



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024
COMMITTEE: Workforce and Infrastructure Development		
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: AILEEN GARCIA		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: aileengavanzado@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 1/8/2024 2:13 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		

- I am in strong support of HB 1488 (Shields), which creates three new tax credit programs to help address Missouri's child care crisis.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024
COMMITTEE: Workforce and Infrastructure Development		
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
REGISTERED LOBBYIST:		
WITNESS NAME: ALEX TUTTLE		PHONE NUMBER: 636-751-5022
REPRESENTING: UNIVERSITY HEALTH		TITLE:
ADDRESS: 62069 ALLEE RD.		
CITY: CALIFORNIA		STATE: MO
		ZIP: 65018
EMAIL:	ATTENDANCE:	SUBMIT DATE: 1/10/2024 12:00 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024	
COMMITTEE: Workforce and Infrastructure Development			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: ALLEN DILLINGHAM		PHONE NUMBER: 816-595-4121	
BUSINESS/ORGANIZATION NAME: THE BUILDERS, A CHAPTER OF THE AGC		TITLE: DIRECTOR OF GOVERNMENT RELATIONS	
ADDRESS: 720 OAK STREET			
CITY: KANSAS CITY		STATE: MO	ZIP: 64106
EMAIL: adillingham@thebuildersagc.com	ATTENDANCE: Written	SUBMIT DATE: 1/8/2024 4:50 PM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			

Workforce development is the most critical issue in our state now. A large hindrance to any workforce effort is childcare. Childcare issues are becoming more and more important for every industry in the state. The construction industry is not immune to these workforce challenges. The construction sector is strong now and our members from across the state frequently mention their challenges with hiring new workers. Rep. Shields' bill will help alleviate some of the pressure. Greater Kansas City Chamber key points are listed below. We are a longtime member of the Chamber. • The creation of these three new tax credit programs in this bill is an innovative solution to help expand capacity of Missouri's child care infrastructure, drive new investment, and help businesses to be able to support their employees' child care needs. • The workforce of all industries in Missouri relies upon the availability of the child care workforce. Child care workers are the back bone of our workforce. The tax credit programs also will support child care providers' ability to recruit and retain their workers with various incentives. I strongly believe all three of the tax credit programs established in this bill will go a long way in growing both our workforce and economy. • The tax credit programs in HB 1488 have wide applicability, and will be especially beneficial to small businesses who are struggling to keep workers. • Missouri's economy loses out on \$1.35 billion annually because of child care issues. • 61% of parents reported missing work in the last months because of child care issues. Even more alarming, almost 10% of all parents report leaving a job voluntarily because of child care issues. • 80% of Missouri's business leaders say the child care crisis is hurting their ability to recruit and retain workers.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024	
COMMITTEE: Workforce and Infrastructure Development			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: ALYSSA ANNE MORROW		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: alyssaamorrow@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 1/8/2024 10:53 AM	

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

61% of parents reported missing work in the last months because of child care issues. Even more alarming, almost 10% of all parents report leaving a job voluntarily because of child care issues. I'm in that 10% of parents leaving jobs to be at home with children. In order for my child to receive the kind of care I provided to other children, it would have taken my whole monthly paycheck. I stayed home for many reasons, but not being able to afford care was the biggest. The workforce of all industries in Missouri relies upon the availability of the child care workforce. Child care workers are the back bone of our workforce. The tax credit programs also will support child care providers' ability to recruit and retain their workers with various incentives. I strongly support HB 1488 (Shields) and believe this package will go a long way to help Missouri families, businesses, and economic growth.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024
COMMITTEE: Workforce and Infrastructure Development		
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
REGISTERED LOBBYIST:		
WITNESS NAME: BILL ANDERSON		PHONE NUMBER: 573-893-3700
REPRESENTING: MISSOURI HOSPITAL ASSOCIATION		TITLE:
ADDRESS: 4712 COUNTRY CLUB DR.		
CITY: JEFFERSON CITY		STATE: MO
		ZIP: 65109
EMAIL:	ATTENDANCE:	SUBMIT DATE: 1/10/2024 12:00 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024
COMMITTEE: Workforce and Infrastructure Development		
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
REGISTERED LOBBYIST:		
WITNESS NAME: BRAD JONES		PHONE NUMBER: 619-3077
REPRESENTING: NFIB (NATIONAL FEDERATION OF INDEPENDENT BUSINESS)		TITLE: STATE DIRECTOR
ADDRESS: 308 E. HIGH		
CITY: JEFFERSON CITY		STATE: MO
		ZIP: 65101
EMAIL: Brad.Jones@nfib.org	ATTENDANCE: In-Person	SUBMIT DATE: 1/9/2024 11:09 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024	
COMMITTEE: Workforce and Infrastructure Development			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: BRIAN GRACE		PHONE NUMBER: 573-230-9549	
REPRESENTING: MO ECONOMIC DEVELOPMENT COUNCIL		TITLE:	
ADDRESS: 117 MADISON ST.			
CITY: JEFFERSON CITY		STATE: MO	ZIP: 65101
EMAIL:	ATTENDANCE:	SUBMIT DATE: 1/10/2024 12:00 AM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024	
COMMITTEE: Workforce and Infrastructure Development			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: CHASE CAMPBELL		PHONE NUMBER: 573-864-0972	
REPRESENTING: WINTON POLICY GROUP, NASW, MERS, BJC, ST. LOUIS COUNTY, COX HEALTH, GOODWILL MOKAN		TITLE:	
ADDRESS: 124 E. HIGH ST.			
CITY: JEFFERSON CITY		STATE: MO	ZIP: 65102
EMAIL:	ATTENDANCE:	SUBMIT DATE: 1/10/2024 12:00 AM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024	
COMMITTEE: Workforce and Infrastructure Development			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: CONNOR STANGLER		PHONE NUMBER: 573-673-7388	
BUSINESS/ORGANIZATION NAME: CHILDREN'S MERCY HOSPITAL-KANSAS CITY		TITLE: MANAGER, GOVERNMENT RELATIONS	
ADDRESS: 2401 GILLHAM RD			
CITY: KANSAS CITY		STATE: MO	ZIP: 64108
EMAIL: cjstangler@cmh.edu	ATTENDANCE: Written	SUBMIT DATE: 1/9/2024 3:23 PM	

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

To: House Committee on Workforce and Infrastructure Development From: Children's Mercy Kansas City
 Date: January 9, 2024 Re: Written Proponent Testimony on HB 1488
 Dear Chairman Riggs, Vice Chairman Haley, and Members of the Committee: On behalf of Children's Mercy Kansas City, thank you for the opportunity to offer testimony in support of HB 1488, which would provide important tax credits for childcare needs to support both employees and employers. Children's Mercy is a leading independent children's health organization dedicated to holistic care, translational research, breakthrough innovation, and educating the next generation of caregivers. For over 125 years, we have provided world-class pediatric care to the children of Kansas City and our region. We are ranked as one of the best children's hospitals in America by U.S. News and World Report, ranking in all 10 specialties. Since 2007, we have provided an onsite childcare option to our employees through the Hospital Hill Family Learning Center, a safe, secure, and fun environment for children ages 6 weeks to 12 years old. The childcare center was designed to accommodate our nurses who work 12-hour shifts, with operational hours from 6:30 am to 8:00 pm. The onsite facility is a valued benefit to many of our employees and their families, strengthening employee engagement and retention. The healthcare workforce depends on the availability of a childcare workforce. Many of our employees — nurses, physicians, respiratory therapists — have children of their own and rely on our childcare offerings and those in the area. However, due to the childcare workforce shortage, even we struggle to provide the necessary capacity for our employees. Depending on the age of the child, our on-site center has waitlists ranging from six months to two years, as of January 2024. It currently serves 85 Children's Mercy families, but over 200 employee families are on the waitlist. To successfully attract and retain a pediatric healthcare workforce, we must invest in our childcare facilities and employees. Additionally, safe and reliable child care is an essential part of building a healthy community for children and families. Please support HB 1488 to assist organizations in offering important childcare offerings to their workforce. Children's Mercy thanks this Committee and the Missouri General Assembly for your efforts to make childcare more accessible and affordable to working families across Missouri.
 Children's Mercy Kansas City



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024
COMMITTEE: Workforce and Infrastructure Development		
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
REGISTERED LOBBYIST:		
WITNESS NAME: DEAN JOHNSON		PHONE NUMBER: 816-550-4370
REPRESENTING: QUALITY SCHOOLS COALITION		TITLE:
ADDRESS: 1100 MAIN ST., 4TH FLOOR		
CITY: KANSAS CITY		STATE: MO
		ZIP: 64105
EMAIL:	ATTENDANCE:	SUBMIT DATE: 1/10/2024 12:00 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024
COMMITTEE: Workforce and Infrastructure Development		
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
REGISTERED LOBBYIST:		
WITNESS NAME: DOUG NELSON		PHONE NUMBER: 573-690-7209
REPRESENTING: CLARKSTON NELSON, CHILDCARE AWARE OF MISSOURI		TITLE:
ADDRESS: 235 B. HIGH STREET		
CITY: JEFFERSON CITY		STATE: MO
		ZIP: 65101
EMAIL:	ATTENDANCE:	SUBMIT DATE: 1/10/2024 12:00 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024
COMMITTEE: Workforce and Infrastructure Development		
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: ELIZABETH HADEN		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: beth.haden@lathrogpm.com	ATTENDANCE: Written	SUBMIT DATE: 1/9/2024 3:40 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		

As a member of the Greater Kansas City Chamber of Commerce's Business for Education committee, I am writing in support of this legislation. The workforce of all industries in Missouri relies upon the availability of the child care workforce. I am writing this on January 9, when many of my friends are trying to parent kids at home for a snow day while also working - it is an impossible task. Missouri families face this reality every day due to the child care crisis, and this legislation is an innovative solution to address the issue.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024
COMMITTEE: Workforce and Infrastructure Development		
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
REGISTERED LOBBYIST:		
WITNESS NAME: EMILY VAN SCHENKHOF		PHONE NUMBER: 573-526-0031
REPRESENTING: CHILDREN'S TRUST FUND		TITLE:
ADDRESS: 301 W. HIGH ST., ROOM 680		
CITY: JEFFERSON CITY		STATE: MO
		ZIP: 65109
EMAIL:	ATTENDANCE:	SUBMIT DATE: 1/10/2024 12:00 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024
COMMITTEE: Workforce and Infrastructure Development		
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: FRANCISCO PALERMO		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: palermof@missouri.edu	ATTENDANCE: Written	SUBMIT DATE: 1/9/2024 12:17 PM

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

Early childhood education is important for Missouri's economy by supporting employees' ability to work and increasing state tax revenue and children and families by meeting their needs and promoting health and well-being. The return on investment is also higher than most other sectors in the state's economy (see a study from 2013 on DESE's website). It is a true win-win for Missouri to strengthen early childhood education policies. Children who attend early childhood education not only enter school better prepared to succeed academically, but they are also more likely to be employed as adults, less likely to rely on welfare programs, stay out of jail, and lead healthier lives. It is truly magnificent what educating and caring for young children in quality early education and childcare programs can do to improve the quality of life for Missouri families and children and the overall well-being of the state. Ample research in education for the last two decades provides evidence for all the points made above.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024	
COMMITTEE: Workforce and Infrastructure Development			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: GARRETT WEBB		PHONE NUMBER: 219-229-1104	
REPRESENTING: ALIGNED, MO CHAPTER AMERICAN ACADEMY OF PEDIATRICS		TITLE:	
ADDRESS: 710A SOULARD			
CITY: ST. LOUIS		STATE: MO	ZIP: 63104
EMAIL:	ATTENDANCE:	SUBMIT DATE: 1/10/2024 12:00 AM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024	
COMMITTEE: Workforce and Infrastructure Development			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: GARY PLUMMER		PHONE NUMBER: 573-634-3616	
BUSINESS/ORGANIZATION NAME: JEFF CITY AREA CHAMBER OF COMMERCE		TITLE: PRESIDENT/CEO	
ADDRESS: 213 ADAMS			
CITY: JEFF CITY		STATE: MO	ZIP: 65101
EMAIL:	ATTENDANCE:	SUBMIT DATE: 1/10/2024 12:00 AM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024
COMMITTEE: Workforce and Infrastructure Development		
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
REGISTERED LOBBYIST:		
WITNESS NAME: JACK GAMBLE		PHONE NUMBER: 573-821-5225
REPRESENTING: MISSOURI STATE ALLIANCE OF YMCAS		TITLE:
ADDRESS:		
CITY: JEFFERSON CITY		STATE: MO
		ZIP: 65101
EMAIL: jack@molobby.com	ATTENDANCE: In-Person	SUBMIT DATE: 1/10/2024 10:21 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024	
COMMITTEE: Workforce and Infrastructure Development			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: JAMIE MORRIS		PHONE NUMBER: 573-635-7239	
REPRESENTING: MISSOURI CATHOLIC CONFERENCE		TITLE: EXECUTIVE DIRECTOR	
ADDRESS: 600 CLARK AVE. P.O. BOX 1022			
CITY: JEFFERSON CITY		STATE: MO	ZIP: 65109
EMAIL: morrisj@mocatholic.org	ATTENDANCE: In-Person	SUBMIT DATE: 1/9/2024 4:25 PM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024	
COMMITTEE: Workforce and Infrastructure Development			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: KARA CORCHES		PHONE NUMBER: 573-634-3511	
REPRESENTING: MISSOURI CHAMBER OF COMMERCE & INDUSTRY		TITLE:	
ADDRESS: 428 E. CAPITOL AVE.			
CITY: JEFF CITY		STATE: MO	ZIP: 65101
EMAIL:	ATTENDANCE:	SUBMIT DATE: 1/10/2024 12:00 AM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024	
COMMITTEE: Workforce and Infrastructure Development			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: KAYLEE PAFFRATH		PHONE NUMBER: 573-253-9841	
BUSINESS/ORGANIZATION NAME: MISSOURI NORTHEAST		TITLE: VICE PRESIDENT	
ADDRESS: 115 N. WILLIAMS			
CITY: MOBERLY		STATE: MO	ZIP: 65270
EMAIL:	ATTENDANCE:	SUBMIT DATE: 1/10/2024 12:00 AM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024	
COMMITTEE: Workforce and Infrastructure Development			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: KRISTEN WOOD		PHONE NUMBER: 816-213-3235	
BUSINESS/ORGANIZATION NAME: GOODWILL OF WESTERN MISSOURI AND EASTERN KANSAS		TITLE: DIRECTOR OF GRANTS AND ADVOCACY	
ADDRESS: 800 E 18TH STREET			
CITY: KANSAS CITY		STATE: MO	ZIP: 64108
EMAIL: kwood@mokangoodwill.org	ATTENDANCE: In-Person	SUBMIT DATE: 1/10/2024 10:44 AM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024	
COMMITTEE: Workforce and Infrastructure Development			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: KRISTIE ARTHUR		PHONE NUMBER: 816-390-7272	
BUSINESS/ORGANIZATION NAME: ST. JOSEPH CHAMBER OF COMMERCE		TITLE: DIRECTOR OF WORKFORCE DEVELOPMENT	
ADDRESS: 3003 FREDERICK			
CITY: ST JOSEPH		STATE: MO	ZIP: 64506
EMAIL: arthur@saintjoseph.com	ATTENDANCE: Written	SUBMIT DATE: 1/10/2024 9:15 AM	

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

The St. Joseph Chamber of Commerce strongly supports HB 1488 which creates three new tax credit programs to help address Missouri’s childcare crisis. Our states childcare crisis is an economic issue that impacts both families and businesses. My daughter works for Children’s Mercy Hospital. They have an employer subsidized day care. She put her name on a waiting list as soon as she found out she was pregnant in January of 2023. The waiting list is still 7-9 months out. She is scrambling to find childcare, putting her name on additional lists, moving to weekend shifts only and relying on family as much as possible. They are even considering a day care 30 minutes from their home in the opposite direction of work. These issues add so much stress to working mothers and their families. The employer tax credit could encourage Children's Mercy to expand their services to relieve some burden. Many employers rely on the availability of the childcare workforce, they are the backbone of our workforce. We should do as much as possible to support them. • 61% of parents reported missing work in the last months because of childcare issues. • 80% of Missouri’s business leaders say the childcare crisis is hurting their ability to recruit and retain workers. The creation of these three new tax credit programs in this bill is an innovative solution to help expand capacity of our state’s childcare infrastructure, drive new investment, and help employers be able to support their staff in finding the childcare that fits their family. I would be in favor of allowing employers to contribute to the facility their children are in. I believe employers would be more likely to contribute if the long term if their children benefit from the contribution. Again, the St. Joseph Chamber of Commerce and the Workforce Alliance support HB 1488.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024	
COMMITTEE: Workforce and Infrastructure Development			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: LINDA RALLO		PHONE NUMBER: 314-330-8442	
REPRESENTING: ALIGNED		TITLE: VP & DIRECTOR OF POLICY AND ADVOCACY	
ADDRESS: 450 CONWAY VILLAGE DRIVE			
CITY: ST. LOUIS		STATE: MO	ZIP: 63141
EMAIL: linda@wearealigned.org	ATTENDANCE: In-Person	SUBMIT DATE: 1/8/2024 12:27 PM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024
COMMITTEE: Workforce and Infrastructure Development		
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: LISA GINTER		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: lginter@cacu.com	ATTENDANCE: Written	SUBMIT DATE: 1/8/2024 2:49 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		

The workforce of all industries in Missouri relies upon the availability of the child care workforce. Child care workers are the back bone of our workforce. The tax credit programs also will support child care providers' ability to recruit and retain their workers with various incentives. I strongly believe all three of the tax credit programs established in this bill will go a long way in growing both our workforce and economy. Also, Missouri's economy loses out on \$1.35 billion annually because of child care issues. The time to act is now.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024
COMMITTEE: Workforce and Infrastructure Development		
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: MARISSA HOTUJAC		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: marissa.hotujac@huschblackwell.com	ATTENDANCE: Written	SUBMIT DATE: 1/9/2024 9:41 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		

I support HB 1488. The creation of these three new tax credit programs in this bill is an innovative solution to help expand capacity of Missouri's child care infrastructure, drive new investment, and help businesses to be able to support their employees' child care needs. The workforce of all industries in Missouri relies upon the availability of the child care workforce. Child care workers are the back bone of our workforce. The tax credit programs also will support child care providers' ability to recruit and retain their workers with various incentives. I strongly believe all three of the tax credit programs established in this bill will go a long way in growing both our workforce and economy. The tax credit programs in HB 1488 have wide applicability, and will be especially beneficial to small businesses who are struggling to keep workers. Missouri's economy loses out on \$1.35 billion annually because of child care issues. 61% of parents reported missing work in the last months because of child care issues. Even more alarming, almost 10% of all parents report leaving a job voluntarily because of child care issues. 80% of Missouri's business leaders say the child care crisis is hurting their ability to recruit and retain workers.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024
COMMITTEE: Workforce and Infrastructure Development		
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: MARK LARRAEE		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: mrlarrabee@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 1/9/2024 10:07 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		

Early Childhood Education is important to laying the foundation for later academic success and ultimately the professional opportunities that arise from being well educated. This in turn is foundational for creating the workforce of the future needed to attract and retain employers and industry in Missouri, assure a strong and vibrant tax base, and healthy communities that provide opportunities for all. HB 1488 provides a mechanism, with state fiscal support, to attract private capital that supports early childhood education.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024
COMMITTEE: Workforce and Infrastructure Development		
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
BUSINESS/ORGANIZATION:		
WITNESS NAME: MATT BOHNEN		PHONE NUMBER: 816-559-2528
BUSINESS/ORGANIZATION NAME: SHOOK, HARDY & BACON L.L.P.		TITLE: CHIEF OPERATING OFFICER
ADDRESS: 2555 GRAND BLVD.		
CITY: KANSAS CITY		STATE: MO
		ZIP: 64108
EMAIL: mbohnens@shb.com	ATTENDANCE: Written	SUBMIT DATE: 1/9/2024 1:00 PM

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

I strongly support HB 1488 (Shields), a bill that provides new tax credit programs. A robust child care infrastructure directly impacts businesses and individuals alike. Recruitment and retention of businesses and workers to Missouri is vital to the economic future of the state. The implementation of these programs will help expand capacity, drive investment, and facilitate the employee child care needs, something that is sorely lacking in the state. Thank you.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024	
COMMITTEE: Workforce and Infrastructure Development			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: MATT MCCORMICK		PHONE NUMBER: 573-874-1132	
BUSINESS/ORGANIZATION NAME: COLUMBIA CHAMBER OF COMMERCE		TITLE: PRESIDENT/CEO	
ADDRESS: 300 S. PROVIDENCE			
CITY: COLUMBIA		STATE: MO	ZIP: 65203
EMAIL:	ATTENDANCE:	SUBMIT DATE: 1/10/2024 12:00 AM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024	
COMMITTEE: Workforce and Infrastructure Development			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: MATT MORROW		PHONE NUMBER: 417-862-5567	
BUSINESS/ORGANIZATION NAME: SPRINGFIELD AREA CHAMBER OF COMMERCE		TITLE: PRESIDENT	
ADDRESS: 202 S. JOHN Q. HAMMONS			
CITY: SPRINGFIELD		STATE: MO	ZIP: 65801
EMAIL:	ATTENDANCE:	SUBMIT DATE: 1/10/2024 12:00 AM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024	
COMMITTEE: Workforce and Infrastructure Development			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: NANCY GIDDENS		PHONE NUMBER: 573-230-6203	
REPRESENTING: UNITED WE; CITY OF KANSAS CITY; CIVIC COUNCIL OF GREATER KANSAS CITY; GREATER KANSAS CITY CHAMBER OF COMMERCE		TITLE: LOBBYIST	
ADDRESS: 208 MADISON STREET			
CITY: JEFFERSON CITY		STATE: MO	ZIP: 65101
EMAIL: nancy@thegiddensgroup.com	ATTENDANCE: In-Person	SUBMIT DATE: 1/10/2024 8:53 AM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			

Lack of access to childcare is an impediment for Missourian's entering the workforce and this bill will help removed a critical barrier people face when deciding to enter or re-enter the workforce.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024	
COMMITTEE: Workforce and Infrastructure Development			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: NICCI REXROAT		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE:	SUBMIT DATE: 1/10/2024 12:00 AM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024	
COMMITTEE: Workforce and Infrastructure Development			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: PAULA BENNE		PHONE NUMBER: 573-635-9295	
BUSINESS/ORGANIZATION NAME: C&S EMPLOYMENT SOLUTIONS		TITLE: PRESIDENT	
ADDRESS: 1731 SOUTHRIDGE DRIVE			
CITY: JEFFERSON CITY		STATE: MO	ZIP: 65109
EMAIL: paula@csemployment.com	ATTENDANCE: Written	SUBMIT DATE: 1/9/2024 1:15 PM	

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

I am Paula Benne owner of C&S Employment Solutions, an employment service in Jefferson City for over 45 years. I was appointed to the Central Workforce Development board. I also served on the executive committee for the Jefferson City Area Chamber of Commerce and I now serve as co-chair for the workforce coalition and the childcare action team. Through this coalition, we identified childcare as a top priority. And, through my involvement, I got a crash course in childcare and the struggles they are enduring. I was fortunate to partner with our local Early Childhood HUB 16 group. Together we have identified many ideas on how to help our businesses and centers work together. Through this collaboration and many productive meetings between the businesses, centers and advocacy groups, we grew in understanding and a desire to help each other. It was determined that one way to help our centers is to forge a partnership between the businesses and childcare centers. As a result, the Chamber's Partners in Education program was expanded to include early childhood providers. Businesses and centers were matched. Centers were asked for a wish list – what are your needs that a business could help you with? It could be as simple as chalk and bubbles, or as involved as helping with employee handbooks, manuals, training, and education. The wish list also includes outdoor equipment and supplies. The centers were overwhelmed and said they had never been asked “what do you need” before. My partner center called in desperation when their center’s refrigerator went out. In our wonderful community, and after a couple of phone calls, a used refrigerator was located and the center did not have to close for the day. Parents did not have to leave work and pick up their kids. In turn, the centers are showing their gratitude by coloring pictures for their partner to give to hospital patients, creating thank-you gifts with tiny handprints, and even stopping by so the kids could sing “Jingle Bells” during the holidays. This program is only getting started. We are only just exploring what that partnership can do. And, because of this networking, we are seeing centers helping each other. We are seeing businesses step up and ask what can we do. If our businesses could also get the 75% tax credit along with the credit for donations, there is much, much more we could do. This would be a huge incentive for more business partnerships to get involved and ultimately help the needs of our kids. I believe our businesses, right now are eager to help and we are determining what that can look like on a local level. A tax credit would greatly incentivize our businesses to get involved or do more in solving our child care issues. Thank you. Sincerely, Paula S. Benne, President C&S Employment Solutions



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024	
COMMITTEE: Workforce and Infrastructure Development			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: RAY MCCARTY		PHONE NUMBER: 573-634-2246	
BUSINESS/ORGANIZATION NAME: ASSOCIATED INDUSTRIES OF MISSOURI		TITLE: PRESIDENT/CEO	
ADDRESS: 3234 W TRUMAN BLVD			
CITY: JEFFERSON CITY		STATE: MO	ZIP: 65109
EMAIL: rmccarty@aimo.com	ATTENDANCE: Written	SUBMIT DATE: 1/5/2024 2:14 PM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			

Associated Industries of Missouri supports efforts to increase the availability of quality child care including the incentives in this bill.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024	
COMMITTEE: Workforce and Infrastructure Development			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: ROBYN SCHELP		PHONE NUMBER: 660-441-3260	
REPRESENTING: KIDS WIN MISSOURI		TITLE: DIRECTOR OF POLICY AND ADVOCACY	
ADDRESS: 3909 SHERMAN CT			
CITY: COLUMBIA		STATE: MO	ZIP: 65203
EMAIL: rschelp@kidswinmissouri.org	ATTENDANCE: In-Person	SUBMIT DATE: 1/9/2024 7:33 PM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			

My name is Robyn Schelp and I am the Director of Policy and Advocacy for Kids Win Missouri. We advocate on issues of child well-being including child care and early education, child welfare, and healthcare. Kids Win Missouri supports the child care tax credits in HB 1488 and we appreciate Rep. Shield’s leadership on this legislation. Child care is in crisis and it is impacting the well-being of children, families, and our communities. The lack of quality, affordable childcare is a large factor in the current workforce crisis. Last year, Governor Parson laid out a historic and multi-pronged early childhood investment proposal in his State of the State address which included the child care tax credits. State funding alone cannot solve the child care crisis. These tax credits foster partnerships between communities, businesses, providers, and families. The child care tax credits encourage businesses, philanthropies, and individuals to donate to child care facilities and receive a 75% tax credit on that donation. This legislation would allow employers to pay for an employee’s child care costs and receive the same tax credit. Child care providers could receive a tax credit for capitol expenditures as well as a credit equal to their employee withholding tax. In addition to direct partnerships between businesses and providers, this legislation allows for intermediaries to facilitate partnerships between employers and providers of all sizes. An intermediary may serve a community or a large region. Small family home providers up to large child care facilities would contact intermediaries letting them know how many spots they have available. Employers would reach out to intermediaries looking for slots for their employees’ children. Intermediaries would share the openings available, giving the parents an option of child care programs. The intermediary would have the agreement with the state to facilitate the tax credit. The employer would receive a tax credit on the donation made to the intermediary. The money would flow through the intermediary to the child care provider. This arrangement would make it much easier for small, rural providers to benefit from the tax credits while still giving parents choice in their children’s care. We appreciate the commitment this legislature has made towards improving access to affordable, quality child care, simultaneously supporting Missouri’s current and future workforce. These tax credits foster partnerships between the state, businesses, providers, and families which will help ensure that all families have access to quality child care no matter where they live in the state. Please support Missouri’s families and workforce by passing HB 1488.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024
COMMITTEE: Workforce and Infrastructure Development		
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: RYAN TULLOCK		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: rctullock@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 1/8/2024 1:13 PM

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

As a former educator who currently has two children that are preschool age, I know how important this bill would be for families across Missouri. It will help parents that want to work, but are forced to stay home because they can't afford child care, get back to work. It will help businesses throughout Missouri offer child care incentives without being burned by how to afford it. Child care is **EXPENSIVE**. My wife and I pay around \$2,400 a month for our sons to go to preschool, and if you ask around, that's actually reasonable compared to others. Something has to change, and Missouri has the opportunity to show the rest of the country that we value families, we value working parents, and we value the child care facilities that take care of and nurture the youngest in our state.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024	
COMMITTEE: Workforce and Infrastructure Development			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: SAMUEL H. LEE		PHONE NUMBER: 314-368-4242	
REPRESENTING: CAMPAIGN LIFE MISSOURI		TITLE: DIRECTOR	
ADDRESS: P.O. BOX 142585			
CITY: ST. LOUIS		STATE: MO	ZIP: 63114
EMAIL: samuelhlee@mindspring.com		ATTENDANCE: In-Person	SUBMIT DATE: 1/10/2024 9:51 AM

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

Testimony in Favor of HB 1488 – Tax Credits for ChildcareHouse Workforce and Infrastructure Development Committee – Jan. 10, 2024, 10:00 AM Samuel Lee, Director of Campaign Life Missouri While many people consider access to childcare to be primarily a workforce issue, it is also a pro-life issue. As University of Notre Dame law professor O. Carter Snead and Harvard University law professor Mary Ann Glendon wrote in the Washington Post in June 2022 (<https://wapo.st/3xznGl9>) soon after the Dobbs decision: The Supreme Court’s decision to return abortion regulation to our legislative branches is welcome and long overdue. For the culture of life movement, it is also just the beginning. ... Abortion is a gruesome symptom of our collective failure to take care of one another. This means that, along-side our efforts to protect the unborn, we must act decisively to address the wide range of issues – from poverty to lack of support from fathers – that lead women to choose abortion in the first place. Many pro-lifers (self-described “conservatives, moderates and liberals”) a year ago signed a statement to promote public policy initiatives “to eliminate or reduce the significant economic and social pressures that we know drive women to seek abortion in the first place,” and included among the six-point agenda: • Affordable childcare options that support working parents, without disincentivizing the choice to raise young children at home that many families say they would prefer. (“Building a Post-Roe Future,” (<https://postroefuture.com/>) Jan. 19, 2023. I was one of the signers. (<https://postroefuture.com/more-signers/>)) And Ingrid Delgado, a policy adviser for the Office of Domestic Social Development at the U.S. Conference of Catholic Bishops, said last February that quality childcare should be a key part of the church’s pro-life work after the overturning of Roe – with policy details that need to be worked out – including funding and the religious liberty of faith-based providers that would accept government funds. (“Affordable child care key component of post-Roe response, advocates say,” Catholic Review, Feb. 5, 2023. (<https://catholicreview.org/affordable-child-care-key-component-of-post-roe-response-advocates-say/>)) The pro-life rationale for these measures is clear. Missouri’s pregnancy centers and maternity homes have long found that lack of affordable, accessible childcare (along with lack of housing and transportation) is one of the top reasons pregnant women consider having abortions. And for those moms who do give birth, it is difficult for those pro-life agencies to help find and/or subsidize child-care for them. These two survey results confirm the experiences of pregnancy centers and maternity homes: 1. One survey in 2022 of over 3,000 U.S. parents (<https://www.pnmag.com/news-advocacy/the-effects-of-the-us-childcare-crisis-on-parents/>) found that: Most families aren’t having more children because of the cost, or lack of availability of child-care. When we asked, “Would you like to grow your family, but can’t/are hesitant to because of the cost/availability of childcare,” 61% of respondents said yes. 2. A second survey in 2022 of women in the United Kingdom (<https://pregnantthenscrewed.com/6-in-10-women-who-have-had-an-abortion-claim-childcare-costs-influenced-their-decision/>) “found that 60.5% say that the cost of

childcare influenced their decision to have an abortion and 17.4% of women said that child-care costs were the main reason they chose to have an abortion.”We encourage this and other House Committees to consider a variety of initiatives to assist families with childcare – with the caution set forth in last year’s Building a Post-Roe Future statement: We realize that not every government has the fiscal capacity to enact every measure that might reduce abortion, and that these policies must be carefully crafted to empower families without disincentivizing work or promoting unhealthy dependence on government.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024	
COMMITTEE: Workforce and Infrastructure Development			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: STERETT SCHANZE		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME: GRAY MANUFACTURING COMPANY, INC.		TITLE: PRESIDENT, GRAY MANUFACTURING COMPANY, INC.	
ADDRESS: 3501 SOUTH LEONARD ROAD			
CITY: ST. JOSEPH		STATE: MO	ZIP: 64503
EMAIL: sschanze@grayusa.com	ATTENDANCE: Written	SUBMIT DATE: 1/10/2024 4:55 PM	

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

To The Honorable Missouri House of Representatives, Please allow this to serve as our support for HB 1488 proposed by Representative Brenda Shields. This bill would create new tax credit programs to help address our state's child care crisis. As a manufacturer, anything we can do to support both mothers and families on this issue will help get more qualified people into our Missouri workforce, a critical need to our state economy. The lack of enough quality child care facilities in our state is keeping many our eligible people from working in our economy. Parents, both mothers and fathers, are missing work at high levels because they cannot find quality child care. This is certainly hurting our ability to recruit and retain workers. Initiatives to improve the child care infrastructure in our state is a critical need to help businesses and support our employees' child care needs. I have to believe this bill will go a long way in growing our workforce and our economy. I hope you will support this for Missouri families, businesses, and our state's economy. Thank you for your consideration. Sincerely, Sterett W. "Stet" Schanze President, Gray Manufacturing Company St. Joseph



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024
COMMITTEE: Workforce and Infrastructure Development		
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
REGISTERED LOBBYIST:		
WITNESS NAME: SUSAN HENDERSON MOORE		PHONE NUMBER: 573-268-6928
REPRESENTING: JE DUNN		TITLE:
ADDRESS: 630 BOLIVAR ST., SUITE 201		
CITY: JEFF CITY		STATE: MO
		ZIP: 65101
EMAIL:	ATTENDANCE:	SUBMIT DATE: 1/10/2024 12:00 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024
COMMITTEE: Workforce and Infrastructure Development		
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: THALIA CHERRY		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: info@cherryco.co	ATTENDANCE: Written	SUBMIT DATE: 1/8/2024 4:22 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		

I support this important legislation to create three tax credits to help Missouri expand access to childcare and access to much needed workforce members.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024
COMMITTEE: Workforce and Infrastructure Development		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
REGISTERED LOBBYIST:		
WITNESS NAME: LISA PANNETT		PHONE NUMBER: 314-221-4792
REPRESENTING: ARMORVINE		TITLE:
ADDRESS:		
CITY:		STATE: MO
EMAIL:		ZIP:
ATTENDANCE:		SUBMIT DATE: 1/10/2024 12:00 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1488		DATE: 1/10/2024	
COMMITTEE: Workforce and Infrastructure Development			
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input checked="" type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: MEGHAN SENNE		PHONE NUMBER: 816-404-5160	
BUSINESS/ORGANIZATION NAME: JACKSON COUNTY PUBLIC HEALTH		TITLE: HEALTH POLICY COORDINATOR	
ADDRESS: 3651 NE RALPH POWELL RD			
CITY: LEE'S SUMMIT		STATE: MO	ZIP: 64064
EMAIL: meghan.senne@uhkc.org	ATTENDANCE: Written	SUBMIT DATE: 1/10/2024 9:31 AM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			

According to a 2023 investigation, nearly half of all children aged five and under live in a childcare desert in the state of Missouri (Bates & Bergin, 2023). A childcare desert refers to an area where the demand for childcare exceeds availability and is defined as a jurisdiction where there are more than three children ages five and under for every licensed childcare slot or there are no licensed slots at all. According to Census data compiled by Jackson County Public Health, half of the population in eastern Jackson County lives in a childcare desert (U.S. Census Bureau, 2022a). The city with the highest ratio of children ages five and under to childcare slots was Grandview, with a ratio of nine children to available slots. The cities of Blue Springs, Buckner, and Greenwood were also identified as childcare deserts. Meanwhile, Lone Jack, Sibley, Sugar Creek, and Lake Lotawana were identified as cities with no licensed slots at all. Finally, when looking at race and ethnicity data it is clear that childcare access disparities exist. Hispanic and Latino children had the highest probability of living in a childcare desert, with 81% of children under five living in childcare desert zip codes. Additionally, 80% of Black children reside in childcare desert zip codes compared to 62% of White children under the age of five. Importantly, childcare challenges disproportionately affect the financial well-being of women, single parents, parents in poverty, and families of color more (Novoa, 2020). A 2021 report from the Missouri Chamber revealed that 61% of surveyed parents reported missing work due to childcare issues. Furthermore, 28% of respondents noted that someone in their household had either left a job or opted not to take one due to childcare-related challenges (U.S. Chamber of Commerce Foundation, 2021). One national analysis estimated that in 2022, women were five to eight times more likely to experience negative employment consequences related to childcare compared to men (Almeida & Salas-Betsch, 2023). In Eastern Jackson County specifically, there is a 7% decrease in maternal workforce participation in zip codes that are considered a childcare deserts compared to zip codes with sufficient childcare access. There is almost no difference in men's workforce participation across zip codes with regard to childcare desert scores (U.S. Census Bureau, 2022b). In addition to workforce issues, women who cannot access childcare also report forgoing or missing important healthcare appointments and cancer screenings. A national survey of women found that 24% could not find time to go to the doctor, and 14% of women missed or delayed their own healthcare appointments because of lack of childcare. While women of all income levels were impacted, low-income women were more likely to experience both childcare problems and delayed healthcare (Alvarez et al., 2022). Access to quality childcare benefits the health of the entire family, providing children with access to social and emotional development opportunities and early education, while providing parents the opportunity to enter the workforce and improve the financial health of their family. Addressing this complex issue requires a commitment to public investment in childcare infrastructure. By doing so, Missouri can help

families secure access to high-quality childcare for their children, empowering parents to confidently participate in the workforce knowing that their child's health and well-being is a priority.

Sources: Almeida, B., & Salas-Betsch, B. (2023). Fact sheet: The state of women in the labor market in 2023. <https://www.americanprogress.org/article/fact-sheet-the-state-of-women-in-the-labor-market-in-2023/>

Alvarez, K.S., Bhavan, K., Mathew, S., Johnson, C., McCarthy, A., Garcia, B., Callies, M., Stovall, K., Harms, M., & Kho, K.A. (2022). Addressing childcare as a barrier to healthcare access through community partnerships in a large public health system. *BMJ Open Quality*, 11(4). <https://doi.org/10.1136/bmjopen-2022-001964>

Bates, C., & Bergin, D. (2023, April 26). Missouri child care deserts include nearly half of kids 5 and under, new data shows. *The Missouri Independent*. <https://missouriindependent.com/2023/04/26/missouri-child-care-deserts-now-include-nearly-half-of-kids-5-and-under/>

Childcare Aware of America. (2021). Catalyzing Growth: Using data to change child care. <https://www.childcareaware.org/catalyzing-growth-using-data-to-change-child-care/#ChildCareAffordability>

Novoa, C. (2020). How child care disruptions hurt parents of color most. <https://www.americanprogress.org/article/child-care-disruptions-hurt-parents-color/>

U.S. Chamber of Commerce Foundation. (2021). Untapped potential in MO: How childcare impacts Missouri's workforce productivity and the state economy. https://chamber-foundation.files.svdcdn.com/production/documents/EarlyEd_MISSOURI_2021_DIGITAL.pdf?dm=1694110497

U.S. Census Bureau. (2022a). Total population under five census tract estimates, compared to total childcare slots. [Unpublished raw data]

U.S. Census Bureau. (2022b). Total maternal workforce participation by zip code. [Unpublished raw data]