

FAMILY DIVERSITY IN AMERICA

Household Characteristics and Demographics*

NUCLEAR FAMILIES. The nuclear family is a household with a wage-earner husband, homemaker wife, and children. **National Data.** About 15% of all households. **California Data.** About 13% of all households. **Los Angeles City.** About 11% of all households.

FIRST MARRIAGES.** The number of first marriages has declined because many career-minded young people marry later in life, more are cohabiting without marriage, while many others have divorced and remarried. **National Data.** About 46% of all households. **California Data.** About 42% of all households. **Los Angeles City.** About 34% of all households.

STEPFAMILIES. Stepfamilies are formed as a result of divorce and remarriage where one of the new spouses has children from a previous relationship. **National Data.** About 33% of recent marriages involve partners who had been previously married. As many as 17% of children live in a stepfamily. About 35 million adults are stepparents. Nearly 1,300 stepfamilies are formed each day in America.

DUAL-INCOME MARRIAGES. Marriages in which both spouses bring home a paycheck is fast becoming the norm. In 1940, 8.6% of mothers worked outside the home; today, 62% do. It is predicted that by 1995, both spouses will be employed in over 60% of all married-couple households. **National Data.** About 30% of all households. **California Data.** About 28% of all households. **Los Angeles City.** About 23% of all households.

INTER-ETHNIC FAMILIES. Just 23 years ago, interracial marriages were illegal in 16 states. Between 1970 and 1980, the number of interracial and inter-ethnic marriages doubled. Although intermarriage has increased among all ethnic groups, it is markedly higher for some minorities, e.g., 39% of Japanese-Americans, 51% of Chinese-Americans. **National Data.** About 5% of all marriages.

* Sources: United States Census Bureau (1980 Census); Phillip Morris Family Survey conducted by Louis Harris and Associates (1987); California Census Estimates (1987); California Department of Finance, Population Research Unit Report 88 P-4 (1988).

** Note: The number of married-couple households is inflated because the Census Bureau gives unmarried couples the option of listing themselves as "married" if they prefer. Unmarried couples may tell the census they are married because they fear social or economic discrimination if they acknowledge their true marital status.

INTERFAITH FAMILIES. Interfaith marriages have increased as society has become more diverse. For example, only 7% of Jews married Christians in the 1940s. Today, 40% of Jews intermarry.

SINGLE-PARENT FAMILIES. The number of single-parent families doubled between 1970 and 1980. Nationally, about 20% of families with children are headed by a single-parent, most of whom are single or divorced women. **National Data.** About 8.6% of all households. **California Data.** About 9.1% of all households. **Los Angeles City.** About 11% of all households.

DOMESTIC PARTNERSHIPS. The number of cohabiting couples jumped 300% between 1970 and 1980. Many couples eventually marry, since half of all recent marriages involve couples who had been living together. Many same-sex couples live in long-term relationships. Some elderly and disabled couples are unmarried due to economic penalties. **National Data.** About 4.7% of all households. **California Data.** About 7% of all households. **Los Angeles City.** About 8% of all households.

FOSTER FAMILIES. Many children placed in foster homes because of abuse or neglect by their biological parents. Foster families comprise about 1% of all urban households.

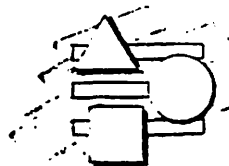
EXTENDED FAMILIES. Extended families consist of adult blood relatives living in one household. **California Data.** About 5% of all households. **Los Angeles City.** About 6% of all households.

IMMIGRANT FAMILIES. The number of immigrant families is somewhat reflected by the language spoken at home. About 30% of Los Angeles families speak only a non-English language at home. This compares with 23% in California and 10% nationally.

FAMILIES OF COLOR. Families of color will continue to increase as the minority population grows. By the year 2020, Hispanics will be 38% of California's population, Asians will increase to 14%, Blacks will level off at 7%, and Whites will decrease to 41% of the state's population.

ONE-PERSON HOUSEHOLDS. Many adults live alone. **National Data.** About 22.7% of all households. **California Data.** About 24.6% of all households. **Los Angeles City.** About 31% of all households.

FAMILY DIVERSITY PROJECT



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Comparison of existing domestic partnership ordinances, as of July 2, 1990, compiled by Keeston Lowery, staff assistant to Mike Lindberg, Member, Portland (Oregon) City Council.

DOMESTIC PARTNERSHIP CRITERIA COMPARISON BY CITY

Criteria (inclusive listing)

	Seattle	San Francisco	Santa Cruz	Berkley	W. Hollywood	Los Angeles	Madison	Metro S.D.	NEW YORK
A) <u>Mutual Responsibility</u>									
Sharing lives in an intimate and committed relationship of mutual caring.		X							X Var
In a relationship of mutual support, caring and commitment.							X		
Mutual obligation of support.						X			
Involved in a close personal relationship.	X								X
Responsible for each others (or their common) welfare.	X		X	X	X				
Share the common necessities of life.					X	X			
Are occupying a dwelling unit as a single, non-profit, housekeeping unit, whose relationship is of permanent and distinct domestic character and who share common cooking facilities.							X		
Are not in a relationship that is merely temporary, social, political, or economic in nature.							X		
Jointly responsible for basic living expenses.	X	X							X Var

DOMESTIC PARTNERSHIP CRITERIA COMPARISON BY CITY

Criteria (inclusive listing)

	Seattle	San Francisco	Santa Cruz	Berkley	W. Hollywood	Los Angeles	Madison	Metro S.D.	New York
B) <u>Residence</u>									
Live together	X	X	X	X		X		X	X Var.
Resided in the same household for the past 12 months.						X		X	X
Permanent residency in the domestic partnership household.	X								
C) <u>Single Relationship</u>									
Signed declaration of sole domestic partner.	X	X	X	X	X	X			X
Have not already claimed a domestic partner.					X				X Var.
Neither married.	X	X	X	X	X	X	X		X
Neither legally separated.							X		
D) <u>Waiting Period</u>									
Six-months lapses since the date of judgement terminating previous marriage.							X		
90-days since termination of previous domestic partnership (exception in the case of death of previous domestic partner).	X								

DOMESTIC PARTNERSHIP CRITERIA COMPARISON BY CITY

Criteria (inclusive listing)

	Seattle	San Francisco	Santa Cruz	Berkley	W. Hollywood	Los Angeles	Madison	Metro S.D.	New York
Six months lapse since termination of previous domestic partnership (exception in case of death of previous domestic partner).		X					X		
12-months lapse since termination of previous domestic partnership (exception in case of death of previous domestic partner).						X			X
E) <u>Age</u> 18 years of age or over.	X	X	X	X	X	X	X		X
F) <u>Competence</u> Competent to enter a contract.	X			X	X	X	X		
G) <u>Unrelated By Blood</u> Neither related by blood to the other.						X			
Not related in a way that would bar marriage in the state of _____.	X	X	X	X	X				
H) <u>Notification Of Change</u> Agree to notify regarding any change in status in the domestic partnership.	X	X	X	X	X	X			X Var.

Certificate of Domestic Partnership in use by
the City of West Hollywood, California.

Certificate of Domestic Partnership

Certificate No. _____

We The Undersigned, Do Declare That:

We are not related by blood;

Neither of us is married, nor are we related by marriage;

We share the common necessities of life;

We are each other's domestic partner, and have been each other's domestic partner since _____;

We are the sole domestic partner of each other and have no other domestic partners;

We are both over 18 years of age;

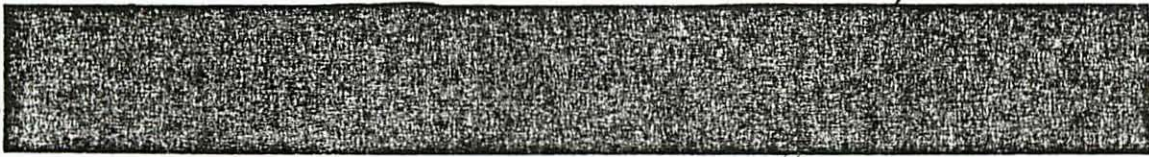
We are responsible for each other's welfare;

We agree to notify the City of any change in the status of our domestic partnership agreement.

Executed the _____ day of _____, _____, in West Hollywood, California.

Attest:

City Clerk



"A Broader Definition Of Family"
**FAMILY REGISTRY
PLAN ANNOUNCED**

by Karen M. Everett

In the wake of the defeat of San Francisco's domestic partners law, a Washington, D.C. lobby group plans to create a national family registry to build support for the concept of lesbian and gay families.

The Human Rights Campaign Fund, the largest group in the country fighting for gay rights, is developing the registry. The group hopes the project will give visibility to "a broader definition of family" and increase public support to change laws which prohibit same-sex marriage.

"We can no longer wait for lesbian and gay men in long-term loving relationships to be validated and acknowledged by this country's legislative and political bodies," said Tim McFeeley, director of the Human Rights Campaign Fund. "The lesbian and gay community is going to have to lay the groundwork first."

McFeeley hopes to launch the National Family Registry on Feb. 14, 1990, Valentine's Day.

Plans to create a central repository of records for gay families materialized after San Francisco's domestic partners legislation lost in the November election by a tiny margin, 49 percent to 51 percent.

Sponsored by Sup. Harry Britt, the legislation would have given gay and

straight live-in lovers some of the same benefits that married couples receive.

Since the legislation's defeat in the polls, some gay leaders have advocated broadening the legislation to include "extended family" members as well as domestic partners as beneficiaries of the proposed city ordinance.

The Human Rights Campaign Fund also provides for extended family members in its planned national registry, according to Kathleen Stoll, director of the Fund's Lesbian and Outreach Project.

"These family units are not limited to traditional domestic partnerships or two-person couples," she said. "We want to encompass a broader definition of family."

The consensus that San Francisco's

proposed domestic partners bill should be expanded to include blood relatives is gaining both in City Hall and in the gay community, according to Scott Shafer, press secretary for Mayor Art Agnos.

But gay leaders who favor the domestic partners version point out that an extended family registry serves a different purpose than a similarly defined law would.

Matt Coles, the ACLU attorney who drafted San Francisco's domestic partnership legislation, said the registry's broad definition of gay relationships is "commendable". But Coles added that efforts to legally ban discrimination on the basis of an "extended family" unit is "much more tricky."

"If you try to pass a law that sets up a mechanism to give extended family members health insurance, for example, things are not quite that simple," said Coles.

The Human Rights Campaign Fund says the goal of the registry is not legal but educational. The group hopes the record system will "recapture the term 'family' from the right wing," as well as provide an alternative "institution" to conventional marriage.

"It is clear that the general public has not yet moved to the point where it is willing to affirm lesbian and gay families," said McFeeley.

"What we can do with the registry is educate the public so that they will understand that many lesbians and gays have families which are as important to us as the families of heterosexuals are to them," he said. ◀

Definition of "Domestic Partnership" proposed
by Los Angeles City Task Force on Family
Diversity, May, 1988

these employees are being treated unfairly under the present benefits system.

In recent years, several municipalities have extended benefits to government employees and their domestic partners.⁵⁰ In other cities, such proposals are under consideration.⁵¹ The City of Los Angeles should now take positive action on the domestic partnership benefits issue.

Some unfairness would be eliminated if the city were to adopt a flexible benefits plan that does not discriminate on the basis of marital status in the extension of benefits. Other inequities to domestic partners should also be remedied immediately.

For example, it is patently wrong to deny an employee either family sick leave or bereavement leave when his or her domestic partner is seriously ill or dies. Presently, the City Administrative Code does just that.⁵² To implement reform in the area of family sick leave and bereavement leave in a responsible manner, the city must first define the term "domestic partners." The Task Force on Family Diversity recommends that the City Council amend the City Administrative Code to include the term "domestic partner" in the list of "immediate family" relationships for which an employee is entitled to take family sick leave and bereavement leave. The following definition of "domestic partner" should be adopted, and the city's Personnel Department should be authorized to establish appropriate procedures to verify the domestic partnership status of employees who claim eligibility for sick leave or bereavement leave:⁵³

Domestic partners are two persons who declare that:

- (1) They currently reside in the same household, and have been so residing for the previous 12 months.
- (2) They share the common necessities of life.
- (3) They have a mutual obligation of support, and are each other's sole domestic partner.
- (4) They are both over 18 years of age and are competent to contract.
- (5) Neither partner is married.
- (6) Neither partner is related by blood to the other.
- (7) They agree to notify the appropriate agency within 30 days if any of the above facts change.

The extension of family sick leave and bereavement leave to employees who have domestic partners does not require complex legal analysis or extensive fiscal debate. Legally, the city has the discretion to grant such benefits, and the financial impact to the city would be negligible.⁵⁴

Granting retirement benefits to surviving domestic partners has a potentially greater financial impact and more complex legal considerations. Before any proposals move forward in this area, the Government Operations Committee of the City Council could request the City Attorney for a legal analysis and the City Administrative Officer for a financial review of the matter.

The States and Localities

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TRENDS

OCTOBER 1990

'DOMESTIC PARTNERS': HOW MUCH RECOGNITION?

Beyond sick and bereavement leave, some cities are extending health benefits to employees' live-in companions. Opponents think any recognition is too much.

By Rob Gurwitt

The edge of social convention has never been a comfortable place for local officials, vulnerable as they are to the strong political crosscurrents that blow out there. Even so, four cities are taking up a question this year that hits close to home—whether unmarried "domestic partners" are entitled to the same recognition as the traditional family.

The matter is at its hottest in two liberal-minded West Coast cities, San Francisco and Seattle, where it is the subject of ballot measures that are attracting considerable attention from both sides. San Francisco's proposition, drafted by gay Supervisor Harry Britt and placed on the ballot with the support of three other supervisors, is Britt's third attempt to gain official recognition for domestic partners; the first was vetoed in 1982 by then-Mayor Dianne Feinstein, who contended that it was "vague and unclear," and the second was narrowly repealed by the voters last November after being passed by the Board of Supervisors.

Last year's ordinance extended sick and bereavement leave benefits to city employees living with unmarried partners. Britt's latest measure is c

more limited import for local government—it simply allows any unmarried couple, gay or heterosexual, to register publicly with the city clerk.

In taking that step, the proposal aims squarely at securing a form of social recognition for the city's gay community that its members say has



San Francisco Supervisor Harry Britt is trying this year for the third time to gain official recognition for domestic partners.

been lacking. "Our goal here is to address the issue of invisibility," says Rick Ruvolo, Britt's legislative aide. "We really want to be part of the American family, and believe that by addressing these relationships, people able to participate fully in the community." Although on would be largely sym-

bolic, gay activists hope that establishing a workable system would lay the groundwork for eventually pushing for benefits from both public and private employers.

The measure is attracting the strong opposition of the same coalition of church groups that worked to defeat its predecessor; government, they argue, has no business giving "alternative lifestyles" the same official recognition as marriage.

By contrast, Seattle's domestic-partners ordinance, passed in two parts by the city council last year and this spring, is less a political statement than an effort to address the issue of equitable treatment of municipal employees. It was drafted after the director of the city's human rights

commission suggested that the city was violating its Fair Employment Practices Ordinance by failing to give sick and bereavement leave to unmarried employees and by barring their partners from health benefits. First drafted in the early 1970s, the employment law had been amended in 1986 to bar employment discrimination based on marital status.

Seattle's first step was simply to permit employees to take sick leave to care for their partners or bereavement leave in the case of the death of a partner. Then, last March, health insurance was added. With its regular insurers balking at carrying unmarried partners, Seattle, like other cities

where unmarried partners receive health benefits, is insuring them itself.

This November's referendum, put on the ballot by a group calling itself Citizens for Family, would repeal only the leave benefits, since the drive to place it on the ballot began before the city council acted on health insurance.

In two cities where the issue is pending, domestic-partner proposals have had a similar evolution. In Portland, Oregon, the issue was stoked when a city employee who is a lesbian was denied parental leave to care for the newborn child of her partner; the city's labor commissioner ruled that the benefit applied only to natural or adoptive parents. In response, 200 city employees have petitioned the city council to adopt a domestic-partner ordinance.

And in Minneapolis, the issue has been kicking around the city's Civil Rights Department since the early 1980s, but has been brought to the fore recently by several cases alleging that the city is violating its civil rights laws by failing to provide leave benefits to unmarried employees or insurance benefits to their partners. While the department weighs those cases, the city council is moving ahead with a measure to extend to unmarried employees and their partners and dependents all benefits given to married employees and their dependents.

Domestic partner ordinances are hardly new to the scene, although they have generally been confined to the smaller, liberal enclaves that often set the pace for changes of this sort. The first cities to develop official policies were Berkeley, West Hollywood and Santa Cruz, all in California; they were followed by Madison, Wisconsin.

While the three California cities all cover health insurance for their employees' partners, Madison provides only sick and bereavement leave, although it also requires health clubs and other concerns with "family" rates to charge unmarried partners the same amount. More recently, former New York Mayor Ed Koch extended bereavement leave to unmarried city employees, and the Los Angeles city council last year passed a resolution allowing sick and bereavement leave for unmarried employees to become part of the city's

To pretend that domestic partners 'are the same as married, legally or socially, is dishonest,' says Seattle activist Julia Fogassy.

collective bargaining contracts as each one comes due.

In none of those places have the domestic-partner measures aroused much controversy. That is not the case in either San Francisco or Seattle, where Citizens for Family contends that the city is trespassing in areas it should not be in. The key issue, says Julia Fogassy, who is leading the campaign against the ordinance, is the city's equation of unmarried relationships with marriage.

Noting that three-quarters of the 300 employees who have signed up are heterosexual, Fogassy argues that they have "freely chosen to reject the benefits that come with marriage," and that the ordinance attempts to strip marriage of its meaning. "Why should it be called fair for those who don't make that public decision [to marry] to benefit? To pretend that they are the same as married, legally or socially, is dishonest," she says.

Advocates of the ordinance respond that unmarried workers with partners were unfairly being required to subsidize the families of married employees through their premium payments.

As heated as the argument over family is getting in Seattle and San Francisco, it is in the realm of health insurance that city governments are most clearly taking the lead in addressing the issue. No city has yet been able to work out a satisfactory deal with its insurance carriers to extend current policies to domestic partners; most insurers are reluctant to take the risk.

"The concern that is shared by a number of insurers is that we don't even know how to try to define the risk of insuring domestic partners,"

says Eric Rohlman, a vice president of Blue Cross of Washington and Alaska, based in Seattle. "Will we be able to come up with an equitable way to define eligibility, so people won't be encouraged to become domestic partners simply to cover a heart transplant?"

None of the three California cities with experience in insuring employees' domestic partners—Berkeley and West Hollywood have both done so since 1985, and Santa Cruz since 1986—has found any difference between their experience with domestic partners and spouses. "Our experience has been unbelievably good," says Steve Replogle, Berkeley's risk manager. "The program is so unremarkable, once you've been in it for five years it's hard to get excited about the actual experience." The city has 110 couples in the plan, of whom 85 percent are heterosexual.

The key to success, Replogle says, is that the city is able to define who is entitled to insurance by requiring domestic partners to sign affidavits that they have lived together at least six months, intend to continue doing so indefinitely and are responsible for each other's welfare. Most other cities that have enacted domestic-partner measures require similar affidavits, which are filed with their personnel offices. Although there is no question that the procedure is open to abuse, none of the cities reports significant instances of it.

The insurance companies are keeping an eye on what happens in Berkeley and the other cities, and should their experience show that the risks of insuring unmarried partners are manageable, could enter the field. In the meantime, though, there is little doubt that it is the cities that are taking the risks. "In taking the lead of this thing, we've tried to set an example," says Replogle. "We're saying, 'We'll see what it looks like, and if it works, it works; if it doesn't, then everyone can benefit from our experience.'" □

Fringe Benefits Summary for Permanant Full-Time Miscellaneous Employees of the City of Long Beach (showing current policy of sick leave as it applies to families)

1989 - 90
CITY OF LONG BEACH

FRINGE BENEFITS SUMMARY FOR PERMANENT FULL-TIME
MISCELLANEOUS EMPLOYEES

I. HOLIDAYS

A. Regular Holiday Schedule*: Employees are entitled to 9 calendar holidays plus 4 days of personal holiday leave (a total of 13 days per calendar year). Holidays for employees with regular work schedules are as follows:

1. New Years Day - January 1
2. Martin Luther King Day - 3rd Monday in January
3. Washington's Birthday - 3rd Monday in February
4. Memorial Day - Last Monday in May
5. Independence Day - July 4
6. Labor Day - 1st Monday in September
7. Thanksgiving Day - 4th Thursday in November
8. Day after Thanksgiving - 4th Friday in November
9. Christmas Day - December 25
10. Personal Holiday Leave - four days (32 hours) credited to employees on January 1, but earned on a monthly basis

*NOTE: Employees who have a work schedule other than regular, the holiday day off is determined by other criteria.

B. Holiday In Lieu Schedule: Employees accrue approximately 8.67 hours of holiday per month (104 hours maximum per year) when regular hours exceed the greater portion of the month (87.1 hours).

C. Rate of Pay or Compensatory Time Off for Time Worked on Holiday: Employees receive regular holiday pay plus time and a half for hours actually worked.

D. Refuse Unit: Employees receive holiday pay plus time and a half for working on Admissions Day, Columbus Day, and Veteran's Day. Eight additional work hours are credited to the Holiday Worked Bank on January 1 for working the previous year's July 4 and Thanksgiving holidays.

E. Personal Holiday Leave Carry-over: Employees may carry-over unused personal holiday leave no longer than the calendar year immediately succeeding the calendar year in which earned.

II. VACATION

A. Eligibility: Employees must complete 365 days of continuous service.

B. Method of Accrual: Vacation benefits are prorated for each calendar month, or major portion thereof, in accordance with the following schedule:

Completed Years of Service

Number of Days and Equivalent Hours Earned Annually

1 yr through 4 yrs 5 mos	12 days	96 hours
4 yrs 6 mos - 11 yrs 5 mos	15 days	120 hours
11 yrs 6 mos - 13 yrs 5 mos	16 days	128 hours
13 yrs 6 mos - 17 yrs 5 mos	17 days	136 hours
17 yrs 6 mos - 18 yrs 5 mos	18 days	144 hours
18 yrs 6 mos - 19 yrs 5 mos	19 days	152 hours
19 yrs 6 mos or more	20 days	160 hours

Benefit day = 8 hours

- C. Vacation Carry-over: No more than a maximum of one year of vacation may be accumulated and carried over from one calendar year to the next.
- D. Compensation In Lieu of Vacation: Employees may be paid for unused vacation if the employee consents to forego taking the vacation at the request of the employee's Department Head and the City Manager.

III. SICK LEAVE

- A. Twelve days (96.0 hours) per year are earned at the rate of 1 day (8 hours) of service for each calendar month or greater portion thereof, with unlimited accumulation.
- B. Doctor/Dental Appointments or for the Care of an Employee's Ill or Injured Child or Member of the Immediate Family Living in the Household: Employees are eligible to use a maximum of 24 hours per calendar year. A maximum of 8 hours of accrued vacation may also be authorized.
- C. Preservation During Extended Leave: Employees on extended leave (more than 30 calendar days) may retain up to 40 hours of sick leave, vacation, or holiday pay.
- D. Conversion of Unused Sick Leave at Retirement: Upon application for retirement employees may elect to convert their unused sick leave hours into one or more of the following options provided that they meet all eligibility requirements:
 - 1. Continuation of Health and/or Dental Insurance Plans: Employees may designate the amount to be converted to the cash equivalent value for continuation of health and/or dental insurance coverage for the retired employee, the spouse and/or eligible dependents. Employees who have an application for ordinary or service - connected disability retirement disapproved are excluded.
 - 2. Additional Service Retirement Credit: Employees who were PERS members with the City prior to 10/21/89 (Tier I) may designate the amount to be converted to PERS service retirement credit.

IV. DEATH OR ILLNESS IN FAMILY

- A. Eligibility: Employees may be allowed a paid absence with the consent of the employee's Department Head in the event of death or critical illness where death appears imminent of such employee's father, mother, brother, sister, child, wife, husband, father-in-law, mother-in-law, stepfather, stepmother, stepchild, former legal guardian, grandfather, grandmother, grandchild, or foster child.
- B. Paid Time Off: Employees may be allowed up to 24 work hours of paid leave which is not charged to accrued vacation or sick leave. If necessary, employees may request an additional 3 days of leave which is chargeable to accrued sick leave.
- C. Recurring Critical Illness: Such absences shall not be allowed in any case where, in the preceding 6 calendar months, a leave for critical illness of that same relative has been granted.

V. MILITARY LEAVE - PAID

- A. Eligibility: Employees who have completed one year of continuous service with the City and are absent for active military duty, including active military training are eligible. All military service shall be included in determining the one year of City service.
- B. Compensation: Eligible employees shall be paid during the first thirty calendar days of such absence the amount the employee would have received as salary or compensation had the employee continued in the service of the City during such absence. Pay for such purposes shall not exceed the compensation the employee would have received for thirty calendar days service in any one fiscal year.
- C. Inactive Duty Training: Weekend drills are not entitled to paid military leave.

VI. JURY DUTY

- A. Compensation: Employees shall receive their normal salary plus court-paid mileage expenses, less jury fees received. Jury fees may be kept if attending court during off-duty hours.
- B. Change to Day Shift: Employees on other than a daytime schedule will have their work schedule changed to the normal day shift for office workers for each day they are on jury duty and scheduled to work.
- C. Night Jury Service: Employees on day shifts and serving on night juries shall be released from work to allow sufficient time for travel and dinner. These employees are entitled to keep the jury service fees.

VII. COURT/ADMINISTRATIVE HEARING

Employees who appear in a court/hearing on a job- or City-related matter are paid for actual time for appearance at the court/hearing.

L.A. To Grant Time Off For Adoptions, Bonding

By Sandra Parker
Daily Journal Staff Reporter

Los Angeles on Tuesday became the first major U.S. city to expand the use of unpaid leave for family illness, childbirth or adoption, and still guarantee the jobs of the city's clerical workers — male and female.

City Councilwoman Joy Picus called the provision of using accrued sick leave after an adoption "a major breakthrough."

"Today's families are changing, and so are the needs," Picus said. "In birth and adoption, the first few months of 'bonding' are critical."

The new policy was negotiated into a proposed contract with Local 3090 of the American Federation of State, County and Municipal Employees, which represents about 4,000 city clerical workers.

"Family leave is critical in today's changing society," said Mayor Tom Bradley. "I'm determined to make this city a model employer and hope that other cities will follow our lead."

Picus said that persuading some of her male colleagues on the Executive Employee Relations Committee of the need to include adopting parents was "an educational process. They truly didn't understand what I meant when I said bonding, but they caught on. It wasn't a hard sell."

The committee consists of the mayor and four council members.

The new policy allows employees to use up to 12 days of accrued sick leave at full pay for an adoption or family illness. For childbirth, the new provision allows a woman to use all accrued sick leave at full pay for as long as her doctor deems necessary — usually four to six weeks.

After full-pay sick leave is exhausted, employees may use vacation time and any remaining accrued sick leave, but would receive only 50 percent of full pay for the remaining sick leave.

Employees wishing additional time off would be eligible to take up to four months of unpaid leave. In the previous contract, unpaid leave was given at the discretion of the employee's manager.

'Importance of Bonding'

"This says we recognize not just the physical limitations of a new mother — we recognize the importance of the bonding process," Picus said.

In addition, the city will continue paying the employee's health insurance benefits during the leave. Upon return to work,

the employee would have a year to repay the city. Previously, the health benefits stopped during any unpaid leave.

City Administrative Officer Keith Comrie said he expects fewer than 100 employees a year to take advantage of the new policy.

The city is in the process of negotiating clauses in its employee contracts to extend benefits to domestic partners who are not legally married to city employees. Comrie said the family illness provisions would apply to domestic partners as soon as such agreements are reached.

The Los Angeles Daily Journal

Wednesday, July 12, 1989

The DADDY TRACK

Today, More and More Men
Are Sacrificing Promotions, Pay Raises and
Job Status for the Kids' Sake

BY JIM SCHACHTER

PHOTOGRAPHED BY
ANACLETO RAPPING

IT'S A WEEKDAY morning in Half Moon Bay, a quarter past 8, and Chris Fennie is getting ready to leave for work.

Two-year-old Willie, his blond, blue-eyed son, clutches a new toy football as he climbs into his toddler seat in the family Volvo. Buffer, Fennie's wife, hops into the car, Fennie slides behind the wheel, and the family starts out on the 35-minute drive to Genentech, the biotechnology firm in South San Francisco where the Fennies work as researchers.

It's an eventful ride. They cruise behind a truck loaded with redwood logs and answer Willie's questions about trees and lumber and houses. They see a van on fire and quiet Willie's fears. Coming over a hill, they watch jets take off from San Francisco International Airport. Driving into the industrial park that houses Genentech's million-dollar day-care center, they pass a train depot, where an obliging engineer toots a whistle and Willie beams.

But the joy turns to trauma when Willie is reminded that he must leave his football in the car—no outside toys allowed at day care. The tantrum is still



Chris Fennie, opposite page, gets his son, Willie, ready for the commute to the day-care center at the firm where Chris and his wife, Buffer, work. The pair trade off on driving.

ringing in Fennie's ears as he settles into his lab work around 9 a.m.

And so begins one more of the eight-hour days that for Chris Fennie, working father, constitute a career.

At 34, after nine years at Genentech, Fennie has new priorities. Like his lab partners in the cardiovascular department, he used to work long weekends searching for miracle drugs. But now on Saturdays and Sundays, he's home with Willie, hard at play. While his co-workers stay late on weekdays, un-

locking chemical secrets, Fennie is picking up his son from day care, exploring more personal mysteries.

"I can't have my child in day care for a 12-hour day," says Fennie, who took three months off during Willie's first year to get to know him better and to let Buffer return to work. "He won't be my child. When you're all done, someone else will have raised him."

So Fennie works from 9 a.m. to 5:45 p.m. and resigns himself to treading water in his job—even as Buffer climbs



past him on the career ladder at Genentech. "I'll sacrifice the career," he says. Then he corrects himself. "Not exactly sacrifice, but I'll kind of put it on hold."

Now meet Fennie's boss. G. Kirk Raab is president and chief operating officer of Genentech. At 54, with three grown children from a previous marriage, he is due to become the father of twins early in December.

Times staff writer Jim Schachter is the father of Ariel, 2½, and Miriam, 10 months.

But Raab won't be cutting back his hours when the children are born.

"Frankly, in my case, I think it would be irresponsible," Raab says. "I have a tremendous responsibility that's important to our shareholders as well as the health of mankind and our employees. That can't be sacrificed."

After all, Raab explains, "when you go into science, in particular, you decide to be a pretty committed person. Science can't be 9 to 5 to be significant."

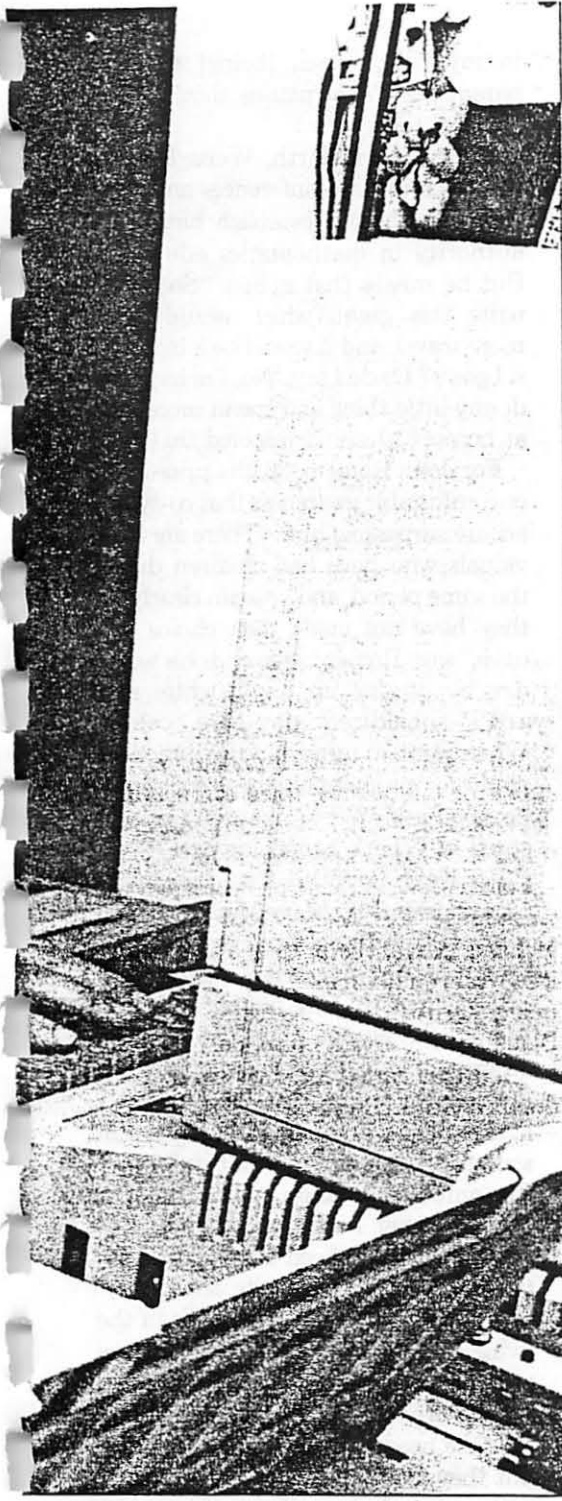
Who's right? What should be sacrificed? What qualifies as "significant"?

For men, the answers used to be so

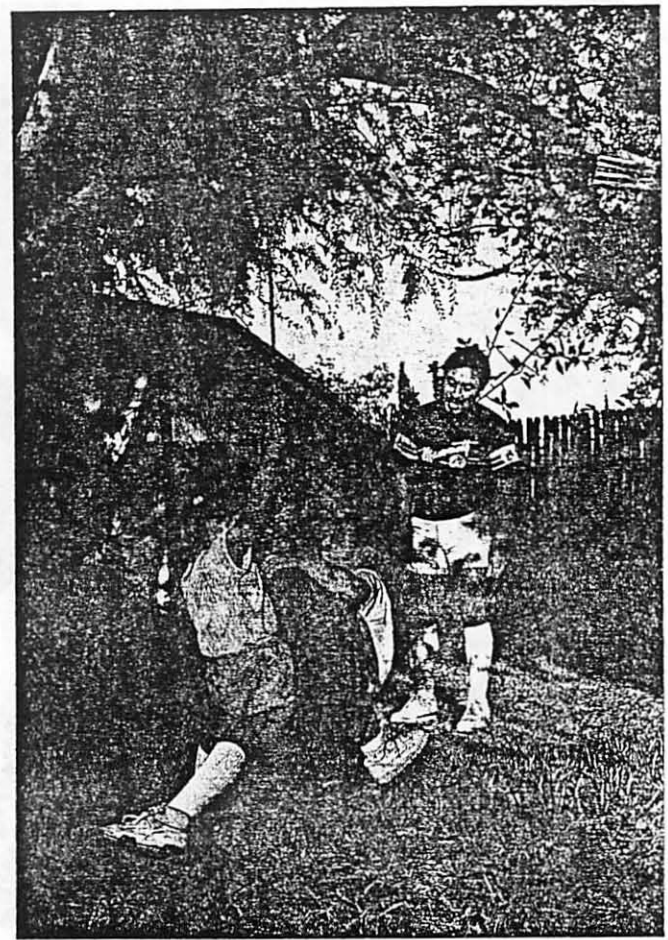
clear. They were the breadwinners. They did the important things. For every Madame Curie, there were a thousand Pasteurs. And their wives took care of the kids.

But now, for many men, it's not so easy. Their wives work, so being a breadwinner is nothing special. Rather than taking macho satisfaction in bringing home the bacon, men face constant pressure to take on a share of the parenting and homemaking duties that had been their wives' domain. Yet from whom are they to learn how to be dads? Their fathers' approach—a pat

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Martin Sweeney, left, quit his job as a magazine editor to spend more time with his disabled daughter, Eva, 6. John Romero, right, an account executive for the Los Angeles Department of Water and Power, has forgone promotions to devote attention to John, 5½, and Adrianna, 4.



on the head in the morning, a glance at a sleeping child at night, a game of catch on the weekends—wasn't good enough when they were young, and it won't do for their kids, either.

Meanwhile, their jobs want every ounce of them. And many of their peers at work, the competitors for raises and praise and promotions, remain fully invested in their careers. As if they didn't have wives. As if they didn't have kids. As if it were still 1950 and the whole world hadn't changed around them. Moviegoers note: Gil Buckman, the devoted father Steve Martin plays in

"Parenthood," loses a partnership in his firm to the sleazy creep who wines and dines clients night after night, presumably at his unseen family's expense.

"The old definition of success was pretty clear," says Mark Gerzon, a Santa Monica screenwriter and peace activist who has written books about the changing nature of manhood in America. "If success is making it to the pros or making over \$100,000 or being president of the company, that's clear.

"Now this other thing is fuzzy, and men don't like things that are fuzzy," says Gerzon, a father of three whose sons are welcome to visit in the garage he's converted into an office. "One hundred thousand dollars is clear compared to \$80,000, but being involved in parenting your children is not clear at all."

Big things aren't clear. Can a man say his family is the most important thing in his life, act accordingly and hope for any advancement in his career? Small things aren't clear. Can a man take time off to stay home with a sick child without inviting questions about his commitment to the firm?

The dilemmas are old news for women, who, despite their historic assault on the working world during the past 20 years, st—by society, by

most husbands and, often, by themselves—to retain primary responsibility for children and home. It is women whom employers are thinking of when they build child-care centers and extend parental leaves. It was a "Mommy Track" that was debated last spring when Felice Schwartz, president of Catalyst, a women's research group, proposed that companies make it possible for women to maintain careers through the child-rearing years by working part time or in jobs with fewer demands.

Schwartz's critics, mainly feminists, protested that the proposal falsely implied that professional ambition and motherhood could not coexist. Her defenders said the tension between career and family direly needed the attention Schwartz focused on it.

It was only in the fallout from the controversy that Schwartz and other commentators began to acknowledge that working fathers increasingly are becoming embroiled in the same conflict as working mothers.

Women may be more fully engaged in the struggle, fighting daily to find the time to both nurture and provide. Men, for the most part, are just beginning to recognize that they have choices to make.

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In an emergency, mortgage banker Claude Organ can take time off to look after 16-month-old Cindy because his schedule is more flexible than that of his doctor wife's. Instead of staying late at work, John Isham, opposite page, goes home to Laura, 10, Paul, 7, and wife, Sally.

But some men in California, without much notice and certainly without much help from their employers, have gone further. They have wandered onto a "Daddy Track." Professional men, corporate men, single fathers, manual laborers—not a lot of men, but more all the time—have discovered a flip side to the women's movement. Where women found new identities and self-respect in jobs outside the home, these men are finding that what really matters to them is life outside the job.

So Chris Fennie puts his career on the back burner. Martin Sweeney quits his job as a magazine editor, in part to spend more time with his disabled daughter, Eva, 6. John Romero, an account executive for the Los Angeles Department of Water and Power, forgoes promotions because John, 5½, and Adrianna, 4, require more attention the older they get. Robert Hale, personnel director for the South Coast Air Quality Management District, turns down job offers, despite his ambition; his first priority is Brian, 12, who has lived with Hale since a divorce.

These men are not abandoning work. The breadwinner is not staying home to be the bread baker. Nor are they superdads, the male equivalents of

those working women who advance to vice presidencies, attend PTA meetings and put a home-cooked meal on the dinner table each night. Mostly, their wives still bear more than 50% of the burden at home.

Rather, in Gerzon's term, the Daddy Trackers aim to be "companions"—literally, those with whom bread is broken. They work and provide, but they want, too, to be home to enjoy with their families the fruits of their efforts. Urged on by their wives, haunted by their fathers' example, they are stumbling toward a new balance between work and family.

THE HARD CHOICES

THE SEARCH exacts a price.

For Julian Weissglass, a mathematics professor at UC Santa Barbara and the father of 6-year-old Keith and two grown children from a previous marriage, the price is confusion.

"There's a tension between my work and my family life," he says, sitting on the brick deck in his back yard one recent starry night. "The university is not the place where you make a lot of money. But there's something significant

in my field, versus [being] the best parent I can"—he pauses, thinking—"I still feel torn."

Since Keith's birth, Weissglass, 48, has given up the conferences and traveling that helped establish him as an authority in mathematics education. But he misses that milieu. "So, [do] I write this grant, which would mean more travel, and it would be a big thing if I got it? Or do I say, 'No, I'm happy to do my little thing and spend more time at home?' I haven't resolved that yet."

For John Romero, 36, the price is the uncomfortable awareness that co-workers are surpassing him. "There are individuals who have had children during the same period, and you can clearly see they have not made their choice as I have," says Romero, who ends his workday by picking up his daughter at a DWP-subsidized day-care center. When Romero turns aside invitations to apply for promotions, these colleagues, he says, ask, "Why? We don't understand it. What's happening here?"

For Keith Griffith, 34, an emergency-room nurse at St. Mary Medical Center in Long Beach, the price is a schedule that wears on his marriage and his well-being. Griffith and his wife, Arleen Blank, who also is a nurse, don't want other people caring for their two children. So Griffith works seven 2 p.m. to 2 a.m. shifts every two weeks—shifts that sometimes stretch as late as 6 or 7 a.m. if the ambulances keep rolling in—and Blank fits her work time around his.

"We have sacrificed a lot of our relationship working opposite schedules," says Blank, sitting with Griffith in the living room of their Long Beach home as Sam, 5, plays in the yard and Hannah, 10 months, fidgets in her lap. "The kids are used to one or the other of us, but they rarely see us both together."

Questioned about their values, most men say they are prepared to pay almost any price to play a bigger role in their families' lives. In June, when 1,000 men and women were surveyed by Robert Half International, a San Francisco personnel recruiting firm, 74% of the men said they would choose a Daddy Track—flexible jobs that offer slower career advancement but more time to give attention to family—over more-rigid jobs on a faster track.

Yet only one in 10 Southern California personnel executives in a July survey of 440 companies by William M. Mercer Meidinger Hansen, a human-

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resources consulting firm, were convinced that creating a Daddy or Mommy Track would give their company a competitive advantage.

Other studies, however, suggest that family demands already take a toll on large numbers of working men.

Nearly three-fourths of fathers in a study of AT&T employees said they had to deal with family issues while at work. Almost half of DuPont's male workers reported difficulties making child-care arrangements. At the DWP, men constituted more than half the employees who claimed similar problems. A national study in May by Opinion Research Corp. of Princeton, N.J., found that male managers under 40 are the group in the work force least satisfied with the amount of time their jobs leave for family life.

A fundamental change during the past two decades in America's economic life—women's headlong entry into the working world—and the upsetting of traditional sex roles that has followed go far in explaining the new demands on men to assume a bigger role at home. Today, only 10% of American

families follow the Ward and June Cleaver model, with husband as breadwinner and wife as homemaker. Even among the shrinking portion of families in which two parents are present, both husband and wife are working in 80% of households.

So what's expected of men has changed. The Fennies, for instance, can't afford to have Buffer stay home.

Isham made it
clear to his
employer that his
family comes first.
'I'll put in my time
for the company
and that's it.'

But her economic contribution to the family means that Chris must contribute his time to their home and son.

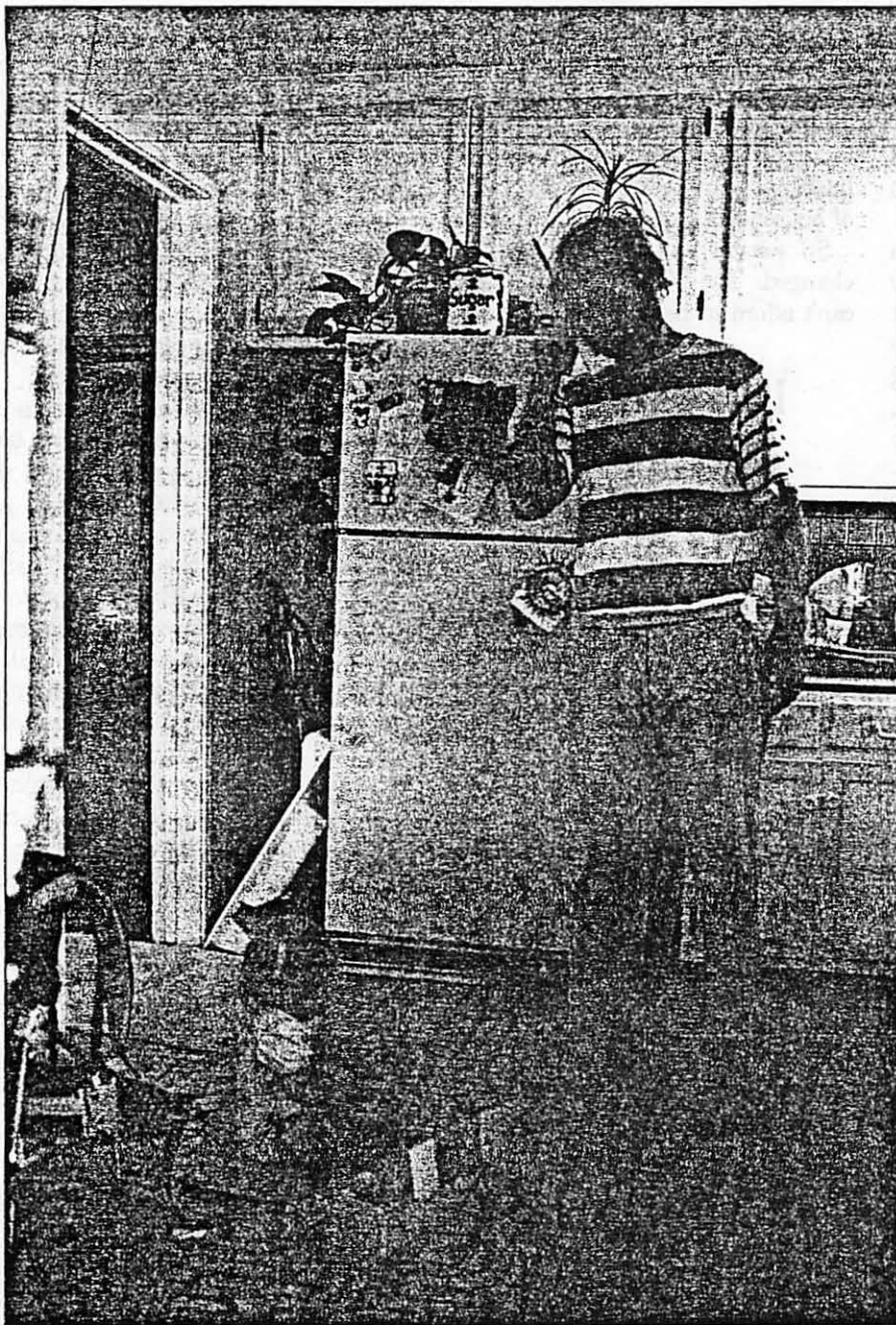
After the drive home, it's Chris who cooks dinner while Buffer entertains Willie. Then it's Buffer who cleans up while Chris gives Willie a bath. "We switch on and off who does stories after bath time," Chris says. "And then if we're lucky, there's a half-hour for us before it's bedtime, and then it all starts again at 6:15 the next morning."

According to the U.S. Census Bureau, while mom is at work, no one—grandparents, baby-sitters and day-care providers included—looks after more preschool-aged children than do fathers. Men in the Daddy-Tracking vanguard split children's trips to the doctor with their wives, occasionally stay home with a sick kid, hunt out child care and flinch when grandmothers at the park offer fawning praise that dad is "baby-sitting" his children.

When his 16-month-old daughter is sick, Claude Organ, 35, drives 75 miles from his office at Security Pacific National Bank in Costa Mesa to Cindy's day care in La Jolla. Organ's wife, Judy

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Keith Griffith and his wife rarely see each other. Both nurses, they schedule their shifts so that one parent is always around for 10-month-old Hannah, above, and Sam, 5.

Koperski, works just a few miles away, at Scripps Clinic, but she is a physician, and for her to leave work would undermine a carefully crafted patient schedule. Organ's day as a regional mortgage banking manager is more flexible, so it's he who tucks Cindy into a sickbed at their Del Mar home.

"If that means Claude Organ doesn't become president of Security Pacific Bank," he says, "that's just something that I do. Family is important to me."

By itself, recognizing the importance of family does not put a man on the Daddy Track. In "The Second Shift," a newly published study of the lives of 50

two-earner couples in the Bay Area, UC Berkeley sociologist Arlie Hochschild found that men talk a far better game than they live when it comes to sharing the responsibility for children and the home. Only 10 of the husbands took on a full 50% of household duties. Others were more likely to help with child care than housework. Hochschild's findings confirm studies that indicate that in two-earner families, women, on average, work a full month more each year than men, counting work in and out of the home.

Indeed, most men—whatever their professions—remain more

committed, in practice, to job than home life. A San Francisco Chronicle survey in June of 700 Bay Area residents found that 40% of men said they had substantially compromised child-rearing and family for their careers; only 29% said they had compromised their careers for their families.

LONG HOURS, NO SHORTCUTS

IT'S NOT AS IF employers give fathers many options.

In most organizations, bosses are of another era and policies still assume a world where mothers stay home and fathers practice more-or-less benign neglect.

Lawrence Del Santo, 55-year-old chairman and chief executive of Lucky Stores, can't imagine, for instance, how a man seeking advancement in the grocery business could do anything but devote himself to the trade. Now that he's in charge, Del Santo, the father of 12 children ages 7 to 32, has stopped working weekends. But he still puts in 11-hour days. And for younger men, he says, the hours are longer than ever.

"I don't see how there are any shortcuts," Del Santo says. "When I started, the stores were open 9 to 9. Now they're open 24 hours." To stay current "and to stay successful, you have to be here."

Under those conditions, how does one parent 12 children?

"Well, realistically, my wife was a big participant in this process," explains Del Santo, who paid tribute to his wife, Becky, in a speech when he accepted a Father of the Year award in June from the West Coast Father's Day Council. "And frankly, not all these kids are alike—not all of them need the same amount of affection and attention and everything else. So you learn how to spend the time with those that need it and, frankly, you spend less time with those who don't."

Not surprisingly, no male employee at Lucky has sought a leave to spend time at home when a new baby was born. Even Chris Fennie stitched together vacation and sabbatical time rather than request paternity leave from hard-charging Genentech when Willie was born. In the only large-scale survey on the subject, Catalyst found that while one in three large companies said they offered paternity leaves, 90% of those firms made no effort to inform male employees that the leaves were

Water, Power and Daddies

FOR ALL THE TREND-SETTING, high-profile employers that call Southern California home, it's probably the dowdy, old Los Angeles Department of Water and Power that pays the most attention to the demands that parenthood imposes on its male workers.

The DWP, which has a work force that is 77% male, partially subsidizes day care for employees' children at two downtown centers and is building a child-care center of its own in the San Fernando Valley. A counselor in the department's employee-assistance program specializes in child-rearing problems. Lunch-hour seminars for fathers cover such issues as fathering after divorce, discipline and preparing for the birth of a first child. A "parenting fair" this summer drew as many men as women to wander amid booths promoting day-care centers, child safety, referral services and educational toys.

A 1985 survey that indicated that employees' child-care-related difficulties were costing the DWP \$1 million annually in absences, tardiness and wasted time set the utility on the road to creating programs that would help employees better balance work and family responsibilities. To the surprise of officials who thought the work-family conflict was a women's issue, 400 of the 1,000 DWP employees who take advantage of the programs are men. Because their employer, and not their wives' employers, offers such assistance, many of the men have taken over responsibility for arranging their children's day care.

DWP executives figure that the assistance pays for itself, not only by reducing lost time but by improving worker loyalty as well. "You don't find steam-plant operators walking down the street," says Beverly King, director of human resources. "It costs us a lot if we lose someone who's highly skilled because we weren't responsive to their needs."

White-collar male employees seem more satisfied with the department's efforts than blue-collar workers, whose schedules, department officials acknowledge, may prevent them from attending seminars and whose bosses may be less understanding of men's evolving role in family life.

Still, compared to most jobs, "men here probably get more support," says Rona Cohen, a nurse who provides counseling and leads parenting groups at the utility. "It's a process," she says. "It takes time." —J.S.

available. Asked how much time off it was appropriate for men to take when a baby was born, 63% of companies responded "none."

"As long as less value is placed on men's participation in daily family life, cultural barriers will make it very difficult for men to alter the current imbalance in their approach to work and family," a Ford Foundation report concluded this spring.

Some corporate executives—fathers who have spent time with their kids and still managed to advance at work—argue that it is up to men, one by one, to overcome the stigma that, in many organizations, looms as the primary obstacle to making a place for family in a budding career. Men, they say, must take a stand: declare themselves unavailable for business dinners, cut short meetings, take off a month when the baby arrives.

"You've got to test the waters and see

if it's acceptable," insists Irving Margol, executive vice president of Security Pacific Corp. and the father of three.

John Isham stuck in his toe and found the waters chilly. The Santa Barbara engineer, white-haired at 51, quit a job with an Orange County defense-contracting firm, where it seemed as if the men who worked the longest hours got the most respect. Unhappy with memories of his own childhood, Isham vowed that his daughter, Laura, 10, and son, Paul, 7, would come first in his life.

He made his stance clear to his new employer, an aerospace firm. "I will not waste weekends working up a folder," he says, an edge of bitterness in his voice. "I'll come in and do my hours a day. I'll put in my time for the company and that's it. And they all know that."

But it's not as if his choice is without consequences. "There's no opportunity," a You know that you

have basically nothing to work for other than just to go to work everyday and do your job and then go home."

Such employers as Isham's salt an open sore for many of today's working dads. Subliminally or outwardly, they ask men to be slaves to the same system that so often stole their fathers from them when they were young. Gerzon, the Santa Monica writer, calls this aching space "the father wound."

"For men who are aware of the father wound," he observes, "they are saying to themselves, 'I'm not going to do to my kids what my dad did to me. I'm going to be more present for my kids than my father was for me. I don't want to just be a paycheck to them.'"

Jeff Mirkin's father, Morey, was bigger than life—the flamboyant founder of Budget Rent-a-Car, a horse breeder, real-estate tycoon and promoter of high-tech gimmickry. But he never played as big a part in Jeff's life as his son would have liked. So Jeff, his father's successor as president of Budget's franchise in Southern California, struggles every day to make sure his business does not rob his three children of their father.

He makes their breakfast every morning. He brushes their teeth and gets them ready for bed every night. Their artwork covers a corner of the opulent, walnut-paneled office he inherited from his dad. Even as Mirkin, 36, overhauls his company—he spent the summer closing multimillion-dollar deals that made him the owner and operator of more than a third of Budget's local fleet—he takes an afternoon off each week to help coach 6-year-old Matthew's soccer team.

"I always wanted more," Mirkin says, thinking back to his childhood. "As you have kids, you start to see your life being played out again. And I want to be there. I want to coach my son. No, I don't want to take another afternoon off of work. I can't afford to take it. But I do."

BEYOND 'QUALITY TIME'

THEIR FATHERS leave wounds. Their wives go to work. But if any single impulse merits the most credit for propelling men onto the Daddy Track, it is the profound love they feel for their children—and a changing social climate that gives men new opportunities to

express it.

Looking back, Marty Sweeney sees now that when his daughter, Eva, was born six years ago with cerebral palsy, he lost himself in his work as editor of the Writers Guild of America West monthly magazine rather than fully acknowledge the situation at home.

It was easy to justify. "I assumed in America, in Los Angeles, if you're a young adult trying to survive, no matter what job you have, you work a lot," says Sweeney, 35, a handsome man with unkempt blond hair. So he worked 6½ days a week.

In August, though, he quit. In part, it was burnout. In part, it was knowing that his wife, screenwriter Deena Goldstone, could provide the family's primary support. But Sweeney also recognized that he was losing touch with his daughter, a ponytailed blonde. Eva cannot speak, but by using an adaptive computer she is able to write at a level well beyond her first-grade peers.

"As a father, my life largely has been to get up with my daughter four days a week to make breakfast," he mused a few days after leaving his job.

That was no small commitment. He must feed Eva every spoonful of Rice Krispies. Like so many basic events in a disabled child's life, breakfast, Sweeney says, is "an emotional experience that is overwhelming."

Still, as he develops the desktop publishing venture that will be his new work, Sweeney knows he needs more time with Eva. Otherwise, he says, "I'll be the stereotypical person who looks back 10 years from now and says, 'I wish I'd spent more time with my daughter.'"

As with Sweeney, society probably would have thought nothing if Bob Hale had drifted away from his child. Many men do after a divorce. Yet Hale cracked the mold. A tradition-minded workaholic—he was accustomed, as a married man, to staying late at the office while his wife cared for their son, Brian, and the home—Hale sought and obtained sole custody of the boy four years ago. Nationwide, 1.2 million men are single dads, nearly four times as many as in 1970.

Although it isn't easy, Brian and his father are a team. As a top official of the South Coast Air Quality Management District, 37, Hale still can't confine his workday to a reasonable length, so most nights he opens a briefcase

Fathers are
saying: 'I'm not
going to do to my
kids what my dad
did to me. I don't
want to just be a
paycheck to them.'

after Brian goes to bed. If Hale is in a meeting when school lets out, it's sometimes up to his secretary to assign Brian his chores over the telephone. Friends take Brian to Little League; Hale catches up later. One year, Brian's uniform was a different color from those of his teammates. Dad, an inexperienced launderer, messed up the wash.

Brian's love for his father remains secure. When he gets home from work and at bedtime, Hale gets a hug and a kiss. Boy and father exchange "I love you" when they talk on the phone.

"He is very astute when I have a bad day," says Hale, his gray eyes intense. "He will back away a little bit in his own way and know that I need a little bit of time."

Hale is lucky. An executive, he can draw on resources unavailable to the average worker. And his bosses have been supportive. "There have been compromises made on both sides," Hale says. "People in my organization understand that he is very special to me."

NEW IDEAS TAKE ROOT

WHAT DOES the future promise working fathers?

Some say the Daddy Track phenomenon peaked even before it was noticed. Nancy Guttenberg, who has taught parenting courses in Long Beach for almost two decades, is doubtful that large numbers of men will choose to break out of time-honored social roles. Fewer men are putting their families ahead of their jobs today, she says, than five years ago.

Men ... eered for greater

male involvement in child-rearing have gone on to other interests. In a popular mid-'80s book, "The Birth of a Father," Martin H. Greenberg, a San Diego psychiatrist, reported his research on the bond that forms between fathers and infants and chronicled the ways his life was transformed by the birth of his first son. Now Greenberg, drawn back into longer working hours by financial necessity, says work and breadwinning for too long have been denigrated, regarded as a drain on men's participation in the family rather than a contribution to the family's well-being. Already the revisionism has begun.

But the picture is not all bleak. Men and women with new ideas about balancing work and family are climbing into powerful jobs in organizations. Ever so slowly, older executives are awakening to men's changing needs. They are listening to their younger employees, acknowledging the implications for men of women's expanding presence in the workplace, becoming grandfathers and watching their own sons try to find their way as dads.

Some signposts: A group of Southern California business people, led by Pasadena architect Adolfo Cruz, has established a quarterly magazine, *That Balance*, dedicated, its motto says, "to successful business people who realize that a truly meaningful life is a balance of one's professional and personal activities." Even Lucky's Del Santo says he can imagine a day "in the very near future" when paternity leaves, for instance, "become part of our normal development process." And the Department of Water and Power has started to give expectant fathers a copy of Greenberg's book, whatever his current thinking.

The more men recognize that they have choices about the roles they play in their children's lives, Mark Gerzon argues, the more they will realize the advantages of making a commitment to family.

He needs only to think about the magazine publisher he once worked for in New York—a man who kept long hours, scolded Gerzon for getting in late and scowled at him for leaving early.

"Well," Gerzon says, "he's still the publisher. He's making more money than I am. But he's divorced. He doesn't see his kids. And I'm married and have a good relationship with my kids.

"Who's richer?"

Working 7 to 5—Four Days a Week

Workplace: Companies are increasingly turning to a compressed workweek to meet pollution laws and to recruit workers.

by **LESLIE BERKMAN**
MES STAFF WRITER

While most of her friends will be at work this Friday, Barbara Davenport plans to do her Christmas shopping.

Davenport, a payroll coordinator at Builders Emporium's corporate headquarters in Irvine, will be able to avoid the weekend crush thanks to a company program allowing her to work a four-day week.

Instead of working Fridays, she shops, travels or runs errands. "And sometimes it is great to have a day to do nothing but maybe read or sew," she said.

The day off, she said, is well worth waking at 4:30 a.m. four days a week so she can put in a 10-hour workday.

Davenport is one of thousands of Southern Californians who log their 40 hours a week in an untraditional way.

Pushed by air quality regulations and other concerns, companies increasingly are compressing workweeks for some or all of their employees from five 8-hour days to four 10-hour days or even three 12-hour days. Others are offering a three-day weekend every other week to employees who put in 9-hour days.

Industry flirted with the alternative workweek in the early 1970s, in response to the gasoline crunch. But as the crisis faded, firms slid back to the five-day routine.

Interest is reviving in Southern California now largely because of a new regulation of the South Coast Air Quality Management District requiring the Los Angeles Basin's 7,000 largest employers to take steps to eliminate one of every three potential car trips to work during the morning rush hours. Car-pooling is one option. Another is having employees come to work less frequently and stay longer.

Besides helping to unclog the smog-filled Los Angeles Basin, shortened workweeks are credited with improving morale, reducing turnover and absenteeism, and aiding worker recruitment in the region's highly competitive employment market.

But employers also say a compressed workweek can cause fatigue, hinder communication between employees on different schedules and create headaches with client firms and customers who expect companies to be open regular hours.

Besides Builders Emporium, a home improvement chain, other companies that recently have initiated or expanded compressed workweek programs to reduce commuter trips include the Norwalk facility of Bechtel Corp., the San Francisco engineering and construction company; Delco Remy, an Anaheim battery manufacturer; Avco Financial Services, an Irvine-based financial services institution, and Chevron USA, at its refinery in El Segundo.

The Los Angeles Unified School District is in the early stages of evaluating a compressed week. Beth Louargand, deputy business manager, said although it would not be feasible for teachers to change their hours, she believes that many employees in payroll, accounting, maintenance and other support positions—who number in the thousands—could do so.

About 100 food preparation workers and 150 school police officers have been on a four-day schedule for several years, she said, and another few dozen people in various departments have been added to the program recently.

"We have just taken our first baby steps," Louargand said.

Compressed workweeks are generally viewed as an employee benefit, although under most plans the number of hours worked remains the same.

Eliminating one daily commute per week "saves wear and tear on the car and body, and it feels like a holiday," said Tim Trujillo, vice president of administration at Mitsubishi Consumer Electronics in Santa Ana. The firm's 600 employees have been on a four-day week for nine years.

Trujillo said turnover and absenteeism have dropped because workers often use the extra day off to attend to family and other personal demands.

The AQMD says cutting a day out of the workweek can help companies achieve a quick reduction in automobile trips at no additional cost.

And commutes are getting longer, employers say, as workers move outside metropolitan Los Angeles and Orange Counties to grasp more house for their dollar.

Judy Quiroz, who moved from Whittier to Vista in northern San

'It is much easier to keep going and finish a project—especially when you know a three-day weekend is coming up.'

RITA BROHMAN
Traffic Management Consultant

Diego County to buy a house on two acres of land, travels 75 miles to her secretarial job at Delco Remy in Anaheim. So she is particularly grateful to be one of four employees at the plant who are trying out a four-day workweek.

"You can tolerate the commuting by having the extra day off," she said.

Long commutes were part of Chevron's motivation in July when it put 375 people on 12-hour shifts operating its El Segundo refinery. The company is about to test an alternative workweek that could be applied to the refinery's office, engineering and maintenance staffs.

Phil Humphries, manager of human resources at the refinery, which employs 1,100, said the program is being adopted "primarily to try to ease the commute for our employees. We found more and more of our employees were living greater distances from the refinery to find housing they could afford."

Humphries said the program, along with an expanded company van service, also coincides with AQMD's campaign to clean the air in the basin.

John Dunlap, director of public affairs for the AQMD—which has put its own staff on a four-day workweek—said the compressed workweek programs are an effective pollution control measure.

District regulations require companies to submit draft plans to reduce commuting trips. Although all of the plans will not be in hand until late 1990, "we are already seeing that more of the larger companies are embracing compressed workweeks," Dunlap said. Of the 200 employer plans that so far have been entered into the AQMD computer system, about 50 show interest in trying a compressed workweek, according to the AQMD.

LOS ANGELES TIMES

THURSDAY, NOVEMBER 30, 1989

WORKWEEK:

Companies Turning to Four-Day Schedules

One obstacle to the shortened workweek is that state law requires companies to obtain a vote of approval from two-thirds of affected workers before requiring employees routinely to work more than eight hours a day without overtime pay.

Rather than shorten the workweek, many employers prefer to give employees "flexible work hours" so they can create individualized time schedules within the traditional eight-hour work day.

But other companies like Fluorocarbon, a Laguna Niguel-based manufacturer of rubber moldings and other industrial components, have had a four-day workweek many years and swear by it.

Peter Churm, the company's chairman and chief executive, said about 2,000 of the company's 3,400 employees in the United States and Europe have Fridays off, although the sales and service staff are available to deal with customers.

One of the best advantages of the four-day workweek, said Churm, is that "it is a wonderful way to recruit people. If we are trying to hire machinists and someone else is, we always wind up getting the guy because he likes the four-day workweek."

Rita Brohman, a traffic management consultant who works for clients of Ekistic, said a four-day workweek sometimes exhausts employees in physically demanding jobs, reducing productivity. But she said there has been clear improvement in the productivity of 30 employees in accounting, payroll and management information systems at Builders Emporium's Irvine headquarters since they switched to a compressed week 14 months ago.

Brohman said white collar workers find that when they work more consecutive hours, "It is much easier to keep going and finish a project—especially when you know a three-day weekend is coming up."

Sample of a current Union Memorandum of Understanding with the City of Long Beach, showing extensive list of included family relationships

ARTICLE THREE

PAID TIME OFF BENEFITS

3. The spouse becomes eligible for Medicare at which time and in the same manner as those retirees and dependents subject to Section 2.11 of the Personnel Ordinance. The premium payment will be adjusted to pay for the Medicare supplement plan underwritten by the City's indemnity insurance carrier.

E. Medical Certification

The application of the medical certification procedure contained in Article Two, "Sick Leave Privileges" of the Personnel Ordinance shall be subject to the grievance procedure in Article Seven of this MOU.

Section III - Death or Illness in Immediate Family

Any City employee eligible for sick leave benefits as provided in Section 2.01 of Article Two of the Personnel Ordinance, may be allowed to be absent from duty for a period not to exceed twenty-four (24.0) working hours and to receive full compensation during such absence upon the necessity for his or her absence being shown to, and with the consent of the employee's department head in the case of death, or of critical illness where death appears imminent, of such employee's father, step-father, father-in-law, mother, step-mother, mother-in-law, brother, sister, wife, husband, child, step-child, former legal guardian, grandfather or grandmother, grandchild, or foster child.

Where such death or critical illness has occurred, the employee shall furnish satisfactory evidence of such death or critical illness to his/her department head. Such absence shall not be allowed in any case where in the preceding six (6) calendar months, a leave on the grounds of the critical illness of that same relative has been granted.

In addition to the absence permitted above, in the case of death or critical illness in the immediate family, such employee may also use three (3) days of sick leave credits in connection with the twenty-four (24.0) working hours leave for death or critical illness in the immediate family.

Family Often Guilty in Abuse of Elderly

The Los Angeles Daily Journal

Wednesday, August 16, 1989

By Barbara Metzler

Associated Press

Alice did not dare wait for the elevator. She ran down six flights of stairs, her 69 years weighing heavy — less for the age and a bad hip, more for her 52-year-old son who was waving a knife and threatening to kill her. Out on the street Alice headed for a neighbor's phone to tell the police her son had turned abusive again.

"You work and support a child all your life," she said from New York City, where she lives. "Then they act like they hate you."

Alice (not her real name) is not alone. As many as 2 million elderly people may be abused, researchers said, often by children, grandchildren, even great-grandchildren — the very people they depend on for care in their old age.

"This happens with these blood relatives — sons, daughters, nieces, nephews," said Dorothy Brodie, a 75-year-old retired social worker who works with the Bronx Elder Abuse Support Project.

"They'll do things like keep telling the victim 'You're stupid. You're senile. You have Alzheimer's disease.' They'll do things like maybe even taking their dentures away from them so they're forced to eat soft food; or take eyeglasses away so they can't even read a newspaper."

One in 25 older adults is abused, according to an estimate in a 1985 report to Congress, "Elder Abuse: A National Disgrace." The abuse takes all forms: psychological torment, neglect and theft. But often, it is physical.

In New York City, an 18-year-old man punched and kicked his 87-year-old great-grandmother, explaining later to authorities: "She bugs me because she asks me to fix her something to eat."

A 54-year-old salesman on New York's Long Island was charged last year with brutalizing his elderly parents for three years, demanding they turn over their life savings. When police arrived, neighbors asked, "Did he kill them?"

"This is a terrifying social phenomenon," said Elizabeth Holtzman, District Attorney of the New York borough of Brooklyn, where elder abuse has risen 400 percent since 1986 to 370 cases last year. She attributed the increase to abusers' use of crack cocaine.

Last year, 140,000 cases of elder abuse were reported nationwide, an increase of 10 percent from 1987, said Toshio Tataru, director of the National Aging Resource Center on Elder Abuse in Washington. "People still find it incredible that we abuse our elders. They said the same thing about children 20 years ago. And we're doing it like a national pastime."

Tataru believes just one in 14 cases is likely to be reported.

The victim usually is 75 or older, a woman and generally dependent, while the abuser usually is a son or daughter, the congressional report found.

Lawmakers heard about a 68-year-old South Carolina woman whose daughter kept her in a room so cold the urine in a catheter froze; a 75-year-old retired nurse from Massachusetts whose 42-year-old son attacked him with a hatchet; a San Francisco woman whose \$167,000 estate was whittled to \$3,000 by a son-in-law.

"These cases are really difficult and scary even to experienced social workers," said Lucy Friedman, director of the Victim Services Agency in New York, which helped Alice seek a temporary restraining order against her son.

"I was really afraid of him," said Alice, who bears a scar on her neck where her son once sliced her. "Once he gets the wine, he goes crazy."

The abusers many times have their own problems: drug and alcohol abuse, unemployment, money, mental illness. Violence may be repayment for abuse a son or daughter received. A cramped house may spark it; middle-aged children free at last of their own children may resent the intrusion of a frail parent. In some cases, it is the stress of caring for an elderly parent.

Paramedics answering a call in the Los Angeles suburb of San Fernando found 77-year-old Virginia Grimes Jeter covered with excrement and maggots in a filthy bedroom. She died five hours later.

The woman's daughter, Cynthia Jeter Green, 39, had promised her mother not to put her in an old folks' home, said Prosecutor Lee Harris. A probation report found Green "was under a degree of emotional distress."

She pleaded no contest to elder abuse and was ordered to begin psychiatric counseling and perform 300 hours of community service. She did not return several calls requesting an interview.

"The idea that people for some reason or another do not want to put their loved ones in a nursing home or feel they have to be responsible for total care is fairly common in these cases," said Rosalie Wolf, associate director of the University Center on Aging at the University of Massachusetts Medical Center.

Part of the solution is getting seniors to take responsibility for stopping and even preventing abuse, said Lee Pearson, assistant manager of criminal justice services for the American Association of Retired Persons.

The elderly should keep regular appointments and stay in touch with old friends, especially if they move in with a relative, Pearson said. They should have someone stop by once a week to make sure all is well.

"People just believe and hope so much that this will be the last time, things will change, he won't do it again. But they do," said Diana Walcott, director of the Bronx Elder Abuse Support Project and leader of Safe Place.

Forty-two states and the District of Columbia have statutes requiring reporting of elder abuse, but those involved with the cases say the nation has a long way to go toward recognizing the problem.

"It's so foreign to our thinking," said Ms. Holtzman. "Doctors won't even ask if abuse has taken place. It's possible the person, once cured, will be sent back to the same environment, possibly to be killed."

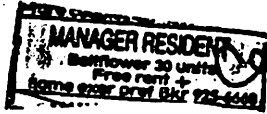
Sample of documented incidents of alleged marital status discrimination by apartment managers and/or owners compiled by Bryan Molenda, resident of Long Beach, submitted to the Long Beach Human Relations Commission and to the Los Angeles Consumer Task Force on Marital Status Discrimination.

MARITAL STATUS DISCRIMINATION

Complaint Form

Name of Newspaper Press-Telegram Date of Ad 8/21/90

Paste Copy of Ad Here _____



Phone Number Called 925-6668 Date of Call 8/21/90 & 8/22/90

Name of Company _____

Name of Representative, You Talked With Sec. / a lady - 8/21 then on 8/22/90
owner

Did They Ask About Your Marital Status: (check one) yes no

Did They Say That the Job Was for Married Couples Only (e.g., a husband and wife) yes no

Describe the Conversation (give pertinent details) on 8/21/90 talk to a lady was taking someone single you get a Apt + utilities paid, Plus 5.00 an hour for any work done etc. She was going to have the owner call back. NO word so I call on 8/22/90 around 5:00pm. talk to lady she said it was for a couple Man & wife. than same thing Apt w/ utilities paid + 5.50 an hour so she had me talk to the owners → over →

ADD OTHER DETAILS ON BACK SIDE OF THIS PAGE IF NECESSARY

ASK THEM IF THEY WOULD ACCEPT:

- (1) Gay Male Couple - - - - response was yes in a way no two women
- (2) Unmarried Male-Female Couple - - - yes no
- (3) Mother and Son - - - - - yes no

Today's Date 8/22/90

Signature Bay C. [unclear]

MARITAL STATUS DISCRIMINATION

Complaint Form

Name of Newspaper Press-telegram Date of Ad 8/22/90

Paste Copy of Ad Here _____



Phone Number Called (213) 772-1134 Date of Call 8/22/90

Name of Company _____

Name of Representative You Talked With _____

Did They Ask About Your Marital Status: (check one) yes no

Did They Say That the Job Was for Married Couples Only (e.g., a husband and wife) yes no

Describe the Conversation (give pertinent details) _____

Said it was a team couple -
Asked meaning she said Male-Female
two male or what ever.

ADD OTHER DETAILS ON BACK SIDE OF THIS PAGE IF NECESSARY

ASK THEM IF THEY WOULD ACCEPT: . . .

(1) Gay Male Couple - - - - response was yes no

(2) Unmarried Male-Female Couple - - - yes no

(3) Mother and Son - - - - - yes no

Today's Date 8/22/90

Signature [Handwritten Signature]

MARITAL STATUS DISCRIMINATION

Complaint Form

Name of Newspaper Press-telegram Date of Ad 8-22, 1990

Paste Copy of Ad Here _____



Phone Number Called 213-408-0801 Date of Call 8/22/90

Name of Company Sr. Citizen Housing

Name of Representative You Talked With _____

Did They Ask About Your Marital Status: (check one) yes no

Did They Say That the Job Was for Married Couples Only (e.g., a husband and wife) yes no

Describe the Conversation (give pertinent details)

Ask about a gay couple - lady said what's that? I told her a gay male couple she said what's that than I told her to men. Than NO way NO than hung up.

ADD OTHER DETAILS ON BACK SIDE OF THIS PAGE IF NECESSARY

ASK THEM IF THEY WOULD ACCEPT:

(1) Gay Male Couple - - - - response was yes no

(2) Unmarried Male-Female Couple - - - yes no

(3) Mother and Son - - - - - yes no

NO WAY!

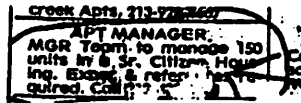
Today's Date 8/22 signature Byron L. [unclear]

MARITAL STATUS DISCRIMINATION

Complaint Form

Name of Newspaper Press - Telegram Date of Ad August 2, 1990

Paste Copy of Ad Here _____



Phone Number Called (213) 408-0801 Date of Call 8/2/990

Name of Company SR. CITIZEN HOUSING

Name of Representative You Talked With BARB

Did They Ask About Your Marital Status: (check one) yes no

Did They Say That the Job Was for Married Couples Only (e.g., a husband and wife) yes no

Describe the Conversation (give pertinent details _____)

CALL & TALK TO BARB SHE ASK IF I WAS SINGLE, BUT IT WAS OKAY BECAUSE TOLD HER MY EXP. WITH FOARMIDABLE GROUP SET UP A APPT. THE NEXT DAY 8/3/90 AND TALK TO BARB - GOT THEIR & SHE ASK IF I WAS SINGLE AGAIN & SHE SAID IT WAS FOR A MARRIED COUPLE HUSBAND & WIFE JOB.

ADD OTHER DETAILS ON BACK SIDE OF THIS PAGE IF NECESSARY

ASK THEM IF THEY WOULD ACCEPT: . . .

- (1) Gay Male Couple - - - - response was yes no
- (2) Unmarried Male-Female Couple - - - yes no
- (3) Mother and Son - - - - - yes no

Today's Date 8/3/90

Signature Bryan C. Melch

MARITAL STATUS DISCRIMINATION

Complaint Form

Name of Newspaper Press-Telegram Date of Ad 8/2/90

Paste Copy of Ad Here _____



Phone Number Called 213 434-6435 Date of Call 8/2/90

Name of Company R-K Properties

Name of Representative You Talked With _____

Did They Ask About Your Marital Status: (check one) yes no

Did They Say That the Job Was for Married Couples Only (e.g., a husband and wife) yes no

Describe the Conversation (give pertinent details) _____

They said was for couples husband & wife job

ADD OTHER DETAILS ON BACK SIDE OF THIS PAGE IF NECESSARY

- ASK THEM IF THEY WOULD ACCEPT: ...
- (1) Gay Male Couple - - - - response was yes no
 - (2) Unmarried Male-Female Couple - - - yes no
 - (3) Mother and Son - - - - - yes no

Today's Date 8/2/90

Signature Bryan C. Mohr

MARITAL STATUS DISCRIMINATION

Complaint Form

Name of Newspaper Press-Telegram Date of Ad 8/2/90

Paste Copy of Ad Here _____



Phone Number Called (213) 928-8679 Date of Call 8/2/90

Name of Company Long Prop. Mgmt., Inc.

Name of Representative You Talked With Maria

Did They Ask About Your Marital Status: (check one) yes no

Did They Say That the Job Was for Married Couples Only (e.g., a husband and wife) yes no

Describe the Conversation (give pertinent details _____

Has to be married couple
husband & wife than Hung-up.

ADD OTHER DETAILS ON BACK SIDE OF THIS PAGE IF NECESSARY

- ASK THEM IF THEY WOULD ACCEPT: . . .
- (1) Gay Male Couple - - - - response was _____ yes _____ no
 - (2) Unmarried Male-Female Couple - - - - _____ yes _____ no
 - (3) Mother and Son - - - - - - - - - - _____ yes _____ no

Today's Date 8/2/90

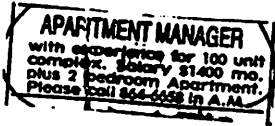
signature Bay L. [Signature]

MARITAL STATUS DISCRIMINATION

Complaint Form

Name of Newspaper Press-Telegram Date of Ad August 2, 1990

Paste Copy of Ad Here _____



Phone Number Called _____ Date of Call 8/2/90

Name of Company 864-6658 (213)

Name of Representative You Talked With NO NAME

Did They Ask About Your Marital Status: (check one) yes no

Did They Say That the Job Was for Married Couples Only (e.g., a husband and wife) yes no

Describe the Conversation (give pertinent details _____)

Mr said job was for husband & wife (married) for this job and has to be married.

ADD OTHER DETAILS ON BACK SIDE OF THIS PAGE IF NECESSARY

- ASK THEM IF THEY WOULD ACCEPT: . . .
- (1) Gay Male Couple - - - - response was yes no
 - (2) Unmarried Male-Female Couple - - - yes no
 - (3) Mother and Son - - - - - yes no

Today's Date 8/2/90 nature Bryan C. Molenda

MARITAL STATUS DISCRIMINATION

Complaint Form

Name of Newspaper Press-telegram Date of Ad Aug 20 1990

Paste Copy of Ad Here _____



Phone Number Called 927-4407 Date of Call Aug 20, 1990

Name of Company Team Management

Name of Representative You Talked With _____

Did They Ask About Your Marital Status: (check one) yes no

Did They Say That the Job Was for Married Couples Only (e.g., a husband and wife) yes no

Describe the Conversation (give pertinent details) has to be married husband & wife
Ask about a gay couple answer
was NO.

ADD OTHER DETAILS ON BACK SIDE OF THIS PAGE IF NECESSARY

ASK THEM IF THEY WOULD ACCEPT:

(1) Gay Male Couple - - - - response was yes no

(2) Unmarried Male-Female Couple - - - yes no

(3) Mother and Son - - - - - yes no

Today's Date 8/20

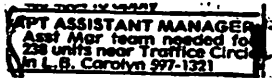
Signature Bayan L. Mahdi

MARITAL STATUS DISCRIMINATION

Complaint Form

Name of Newspaper Press-Telegram Date of Ad Aug 17, 1990

Paste Copy of Ad Here _____



Phone Number Called 597-1321 Date of Call 8/17/1990

Name of Company L.B.

Name of Representative You Talked With Mardyn

Did They Ask About Your Marital Status: (check one) yes no

Did They Say That the Job Was for Married Couples Only (e.g., a husband and wife) yes no

Describe the Conversation (give pertinent details _____

ADD OTHER DETAILS ON BACK SIDE OF THIS PAGE IF NECESSARY

ASK THEM IF THEY WOULD ACCEPT: . . .
(1) Gay Male Couple - - - - response was yes no
(2) Unmarried Male-Female Couple - - - yes no
(3) Mother and Son - - - - - yes no

Today's Date 8/17/90 Signature By L. M. [Signature]

WEDNESDAY

JULY 11, 1990

South Bay Hotels Helping Families of AIDS Patients

■ **Philanthropy:** An offer of discount rates signals a new willingness by corporations to get involved.

By MIKE KRENSAVAGE
TIMES STAFF WRITER

When Lori Angeleri asked South Bay hotels to accommodate families of AIDS patients at discounted rates, her intentions were simple: to unite AIDS families with their ailing children.

But when four of 22 hotels she asked agreed to make extra rooms available at a cut rate to families of AIDS patients, the Hermosa Beach entrepreneur, working on behalf of a small Redondo Beach church, scored a victory for AIDS fund-raisers trying to enlist corporate support.

"Corporations are a little more conservative in their giving and don't like to give to controversial causes," said William Jones, who oversees fund raising for AIDS Project Los Angeles. "I would have been surprised that any of them would have responded affirmatively."

The new program illustrates what may be a thawing reluctance among corporations to contribute to local AIDS groups and be identified with the issue. Chevron Corp. donated \$750 to the church's program. Hughes Aircraft Co. has offered the use of video equipment to produce a documentary about the church's AIDS efforts, and Sears, Roebuck & Co. donated a bed. The hotels are offering a range of discounts; one has cut a daily room rate to \$35 from \$110.

"Three or four years ago it was very difficult to find national
Please see AIDS, D7

corporations willing to support local AIDS service needs," said B. J. Stiles, president of the National Leadership Coalition on AIDS, a Washington-based national business and labor organization. "They weren't clear that AIDS was really a pressing or relevant issue in the communities in which they did business."

Angeleri, a mother of two who operates a desktop publishing business from home, wrote the hotels after watching an Indiana family spend thousands of dollars visiting a son in Redondo Beach who was dying from the incurable disease. Two members of her church, St. Paul's United Methodist Church, also are infected with the virus.

While other programs commonly steer those such as cancer patients and battered women to temporary hotel housing, the Redondo Beach referral program is thought to be the first to serve exclusively the families of AIDS patients.

Winning the hotels' support marks what Angeleri hopes is a shift toward greater corporate contributions to the church, she said.

"Our emphasis has always been working through private donations. But we've outgrown that," Angeleri said. "I'm sure we will try to ask big companies for more."

Some critics think that big business isn't doing enough.

"I don't see the business community taking a lead in financial support," said Rand Schrader, chairman of the Los Angeles County Commission on AIDS and of a United Way task force on the disease. Several AIDS activists echoed his remarks.

But others saw more reason for optimism. Although total corporate contributions to AIDS groups is an elusive number, some said companies seem to have grown more compassionate about the affliction—with in-house education, employee support and philanthropic activities—as they find more of their employees infected with the virus.

12-316

"Direct personal experience has the most profound impact in terms of AIDS-related activities," said Pat Franks, coordinator of the AIDS Resource Program at the University of California San Francisco. "In high-impact areas, there has been more corporate involvement because they are feeling the attack on the work force. Corporate support follows the virus."

In the San Francisco area, which ranks third to New York and Los Angeles in number of reported AIDS cases, companies including Pacific Telesis and Levi Strauss & Co. are active AIDS philanthropists, Franks said.

Since 1981, Levi Strauss has donated more than \$1.3 million to groups including the San Francisco AIDS Foundation. The company has funded AIDS educational films and helped launch partnerships between public and private groups.

Pacific Telesis has targeted recent efforts at AIDS education. This year the company gave \$20,000 to the San Francisco AIDS foundation. It also earmarked \$50,000 for a videotape and teachers guide for California schoolchildren.

"What we're seeing in big-impact areas . . . has been a softening of public attitude," Franks said. "Familiarity hasn't bred contempt. It has bred compassion."

Despite greater cooperation from businesses, AIDS still carries a stigma discouraging corporate involvement.

AIDS-group leaders said the lingering anxiety among businesses is a carry-over from the early days of the disease, when ignorance fueled misconceptions. Angeleri fears publishing the names of cooperating hotels would prompt them to withdraw support.

"Not everybody is comfortable with the four little letters that comprise AIDS," Angeleri said.

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AIDS: Some Hotels Help the Families of Patients

But one of the participating hotels, the Redondo Beach Sheraton, apparently hopes the program will generate good will. The company issued a press release announcing its participation. And Allyson Lawler, a Sheraton spokeswoman, said the company might consider expanding the program.

"We're going to see how successful the program is. If there seems like there's demand for it, we would like to offer it in our other hotels in L.A.," she said.

Redondo Beach Sheraton manager Creston Woods said he expects no negative effect on business, although he stressed that the program is for families of AIDS patients, not for patients themselves. His hotel will offer those referred by the church a nightly rate of \$35, compared to regular rates starting at \$110.

Families have yet to use the fledgling service. And the availability of extra rooms, especially on weekdays, could pose an obstacle.

"Many of the families who visit patients with AIDS think they're coming for a short time," said Ruth Hall, resident manager of a San Francisco organization that provides apartments for families of people with AIDS. "But the family often ends up staying considerably longer. At that point, the hotel's generosity has run short."

No matter the program's success, South Bay businesses likely will keep hearing from Angeleri.

"I'm an optimist," she said. "I'm thrilled with the least hint that the hotels are giving me any kind of hope."



STEPHEN M. TOWNSLEY / Los Angeles Times

Lori Angeleri, in a pew in St. Paul's United Methodist Church, got hotels to give discounts to families visiting AIDS patients.

RC-317

Policy of nondiscrimination adopted by the
City of Long Beach, expressed in the city's
Affirmative Action Plan

POLICY

It is the policy of the City of Long Beach to actively promote affirmative action and to provide equal employment opportunity to all persons on all matters affecting City employment. The City of Long Beach is committed to a policy of non discrimination in employment practices, and reaffirms its commitment that no person shall benefit or be discriminated against in any manner inconsistent with federal or state statutes, the City Charter, ordinances, resolutions, rules, or regulations.

To ensure enactment of this policy, the City Manager has approved this Affirmative Action Program Plan, and the City Council, as the City's policy-making body, has adopted it by resolution. The Plan establishes responsibility and accountability for the City's Affirmative Action Program, analyzes the City's work force, and identifies goals and timetables for achieving a representative work force at all levels of employment. To achieve a successful program, the City requires the cooperation and full support of its officers and employees in following both the spirit and intent of this Plan. Equal opportunity is consistent with sound management and quality service.

**Proposal to establish a Project 10 Program in
the Long Beach Unified School District**

FROM: Project 10 Long Beach Task Force

TO: Board of Trustees, Long Beach Unified School District

RE: Proposal to establish a Project 10 program in the Long Beach Unified School District.

I. Preface

According to repeated studies, about ten percent (10%) of the nation's population is gay or lesbian. Based on this statistic, about 6,870 students of the total of over 68,700 students enrolled in the Long Beach Unified School District are gay or lesbian.

Prejudice against lesbians and gays is pervasive in our society. Homosexual people face ridicule and humiliation daily. Their jobs are threatened and services are denied because of this prejudice.

Worse, this prejudice is completely socially acceptable. It ranges from violence against and even calls for the elimination of gay and lesbian people to more subtle forms of prejudice such as insensitivity and ignorance on the part of educators and school counselors.

What happens when our students are subjected to this socially acceptable prejudice? According to a study done for the U.S. Department of Health and Human Resources in 1989, suicide is the leading cause of death among gay male, lesbian, bisexual and transsexual youth. Over 45% of gay males and 20% of lesbians have experienced verbal and physical assaults in our nation's secondary schools and one study [Remafedi, 1987] found that 48% of gay identified teenagers had run away from home, 58% had regularly abused substances, and 28% had dropped out of school because of conflicts with their sexual orientation.

Long Beach Unified School District has done virtually nothing to be of any assistance to these students. There is no policy protecting lesbian and gay students from harassment. There are no special services or training to help or encourage lesbian and gay students to remain in school or be successful. There is even no real acknowledgement of the existence of homosexual students in the Long Beach school system.

II. Goals

The proposed Project 10 Long Beach program is a drop-out prevention program which will provide information, counseling and social support to lesbian and gay youth in our schools. The goals of the program are:

1. to provide an understanding, non-judgmental place for students to discuss sexual orientation and to provide counseling and support;
2. to reduce the rates of substance abuse, drop-out and suicide attempts among gay and lesbian youth;
3. to make information and literature available for students to encourage understanding and acceptance of gay and lesbian people, their culture and history;
4. to provide training for faculty and staff designed to raise awareness of the needs of gay and lesbian youth;
5. to create a safe and respectful environment on campus for all students, staff and faculty and to encourage the establishment of an Anti-Slur Policy; and
6. to foster better human rights for all students.

III. Objectives

As a result of participation in Project 10 Long Beach, students will:

1. find alternatives to destructive behaviors such as dropping out, substance abuse, running away and suicide;
2. find additional reasons to stay in school;
3. improve their academic achievement;
4. build their self-esteem; and
5. find out about community and professional resource.

Additionally, all members of the school community will:

6. reduce their own prejudices by learning about lesbian and gay people and their culture and history; and
7. create a safer and more respectful school environment for everyone in the school community.

IV. Structure

This proposal is to establish a Project 10 program at each high school in the District.

At each high school site, a volunteer coordinator or a team of coordinators will be in charge of the program. These coordinators should be recruited from among lesbian and gay staff, but need not be restricted to gay and lesbian staff. These coordinators will be responsible for the following activities:

- developing and maintaining non-judgmental student support groups for students whose questions about their own sexuality or the sexuality of family members or friends may be interfering with their attendance or academic progress;
- implementing inservices for faculty, staff, students and parents about the specific needs of gay and lesbian students;
- appropriately referring at-risk youth to community or professional resources;
- promoting and supporting an Anti-Slur Policy and all District policies that affirm and protect the human rights of all students.

These volunteer coordinators will be credentialed teachers who will be chosen by the District Project 10 Coordinator. They will have had experience and/or interest in working with gay and lesbian youth. They will receive training in counseling and group facilitation if needed, which will be arranged by the District Project 10 Coordinator.

In order to have a uniform and effective District-wide Project 10 program, a District Project 10 Coordinator position will be established. The qualifications of this person should include:

- training and experience as an educator;
- experience in working with adolescents and families;
- knowledge of current studies and literature about sexuality, homosexuality, sexual orientation and adolescent behavior;
- sensitivity to the culture of schools and the diverse cultures in our community;
- ability to conduct inservice for certificated and classified staff.

The District Project 10 Coordinator is a half-time position and is responsible for the following activities:

- creating staff development inservices which support Project 10 goals for administrators, counselors, nurses and teachers
- facilitating the program at and between school sites including regularly scheduled visits;
- review instructional materials being developed to assure inclusiveness of nondiscriminatory language and content as related to sexual orientation;
- collaborate with the Textbook Evaluation Committee to ensure that all instructional materials that are recommended reflect the culture, ethnic diversity and values of the broad community;
- developing and maintaining approved reference libraries at each school site that offer accurate, non-judgmental information about gay and lesbian people, their culture and history;
- giving approval to those chosen as school site coordinators;
- acting as liaison between school site coordinators and the District;
- assisting the School Board in adopting an Anti-Slur Policy and in implementing this policy;
- creating and maintaining relationships with appropriate community agencies and professional referrals and making these resources available to school sites;
- promoting and supporting District policies that affirm and protect the human rights of all students.

V. Evaluation

There will be an evaluation component to the program which will include:

1. tracking the number of students requesting services;
2. the number and type of referrals to community agencies;
3. the number of interactions with families of students participating in the program;
4. reporting and evaluating educational support activities for students, staff and parents;
5. changes in school attendance, dropout rates and academic achievement of students given these support services; and
6. reduction of number of incidents calling for the enforcement of anti-slur policies.

VI. Budget

We propose the following budget:

1/2 time coordinator (counselor — salary plus benefits) \$ 24,000.00

Instructional Materials \$ 1,000.00

Clerk-typist II (hourly — Step B — 5 hours per week, 36 weeks) \$ 1,722.60

An organization entitled Committee for Project 10, Long Beach, which will be a permanent program of the Long Beach lesbian and gay center ONE in Long Beach, Inc., has been established to provide fundraising support to increase the instructional materials budget for this program. Also, efforts will be made to encourage other community agencies to contribute to this program.

Signed:

Reverend Cristan Amundsen, Chair
Pastor, Palo Verde Avenue Christian Church

Reverend Bjorn Marcussen
Associate Pastor, Metropolitan Community Church

Jill Aguilar
Long Beach Teacher

Scott Marshall
Adolescent Chemical Dependency
Long Beach Memorial Hospital

Betty Caruthers
National Council of Negro Women

Deems Morrione
Past President, Gay/Lesbian Student Union, CSULB

Sue Caves
Past President, Families Who Care

David C. Newell
Past President, Long Beach Lambda Democratic Club

Reverend Norman Copeland, Sr.
Pastor, Grant African Methodist Episcopal Church

Pat Paddock
Parents and Friends of Lesbians and Gays

Sonny Haberman
Long Beach Department of Health and Human Resource

Honorable Judith Powell
Long Beach Community College Board of Trustees

Dr. Mary Ellen Kilsby
Minister, First Congregational Church

Felice Strauss
President, Teachers Association of Long Beach

Rabbi Howard Laibsen
Temple Israel

Tonia Reyes Uranga
Past President, League of Latin American Citizens

Dea Langlois
National Education Association
Retired Advisory Council

Neil Van Steenberg
Long Beach Teacher
Long Beach Human Relations Commission

Dr. Alan Lowenthal
Professor of Psychology, CSULB
President, Long Beach Area Citizens Involved

Lynelle Wise
Suicide Prevention Counselor, Jordan High School

Melvina Luke
President, Long Beach Minority Council on AIDS

PART THREE

SELECTED READINGS ABOUT FAMILY DIVERSITY

The following materials are provided for those interested in further readings on family diversity.

**The Population of Los Angeles County: A
Demographic Overview**