duties of the council shall include, but shall not be limited to the
52 following:-

53 (1) conduct hearings to identify the major work-family issues in the
54 commonwealth;

55 (2) collect and maintain data and information concerning work-
56 family issues, including but not limited to employer policies and practices;

57 (3) employ dialogue and negotiation among stakeholders with
58 differing interests in work-family conflicts to advance the potential

59 for problem solving that supports both workplace productivity and family care;

60 (4) design and implement pilot projects as requested by employers;

61 (5) propose public policy solutions to work-family issues;

62 (6) promote successful policies and practices in the public and private
63 sectors and create a repository of best practices;

64 (7) provide public education on work-family issues and on the need
65 for public policies and private workplace practices that support

66 the well-being of both employers and families.

67 (h) The council shall submit a bi-annual written report of its activities to the
68 secretary of economic development and housing and the secretary of labor and workforce
69 development. The report shall include information on the groups actively involved in council
70 meetings and projects; outcomes of research sponsored by the council; the adoption and results
71 of public policy initiatives; the outcomes of experiments and pilot projects in workplaces; the
72 experience with techniques of multi-stakeholder dialogue and negotiation; and the purposes and
73 scope of public education projects undertaken.