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Good afternoon everyone and welcome. My name is Chai Feldblum, I am a Law Professor at Georgetown University Law Center and the Director of the Law Center's Federal Legislation Clinic. I am also the Co-Director of Workplace Flexibility 2010, which has organized this briefing for you today.

I, and my Co-Director Katie Corrigan, and our Policy Consultant Nancy Buermeyer from The Raben Group would like to thank Chairman Gordon Smith of the Senate Select Committee on Aging and Senator & Ranking Member Herb Kohl for their support and encouragement of this event, and in particular, we would like to thank Kara Getz with Senator Smith and Topher Spiro with Senator Kohl for all of their help with the logistics. Thank you!

As you will see from the materials in your folder, Workplace Flexibility 2010 is a research, outreach, and consensus-building enterprise geared towards making workplace flexibility a standard of the American workplace. We want the American workplace of the future to look different than it looks now. We want flexibility in the workplace to be a norm, an accepted, an integrated part of the workplace – not an exception, not an aberration, not something for the select few.

This is not a small thing to achieve. Achieving this outcome, we believe, will require perseverance, creativity, and a commitment to the overall social good. And, as a practical matter, we believe achieving this outcome will require a **combination** of voluntary, innovative approaches by private and public employers, and thoughtful, strong public policies that support, encourage or complement those efforts.

Workplace Flexibility 2010 is funded by the Alfred P. Sloan Foundation and benefits from the pro bono services of the students at the Georgetown Federal Legislation Clinic. The idea for this type of research, outreach and consensus-building enterprise is a direct outgrowth of the work that the Alfred P. Sloan Foundation has been doing for over a decade, under the leadership of Dr. Kathleen

Christensen. So, I am very pleased to introduce Dr. Christensen who will give us a big-picture overview of workplace flexibility, and in particular, explain how the Foundation sees research on older workers as fitting in to that overall picture. Dr. Kathleen Christensen.

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Thank you, Dr. Christensen, for that overview of workplace flexibility, for a description of the Sloan Foundation's exciting initiative in this area, and for the Foundation's recent generous investment in research on older workers.

Let me turn now to an introduction of our panelists and this briefing. As I've said, Workplace Flexibility 2010 is a **research** enterprise, as well as an outreach and a consensus-building enterprise. The bulk of our research and our staff time focuses on the **law** – how does existing **law** encourage, support or hinder workplace flexibility?

But we are also committed to bringing to Washington the best of academic research in various fields -- demography, labor economics, psychology, social work and social welfare and political science. And we believe in doing that in a way that is **accessible** to those of us who play in the political game, as opposed to the purely academic conference game.

So, this is the charge we have given our panelists today: be thoughtful, be helpful, and be understandable. And I have no doubt that we have pulled together for you the best people for purposes of truly understanding the data points that will underlie any public policy that will be undertaken in this area.

One caveat and explanation: This panel is **not** about **what** those public policies **should** be. We hope, at some point, to be involved in putting together a panel like that. From our perspective, though, what those policies **should** be are best developed out of the **consensus-building** enterprise that we hope to facilitate here at Workplace Flexibility 2010.

But this panel is a critical step in public policy development – it *is* about the *information, the data points* that we believe must and should inform any development of thoughtful public policy in this area.

So, our hope is that you leave this event with helpful knowledge, helpful materials, and the energy and the commitment to tackle the policy issues that are inherently implicated by this information.

To start us off then, we turn to Dr. Robert Hutchens. Dr. Hutchens is a labor economist who teaches at the Cornell University School of Industrial and Labor Relations. He has been researching issues of labor economics for the past 25 years, and in the past several years, has focused specifically on older workers. After Dr. Hutchens' talk, I know we will all feel grounded in the statistics around the aging of America, and in particular, the workforce participation of older Americans. Dr. Robert Hutchens.

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Thank you, Dr. Hutchens. As you've heard from Dr. Hutchens, there are different ways that employees and employers can respond to the need and/or desire of experienced individuals to keep working. We are now going to turn to the two Directors of the newly established Sloan Center for Flexible Work Options and Older Workers, located at Boston College, to help us go deeper into the priorities and preferences of experienced workers, and into the business needs and corporate responses of employers.

We start with Dr. Michael Smyer, who is a licensed clinical psychologist, a professor in the Department of Psychology at Boston College and the Dean of Boston College's Graduate School of Arts and Sciences. Dr. Smyer has been active in geriatric mental health research for approximately 30 years and we are very happy to welcome him to this podium. Dr. Michael Smyer.

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Thank you, Dr. Smyer. As you can imagine, the flip side to researching employees' preferences and priorities in working past conventional retirement age is to focus on the needs and strategies of their current and potential employers. For that, we turn to Dr. Marcie Pitt-Catsoupes, a professor at Boston College's Graduate School of Social Work, where she teaches organizational theory and practice, as well as social planning. Dr. Pitt-Catsoupes is the founder of the Sloan Work and Family Research Network – a very useful website that provides resources about working families to academics, business leaders, and state legislators. We welcome her to give us some insights and data about employers and experienced workers. Dr. Pitt-Catsoupes.

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Thank you, Dr. Pitt-Catsoupes. And let me remind everyone in the audience that you have two issue briefs in your folders, from the new Center at Boston College, that includes some of the data you have just heard here. There is also a third issue brief, coauthored by the new Center and by Dr. Christensen at the Sloan Foundation, that presents useful and interesting information on flexible work options generally.

For our final presentation, we turn to Dr. Robert B. Hudson. Dr. Hudson is located at Boston University School of Social Work and is both a Professor and Chair of the Department of Social Policy. Dr. Hudson has been a thoughtful writer and commentator on the politics and policies of aging for many years; he currently edits the Public Policy on Aging report for the National Academy on an Aging Society, and his most recent edited volume, called *THE NEW POLITICS OF OLD AGE POLICY*, has just been published by Johns Hopkins Press.

We've given Dr. Hudson a somewhat difficult charge – but one that we know he will rise to. Although Dr. Hudson's expertise is in very specific public policies, we have asked him – for purposes of this panel – to take a step back from any specific policy proposal and instead give us a **framework** in which to think about how congruent interests between policymakers, experienced workers, and employers could operate together in shaping policy – and in particular, any

cautionary notes we need to carry with us as we head into conversations about policy development. Dr. Robert B. Hudson.

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Thank you, Dr. Hudson. And now, I would like to open the floor for questions and comments from the audience.

Chai: Before we wrap up and invite people to enjoy some refreshments, I want to recognize some people from Workplace Flexibility 2010 in the audience -- so you can make a beeline for them during refreshments, if you want to talk to them: Katie Corrigan, the Co-Director of Workplace Flexibility 2010, Dr. Jean McGuire, our Policy Research Consultant, Nancy Buermeyer, one of our Policy Consultants, and Chantel Sheaks, our new legislative lawyer on tax and benefits issues.

This is also a good opportunity to talk to individuals from a range of groups that have been active in older worker issues or work/family issues. So, I'd like to recognize a few people in the audience so you know who they are:

- ⊖ Lissa Bell from the National Partnership for Women and Families
- ⊖ Mike J. Eastman from the U.S. Chamber of Commerce
- ⊖ Sara Rix from AARP
- ⊖ Janemarie Mulvey, the new head of the Employment Policy Foundation
- ⊖ Jodie Levin-Epstein from CLASP, the Center for Law and Social Policy; and
- ⊖ Bea Fitzpatrick from the BOLD Initiative.

There are also representatives from government offices off the Hill (like the EEOC and the National Governors Association) – so I hope you take some time to meet some of these individuals during refreshments as well.

My parting words: I told you we would send you off with good material, and I hope you find that to be the case. I urge you, in particular, to read the final document in your folders – a very compelling piece by Professor Phyllis Moen of the University of Minnesota, who is the author of an excellent (and very readable!) book called THE CAREER MYSTIQUE. While Professor Moen could not be with us today at this briefing, she was one of the first researchers to receive Sloan funding from Dr. Christensen over a decade ago, specifically to carry out Dr. Christensen’s vision of looking at these issues over the lifespan. We believe the piece in your folders from Professor Moen captures very well the ***change in imagination*** that we are trying to advance through Workplace Flexibility 2010. (And it’s also a little preview of things to come – as we hope to continue developing briefings on lifespan issues and workplace flexibility.)

So, please bookmark www.workplaceflexibility2010.org on your computer and visit us to see what we’re up to!

Thank you for your participation this afternoon.