

**HOUSE . . . . . No. 4308**

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**The Commonwealth of Massachusetts**

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HOUSE OF REPRESENTATIVES, October 17, 2007.

The committee on Economic Development and Emerging Technologies, to whom was referred the petition (accompanied by bill, House, No. 361) of Lida E. Harkins and others relative to establishing a Massachusetts work-family council., reports recommending that the accompanying bill (House, No. 4308) ought to pass.

For the committee,

DANIEL E. BOSLEY.

**The Commonwealth of Massachusetts**

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In the Year Two Thousand and Seven.

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AN ACT ESTABLISHING A MASSACHUSETTS WORK FAMILY COUNCIL.

1     *Whereas*, The deferred operation of this act would tend to  
2 defeat its purpose, which is to establish forthwith a Massachusetts  
3 work family council, therefore it is hereby declared to be an emer-  
4 gency law, necessary for the immediate preservation of the public  
5 convenience.

*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  
2 the 2006 Official Edition, is hereby amended by inserting at the  
3 end thereof the following new section:—

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

10    The council shall consist of the following persons or their  
11 designees:— the director of the department of business and tech-  
12 nology; the director of the department of labor; the secretary of  
13 the executive office of labor and workforce development; the  
14 assistant secretary of the office of children, youth and family serv-  
15 ices; the secretary of the executive office of elder affairs; the sec-  
16 retary of the executive office of health and human services; the  
17 director of MassHealth; the secretary of the executive office of  
18 transportation; the director of the department of housing and com-  
19 munity development; the commissioner of the department of edu-  
20 cation; the personnel administrator of the Commonwealth; the  
21 chief information officer of the Commonwealth; the commissioner  
22 of the department of early education and care; the president of the  
23 associated industries of Massachusetts; the president of the  
24 smaller business association of New England; 3 persons to be

25 appointed by the governor; 3 persons to be appointed by the presi-  
26 dent of the senate; 3 persons to be appointed by the speaker of the  
27 house of representatives; 3 persons to be appointed by the caucus  
28 of women legislators; 1 person to be appointed by the minority  
29 leader of the senate; and 1 person to be appointed by the minority  
30 leader of the house of representatives; provided, however that  
31 each appointed member shall be from 1 of the following cate-  
32 gories and no appointing authority shall appoint more than 1  
33 member from the same category:—

34 (1) a member of a legislative committee or administrative  
35 agency with responsibility for issues of economic development or  
36 working family support;

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

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

41 (4) a member of a professional association;

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

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

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

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

50 (c) The council shall annually elect a chairperson from among  
51 its members. The council may adopt new rules for the appoint-  
52 ment of members, and may increase or decrease the number of  
53 members.

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

55 (e) The council shall appoint an executive director who shall  
56 appoint staff as needed. Staff may seek funds from public and pri-  
57 vate sources to support the work of the council.

58 (f) The council shall select a panel of academic advisers to pro-  
59 vide information and guidance on council activities. An academic  
60 adviser shall not receive compensation from the council but may  
61 be reimbursed for customary expenses incident to the advisor's  
62 service.

63 (g) The duties of the council shall include, but shall not be lim-  
64 ited to the following:—

65 (1) conduct hearings to identify the major work-family issues in  
66 the Commonwealth;

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

70 (3) employ dialogue and negotiation among stakeholders with  
71 differing interests in work-family conflicts to advance the poten-  
72 tial for problem solving that supports both workplace productivity  
73 and family care;

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

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

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

79 (7) provide public education on work-family issues and on the  
80 need for public policies and private workplace practices that sup-  
81 port the well-being of both employers and families.

82 (h) The council shall submit a bi-annual written report of its  
83 activities to the secretary of economic development and housing  
84 and the secretary of labor and workforce development. The report  
85 shall include information on the groups actively involved in  
86 council meetings and projects; outcomes of research sponsored by  
87 the council; the adoption and results of public policy initiatives;  
88 the outcomes of experiments and pilot projects in workplaces; the  
89 experience with techniques of multi-stakeholder dialogue and  
90 negotiation; and the purposes and scope of public education pro-  
91 jects undertaken.

1 SECTION 2. This act shall expire on December 31, 2010.