

Approved AWD 2-9-90
Date

MINUTES OF THE House COMMITTEE ON Labor and Industry

The meeting was called to order by Representative Arthur Douville at
Chairperson

9:03 a.m./p.m.^{xx} on January 25, 19⁹⁰ in room 526-S of the Capitol.

All members were present except:
Representative Gomez - Excused

Committee staff present:
Jerry Donaldson - Legislative Research Department
Jim Wilson - Revisor of Statutes' Office
Kay Johnson - Committee Secretary

Conferees appearing before the committee:
Representative Dorothy Flottman
Representative Darrel Webb

The meeting was called to order at 9:03 a.m. by the Chairman, Representative Arthur Douville.

Representatives Flottman and Webb each gave a report on the National Conference of State Legislatures which they attended on November 30, December 1 and 2, 1989 in Honolulu, Hawaii. The theme of the conference was "Labor Issues For The 1990's: Developing Legislative Strategies".

Representative Flottman highlighted three topics of special interest, attachment #1
1. "Profile of the American Worker in the 1990's: The Aged and Minorities in the Work Force". 2. "The Limits of Privatization". 3. "Employer Provisions for Parental Leave".

Representative Webb listed several of the topics that were offered at the conference: Labor/Management Relations - He found that the more unionized states (back East) had better labor/management relations. Work Force Changes. Housing. Health Care Changes and the American Worker. Workers Compensation. Minimum Wage. He stated that many legislators didn't realize the many coming changes. For example, with the influx of women and minorities, the white male worker will soon comprise only 30% of the labor market.

Committee discussion followed. Both Representative Flottman and Webb offered copies of the material from the conference for anyone who was interested.

The meeting adjourned at 9:30 a.m. The next meeting of the committee is scheduled for Wednesday, January 31, 1990 at 9:00 a.m. in room 526-S..

STATE OF KANSAS



TOPEKA

HOUSE OF
REPRESENTATIVES

DOROTHY H. FLOTTMAN
REPRESENTATIVE, SEVENTY-EIGHTH DISTRICT
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COMMITTEE ASSIGNMENTS
VICE-CHAIRMAN: LABOR AND INDUSTRY
MEMBER: EDUCATION
PENSIONS, INVESTMENTS AND BENEFITS
PUBLIC HEALTH AND WELFARE
ADVISORY COMMISSION ON
JUVENILE OFFENDER PROGRAMS

TO: House Labor and Industry Committee
FROM: Rep. Dorothy H. Flottman
RE: National Conference of State Legislatures - "Labor
Issues for the 1990's: Developing Legislative Strategies"
DATE: January 25, 1990

"Labor Issues for the 1990's: Developing Legislative Strategies" was the theme of the National Conference of State Legislatures held on November 30, December 1 and 2, 1989, in Honolulu, Hawaii, at the Hyatt Regency Waikiki Hotel. The seminar was designed to provide an exchange of ideas which would assist legislators, labor, industry and business in meeting the challenges of the next decade.

Due to many changes in the American economy and workplace legislators will face a multitude of labor issues during the next ten years. Some of the challenges state governments will need to address will be issues including foreign competition, rapid changes in technology, privatization, inadequate education, the aging worker, rising costs of state workers' compensation programs, parental leave, and changes in the judicial environment. "Labor Issues for the 1990's" was designed to assist us in developing effective strategies in dealing with the challenges mentioned above.

Although there were many topics discussed at the seminar, I will mention three which were of special interest to me. The first was "Profile of the American Worker in the 1990's: The Aged and Minorities in the Work Force". A wide variety of changes are now underway in the work force and discussion explained how labor and industry might deal with these changes.

We've already heard that the demographics of the work force is changing as rapidly as the job market. By the year 2000, we were told

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Attachment #1
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that 80% of new entrants to the work place will be women, minorities, immigrants and older workers. In the past, these groups of people have been disadvantaged because of the lack of equal educational opportunity, oftentimes discrimination in employment and promotion, and involuntary retirement.

During the 1990's large numbers of these workers of the future will be moving into the mainstream. To continue to neglect their education, health and social needs would be unfortunate. Industry and workers alike simply can't afford such an occurrence. It was pointed out at the seminar that "the future prosperity of the entire society depends on their ability to perform competitively in new skilled employment and not be further relegated to menial jobs only."

When looking at population trends, we learned that our population will increase faster than our labor force. By the turn of this century, those over 65 will grow steadily to comprise a substantially larger percent of the total. We heard, also, that new immigrants are young in age, with many below working age. Immigration of ethnic minorities, combined with their high birth rates, will soon place them in the majority of our population and, before long, in the majority of the labor force. In addition, a decline is occurring in the number of people in the population between the ages of 18 and 34. In the past, these people represented the major entrants into the labor force. That will no longer be the case. During the 1990's our prosperity, more than ever before in our history, will rely on women and the minorities.

What does all this mean? Occupations with long traditions of age, sex, or ethnic preferences must now rapidly accommodate women, minorities, and older workers. Older people will stay longer in the work force requiring possible changes in health insurance and long term care benefits. The end result of a growing population of older Americans will mean that before long their security and benefits in retirement will depend on a new work force dominated by women and minorities. Governments should be thinking about and planning for these changes.

Another topic at the seminar was "The Limits of Privatization." Privatization simply means the transfer of services from the public

to the private sectors. This, of course, is not an entirely new idea. Governments for years have contracted out many services.

In the United States, privatization advocates have called for privatizing such widely accepted forms of public provision as public schools, national parks, waterworks, fire departments, public transportation including airports, bridges, and turnpikes, prisons, Social Security pensions, Medicare, the post office, public hospitals, and social services. Those not favoring privatizing oppose it because they are convinced that government is generally incompetent and the situation is not curable.

Public housing was discussed in detail. Those living in such housing highly value these government projects. Many are on waiting lists. But, on the other hand, public housing projects might be privatized if they could be sold to tenant cooperatives that show promise of effectively operating and maintaining them.

When thinking about privatization, we compared the different problems associated with collecting taxes as compared to collecting trash, running schools as opposed to running railroads, and managing prisons compared to shipyards.

I think our conclusion on privatization was that a choice should not be made between public or private, but rather a mixture of public-private structures would work best. And finally, we thought "best" did not necessarily mean the cheapest or most efficient, but concerns regarding justice, security, and citizenship should also be considered.

The third and last topic I wish to mention is that of "Employer Provisions for Parental Leave." Growth in the number of two-earner families, and in the number of working women of childbearing age, has resulted in the consideration of leave arrangements for working parents. But, we were told through data from a Bureau of Labor Statistics survey, that while parental leave creates considerable discussion, it is not yet widely available to employees.

Data provided by the "Current Population Survey" stated that in 1988 57% of all women were in the labor force, as were 71% of women between the childbearing ages of 16 and 44 years, up 42% and 47%, respectively, from 1968. In addition, in 1988 3/4 of the working

women held full-time jobs.

These changes have sparked interest in the work-family relationship. Such issues as employer-sponsored dependent care, flexible work arrangements, and in particular, parental leave are of interest to all workers, especially parents.

The issue of parental leave has received attention in a number of states as well as in the U.S. Congress. Six states now call for non-disability parental leave benefits. The Congress has been debating bills which would require employers to grant employees unpaid leave to care for a newborn, newly adopted, or seriously ill child.

The Bureau of Labor Statistics projects that women will account for 64% of the U.S. labor force growth by the year 2000. This means that interest in parental leave is not likely to subside. Employers and governments are beginning to address the parental leave issue, and the debate can be expected to continue.

There were many other topics of interest which I could have mentioned. One of these could have been "Worker's Compensation: Challenges for the Future". However, while listening to the worker's compensation problems experienced by other states I believe that we in Kansas can be proud of the many positive advances and the progress we have made in our Worker's Compensation laws.

In conclusion, the seminar in Honolulu was the first such NCSL sponsored event I have attended. I will admit that prior to going I thought the sessions would be poorly attended, with most of the participants soaking up the sun on Waikiki Beach. I hate to say that I was afraid I might be among those so tempted. However, I was pleasantly surprised to see that all sessions were well attended, the presentations excellent, with the meetings running smoothly and on time. In short, I was impressed with this NCSL sponsored event.