

NIH Child Care Board Meeting Minutes
October 28, 2010
Building 50

Members in Attendance: Julie Berko, Catherine Bosio, Kelli Carrington, Andria Cimino, Hillary Fitis, Sybil Philip, Brian Rabin, Heather Rogers, Conrad Farina, Joslyn Kravitz, Adam Lee, Nicole Gormley, Michael Dunn, Mary Ellen Savarese, Bea Curl, Tonya Lee

Members Absent: Valerie Durrant, Rosalind King, Sheri Schully

Center Liaisons Attending: **ChildKind:** Amy Cliber, Robin Kastenmayer, **POPI:** Paulina Alvarado, Michele Frank, Ana Paola Cotrim, **ECDC:** Anne Schmitz, Dawn Gerhart, Stephanie Weinstein

Guests: Dr. Alfred Johnson, ORS Director, Mirit Aladjem

I. Welcome and Introductions

Vice-Chair Hillary Fitis welcomed Board Members, Liaisons, and Guests. Vice-Chair Fitis asked everyone to introduce themselves.

II. Approval - Minutes for September 2010

Vice-Chair Fitis called for a vote to approve the minutes from the September 2010 meeting. Minutes were approved.

III. Report from Chair -- Hillary Fitis

Vice-Chair Fitis read the letter written by Chair Valerie Durrant to Dr. Raymond Kington thanking him for his dedication and efforts to improve the NIH Child Care Services. Dr. Kington also received a copy of the 2009-2010 NIH Child Care Board Annual Report.

IV. Guest Presentation – Dr. Alfred Johnson, Director, ORS

Dr. Johnson thanked the Board for inviting him. He stated he was always happy to meet with the Board to discuss issues/concerns. Dr. Johnson spoke of his experience of being a post-doctorate looking for child care and having to be placed on the NIH Waitlist. Dr. Johnson stated that the continuation of services with a focus on child care is very important to all of NIH. He stated the letter to Dr. Kington was very appropriate because Dr. Kington's efforts had a tremendous positive impact.

NIH continues to support FTE's dedicated to overseeing the many programs the NIH Child Care Services provides: Lunch and Learn Parenting Seminars, Ask the Parenting Specialist, Parenting Festival, Subsidy, and Child Care Centers.

Dr. Johnson announced the two proposals: increase the NIH Child Care Subsidy program and implement a three year pilot Back Up Care program were approved. When the FY 2011 budget is passed, the NIH Subsidy Program will increase by \$240,000, and the three (3) year pilot program for Back Care to support 20,000 employees will be implemented. Dr. Johnson gave Dr. Kington credit for getting these proposals approved. When someone did not understand the concept or understand the importance of these proposals, Dr. Kington stepped in to help clarify. The Back Up

Care pilot will give NIH the necessary data to determine if the program is a resource utilized by the NIH community.

Dr. Johnson gave a status report on the Northwest Child Care Center. The Northwest Child Care Center will break ground Spring 2011. The Army Corp of Engineers will be the designers and builders. It will take awhile, but rest assured, progress is being made.

Dr. Johnson opened the floor for questions. Vice-Chair Fitis asked Dr. Johnson if he could assist in locating a group that could address Dependent Care issues. Dr. Johnson's response was that ORS seems to be the place where people look for help, and in the upcoming year, ORS will address Dependent Care. ORS will look at resources and responsibilities of employees and agencies.

Heather Rogers asked if ORS has taken in consideration Back Up Care for Emergency Employees and Emergency Preparedness. Dr. Johnson responded that ORS has the most Emergency Employees (Police/Fire) and this issue was addressed in the After Action Report of the snow storm in February 2010. Dr. Johnson was encouraged to think about what needs to be in place for next year and each emergency event. Dr. Johnson agreed.

Dr. Johnson was asked to share his advice for the Board to continue to be effective. He stated tracking the Back Up Care pilot will be crucial. With pending budget cuts, providing data and tracking the progress of the program will assist in keeping the program funded. He also stated support from other groups have been immensely important when he presents the ORS budget.

Adam Lee asked if Fellows would be able to apply for the NIH Subsidy Program. Dr. Johnson reported a proposal was sent up to the Department of Health and Human Services requesting eligibility of Fellows to use the NIH Subsidy program. DHHS decided not to send it forward to Congress for legislative change. The legislation stating who is eligible for the program is very specific. Dr. Johnson stated that he would request that NIH revisit this issue.

A discussion was held on the Board's concerns regarding the elimination of the NIH WorkLife Center. Dr. Johnson suggested the Board send concerns to Leadership and offered to have it go through ORS. Dr. Johnson stated he understands employees are making tough decisions about work and family, and a better working environment provides the employee with a better frame of mind.

Dr. Johnson stated he would be looking forward the Board's comments and thanked everyone for all that they are doing for NIH.

V. 2011 Board Initiatives

- December Presentation- Ms. Chris Major, Director, Human Resources will be the guest speaker for the December meeting. Several topics the Board would like Ms. Major to discuss: update of the leave bank, Maternity/Paternity issues, Family Medical Leave Act, Parental Leave, who NIH is hiring, succession

planning, Human Resources efforts to make NIH a desirable place to work, and the results of the Federal Employee Viewpoints Survey.

- January Presentation- GSA will be asked to speak about the TRIBLE Amendment. They will focus on the intent and the proposals of GSA to amend the Legislation.
- Leave Bank Update- The Leave Bank met 100% of the requested need. NCI was the pilot institute and it will be joined with two other institutes (NIAID and NHGRI) in the second pilot year. Julie Berko thanked the NIH Working Group of Women in Biomedical Careers for their financial support of the program. The hurdle preventing the Leave Bank to be implemented NIH-wide is the cost to have ITAS to take over the program. Ms. Berko asked for suggestions to advertise the program and to prevent the loss of hours that could be donated. There were 90,000 hours that were lost last year.
- Subsidy Committee- With the good news from Dr. Johnson on the approval of increased funding, the Subsidy Committee will reconvene in 2011 to discuss the increase and changes to the program.
- Charter Committee- The NIH Child Care Board Charter will expire in May 2011. The Committee will meet in January to review and submit a revised Charter.

VI. Chair and Vice-Chair Elections – Hillary Fitis and Julie Berko

There was one nomination for Chair: Brian Rabin, and one nomination for Vice-Chair: Sheri Schully. Each candidate was approved unanimously. Mr. Rabin and Dr. Schully will assume their new positions at the next Board meeting.

Hillary Fitis was thanked for her many contributions as Vice-Chair, especially the development and refinement of the New Parent Resource Packet. Ms. Fitis also assisted with establishing important partnerships with the Clinical Center Fellows and FELCOM.

Valerie Durrant was not present, however the Board did discuss her many contributions to the Board as Chair. Ms. Durrant was instrumental in moving the Board beyond child care and into all aspects serving families, children, parents, and the NIH Community. She served on the NIH Working Group on Women in Biomedical and the work from that committee helped moved the Board items forward.

VII. Announcements and Board Meeting Adjourned

Tonya Lee announced “Ask the Parenting Specialist” will be held on November 10, 2010 in Building 10 B1 Cafeteria. The NIH Child Care Team will be expanding its outreach events to include other services. The NIH Child Care Team will be attending the HR Health Benefits Fair on November 2, 2010. Ms. Lee thanked Dr. Adam Lee for distributing information at the FELCOM outreach event. There were over 75 people who received information.

The meeting was adjourned at 12:00 noon.

The next meeting will be December 9, 2010.