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To Secretaries Convention

May 19, 1990

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(USUAL GREETINGS AND ACKNOWLEDGEMENTS)

IT'S REALLY A PLEASURE FOR ME TO BE HERE AND QUITE AN HONOR AS WELL.

THIS IS TRULY A DISTINGUISHED GROUP AND ONE THAT REPRESENTS THE FINEST OF A FINE PROFESSION -- A PROFESSION WITHOUT WHICH NO BUSINESS...NO OFFICE OF ANY KIND...COULD FUNCTION FOR A SINGLE DAY.

WE'RE ALL FAMILIAR WITH THE EXPRESSION, "BEHIND EVERY GREAT MAN IS A GREAT WOMAN."

LIKEWISE IT'S TRUE THAT BEHIND EVERY GREAT BOSS IS A GREAT SECRETARY. AND WHILE I DON'T CLAIM TO BE THE WORLD'S GREATEST BOSS, I CAN ATTEST THAT I HAVE THE GOOD FORTUNE TO HAVE TWO OF THE WORLD'S GREATEST SECRETARIES ON MY STAFF -- CATHY IN MY HARRISBURG OFFICE AND IN MY GREENSBURG OFFICE.

IT'S A COINCIDENCE OF TIMING PERHAPS THAT THIS CONVENTION TAKES PLACE ALMOST A MONTH AFTER THE OBSERVANCE OF PROFESSIONAL SECRETARIES WEEK IN APRIL AND A WEEK AFTER OUR ANNUAL CELEBRATION OF MOTHER'S DAY.

TAKEN TOGETHER, THESE OBSERVANCES CALL TO MIND THE ROLE MANY WOMEN FIND THEMSELVES IN TODAY AS WORKING WIVES AND MOTHERS.

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WOMEN TODAY RIGHTFULLY RELISH AND TAKE PRIDE IN THEIR CAREERS WHILE, AT THE SAME TIME, THEIR EMPLOYMENT IS OFTEN FINANCIALLY NECESSARY FOR THEIR HOUSEHOLD TO SURVIVE IN TODAY'S ECONOMY.

IN THE STATE LEGISLATURE, WE RECOGNIZE THE REALITIES OF TODAY'S FAMILY LIFE AND ARE WORKING ON LEGISLATION TO ADDRESS THOSE REALITIES -- PARTICULARLY IN RELATION TO FAMILY AND MEDICAL LEAVE AND THE GROWING IMPORTANCE OF DAY CARE FOR YOUNG CHILDREN.

You've probably read or heard about The Family and Medical Leave Bill. Maybe some of your employers...and maybe some of you...are not that enthusiastic about IT.

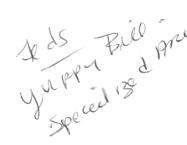
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BUT THAT'S OK. THAT'S WHAT OUR DEMOCRACY IS ALL ABOUT. MANY OF YOU PROBABLY WORK FOR OPERATIONS THAT ALREADY PROVIDE GENEROUS LEAVE FOR BIRTH...FOR ADOPTION OF A NEWBORN...FOR THE CARE OF A FAMILY MEMBER WHO IS SERIOUSLY ILL...OR FOR YOUR OWN ILLNESS OR INJURY.

THAT'S WHAT THIS BILL WOULD DO. IT WOULD PROVIDE <u>UNPAID</u> LEAVE UP TO 18 WEEKS FOR EMPLOYEES OF COMPANIES THAT DON'T PROVIDE IT...AND THEREFORE PUT THEIR EMPLOYEES THROUGH THE AGONIZING CHOICE BETWEEN THEIR JOBS AND A CLOSE FAMILY MEMBER...WHETHER IT'S A NEWBORN CHILD OR AN AGED PARENT IN SERIOUS NEED OF ATTENTION.

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WE'RE STILL WORKING ON THE FAMILY AND MEDICAL LEAVE BILL...TRYING TO FINE-TUNE IT...TRYING TO ADDRESS THE CONCERNS OF MANY EMPLOYERS AND EMPLOYER ORGANIZATIONS.

BUT IT'S ONE WAY THE GENERAL ASSEMBLY IS TRYING TO COME TO GRIPS WITH THE NEEDS OF TODAY'S WORKING WOMEN.

ANOTHER WAY IS DAY CARE. SOME WOMEN WITH SMALL CHILDREN ARE FORTUNATE ENOUGH TO HAVE A TRUSTED FRIEND OR FAMILY MEMBER NEARBY WHO CAN TAKE CARE OF THEIR SMALL CHILDREN.

MANY MORE WOMEN WHO ARE WORKING FULL TIME IN THAT SITUATION HAVE TO RELY ON SOME FORM OF DAY CARE SERVICE. NATURALLY, THEY WANT TO BE SURE THEIR CHILDREN ARE IN THE CARE OF SOMEONE WHO IS KNOWLEDGEABLE AND COMPETENT TO HANDLE A GROUP OF YOUNGSTERS AND PROVIDE A SAFE AND STIMULATING ENVIRONMENT.

Two BILLS THAT THE HOUSE PASSED LAST YEAR ARE AIMED AT PROVIDING DAY CARE TRAINING AND DAY CARE DEMONSTRATION PROGRAMS TO MEET THE NEEDS OF PARENTS AND HELP UPGRADE DAY CARE SERVICES.

WITH THE FIRST MEASURE THE DEPARTMENT OF WELFARE WOULD OFFER VOLUNTARY TRAINING FOR THOSE WHO PROVIDE DAY CARE SERVICES, TRAINING IN AREAS LIKE FIRST AID AND SAFETY...CHILD DEVELOPMENT AND NUTRITION., BASIC HEALTH CARE...CHILD DISCIPLINE...AND CREATIVE PROGRAMMING.

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THE SECOND MEASURE WOULD SET UP DEMONSTRATION PROGRAMS FOR DAY CARE REFERRAL SERVICE...THE IDEA BEING TO IMPROVE PARENTS' ACCESS TO QUALITY DAY CARE.

THE PROGRAMS WOULD PROVIDE INTERESTED PARENTS WITH INFORMATION ON SERVICES AVAILABLE IN THEIR AREA...AND ON EXISTING VACANCIES, COSTS AND STANDARDS AND TYPES OF CARE AVAILABLE LOCALLY,

WE'RE ALSO WORKING ON PROGRAMS OF RESPITE ASSISTANCE FOR THOSE WHO MUST TAKE CARE OF FAMILY MEMBERS WITH DISEASES LIKE ALZHEIMER'S...AND FOR MORE AID TO SENIOR CITIZENS SO THEY CAN CONTINUE THEIR INDEPENDENCE WELL INTO THEIR OLD AGE.

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MUCH OF THE IMPETUS FOR THESE EFFORTS STEMS FROM THE NEEDS OF WOMEN TO BALANCE THEIR CAREERS...THEIR CHILD REARING RESPONSIBILITIES AND ...INCREASINGLY...THE CARE OF OLDER FAMILY MEMBERS.

THERE'S A SAYING YOU MAY HAVE HEARD THAT "TODAY'S WOMEN DO EVERTHING, AND MEN DO THE REST."

NATURALLY WE CAN'T...NOR WOULD WE WANT TO...LEGISLATIE EVERY ARRANGEMENT BETWEEN MEN AND WOMEN. SOME THINGS ARE BEST LEFT TO BE WORKED OUT AMONG THE PARTIES INVOLVED.

BUT FOR THOSE WOMEN WHO ARE DOING EVERTHING, I HOPE WE LEGISLATORS CAN MAKE SOME PROGRESS TOWARD MAKING YOUR LIVES A LITTLE EASIER.

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THAT'S WHY I HOPE YOU GET A CHANCE TO RELAX AND ENJOY SOME OF YOUR TIME HERE AS I HAVE ENJOYED MY TIME WITH YOU.

YOU SURELY DESERVE IT.

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YOU.