

MINUTES OF THE MEETING
LABOR & EMPLOYMENT RELATIONS COMMITTEE
MONTANA STATE SENATE

March 15, 1979

The meeting of the Labor and Employment Relations Committee was called to order by Chairman Lowe on March 15, 1979, at 1:00 p.m. in Room 404 of the State Capitol.

ROLL CALL: All members were present with the exception of Senator Dover who was excused.

Chairman Lowe opened the hearing on House Bill #766 and asked Representative Porter of District 65 to address the Committee. Mr. Porter stated that this bill revised the unemployment compensation laws relating to the minimum weekly benefit amount, changing the duration of benefits and disqualification of benefits. Mr. Porter stated that this bill would save the State approximately one million dollars in four years. Mr. Porter explained that this bill was an effort to tighten up eligibility requirements for unemployment compensation. Mr. Porter stated that the unemployment compensation fund is in the red now and cannot pay the money owed the Federal Government. If this loan is not paid by November, the State of Montana would then lose its tax credit. He indicated that the State should build up a reserve fund in order to avoid situations such as this and that the fund should be stable.

Mr. Harold V. Kansier, Deputy Administrator of the Unemployment Insurance Bureau, then addressed the Committee as a proponent of House Bill #766. Mr. Kansier explained that the bill increased the penalties for voluntary quits, discharged for misconduct and requiring the individual to be a member of the active work force. Mr. Kansier stated that this new system did not change the benefit amount to be paid. Mr. Kansier explained that this bill required more qualifying wages thus tightening the eligibility.

Mr. Chad Smith, representing the Unemployment Compensation Advisors, stated that this bill insures and reinforces the requirements that an individual be attached to the labor force in order to qualify for benefits. Mr. Smith urged the Committee to pass the bill. Mr. Robert Holding, representing the Montana Wood Products Association, also urged the Committee to support the bill as did Mr. G. T. Neils, representing the Montana Loggins Association.

Mr. Fred Barrett, representing the Employment Security Division, then proposed an amendment to the Committee in that he asked the Committee to change the effective date of the bill to July 1, 1979 instead of April 1, 1979. Mr. Jim Oppedahl of the Legislative Council stated that the April date made the bill retroactive and advised the Committee that this was probably unconstitutional. Members of the Employment Security Commission agreed to this change. Mr. Oppedahl was asked by the Committee to prepare these amendments for the Committee's next meeting.

Senator Severson moved the amendments which carried unanimously.

Mr. Jerry Driscoll, representing the Laborer's Union Local #98, addressed the Committee in opposition to House Bill #766. He stated that this bill would hurt the seasonal workers and urged the Committee not to pass the bill.

After a question and answer period, Senator Lowe proposed an amendment to the Committee:

Page 6, after the word "cause"

Reinsert: "attributable to the employment."

Senator Severson moved the amendment which carried unanimously.

In closing, Representative Porter stated that he had been asked by the Superintendent of Public Instruction to include another amendment to this bill. This amendment reads as follows:

1. Page 1, line 6.

Following: "cause"

Strike: "."

Insert: "or if he is a school district employee that has a written agreement to return to his employment following the summer break."

Mr. Barrett of the Employment Security Division explained that employees working for the school systems were, at present, collecting unemployment benefits during the summer months, while in fact, they are hired under a school contract basis and should not be eligible for unemployment benefits. Mr. Jim Watkins of the Office of Public Instruction and former Superintendent of Schools in Libby stated that this amendment applied to non-certified people hired by the school districts. Mr. Watkins stated that under the present law, these people were allowed to draw unemployment during the summer months.

There being no more discussion on this bill, Senator Lowe closed the hearing on House Bill #766.

Chairman Lowe then opened the hearing on House Bill #190 and asked Representative Harper of District 30 to address the Committee.

Representative Harper that House Bill #190 was designed to revise the unemployment compensation laws changing the taxable wage base, employer contributions and employer classification and experience rating. These changes, he stated, were designed to try to save the unemployment fund in the State. Representative Harper stated that by going to the experience rating system, the unemployment fund could be built up for emergency situations in unemployment and reimburse the Federal Government the monies owed by the State. He stated that the fund was in trouble at the present time and felt that this system would see to it that this trouble never occurred again. Mr. Harper referred to a Chamber of Commerce study wherein the State of Idaho had been chosen as closely resembling the problems of Montana. He stated that the fund in Idaho was now solvent after going to the experience rating system in 1964, and that the problems that Montana was having was due to the fact that the base rate had never been changed thus not allowing for increases in unemployment.

Mr. Barrett of the Employment Security Division stated that it was his legal obligation to call to the attention of the Legislature problems being experienced by the Division and to recommend changes. Mr. Barrett stated that he felt that the changes in House Bill #190 were fair and equitable to everyone concerned. Mr. Barrett stated that an alternative was to get by the way they were, but felt that it was time to do better than that. He felt that the experience rating system with a low tax rate and a low base would not get the fund anywhere. He stated that he had read the proposed amendments by opponents of the bill and felt that these amendments would simply wreck the intent of the bill and it would make no sense to incur the cost of implementing the system. He stated that if the Legislature approved the bill without the amendments, the Federal Government would provide the money to convert to the new system. Mr. Barrett read a portion of a letter dated February 22, 1979, from the Regional Office of the Department of Labor which indicated that there were additional funds for costs incurred in law changes and that the Federal Government would review the changes as well as determine the effectiveness of the law changes. The letter further stated that the State was obliged to set up a trust fund and provide adequate funds for potential unemployment.

Mr. Phil Strobe, representing the Montana Innkeepers Association, addressed the Committee in favor of the bill and urged the Committee to support the bill without the amendments. Mr. Strobe stated that we needed the experience rating and felt that the new wage base at \$7800 was not unreasonable. Mr. Strobe stated that the State needed House Bill #190 in its present form.

Mr. Barrett of the Employment Security Division referred the Committee to a summary entitled, "Financing of Unemployment Insurance in MONTANA" which is attached as Exhibit "A".

Mr. Chad Smith, representing the Unemployment Compensation Advisors, addressed the Committee in opposition to House Bill #190. Mr. Smith stated that the experience rating is the preferred method of administering unemployment compensation and worked well, however, he stated that the bill in its present form would increase taxes up to 60% the first year. Mr. Smith proposed some amendments to House Bill #190 which are attached as Exhibit "B". Mr. Smith indicated that these amendments would keep the base at \$6,000 and felt that this would be sufficient to maintain the fund and increase the tax rate enough to keep the fund operating and not be punitive. Mr. Smith indicated that 37 states still maintain \$6,000 base and that the Federal standard sets the base at \$6,000. Mr. Smith felt that this base would provide the fund with enough money to meet expenses and felt that that was all that was needed. Mr. Smith stated that if the Secretary of Labor were notified by July 1st, the payment of the monies due the Federal Government could be postponed for another year.

Mr. Robert Holding, representing the Montana Wood Products Association, urged the Committee to adopt the amendments proposed by Mr. Smith. Mr. Holding stated that the employers could better use the money to provide more jobs for employees.

Ms. J. Fallan, representing the Montana Chamber of Commerce, also spoke in favor of the amendments to House Bill #190. Mr. Wes Banta, representing Kaiser Cement, stated that they were opposed to the bill as strike benefits could increase the employer's experience rating.

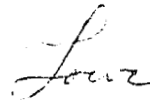
Representative Harper, in closing, stated that the experience system was a fairer and more equitable method of taxation. Mr. Harper indicated that out of the 37 states referred to by Mr. Smith, only 11 of these states were solvent. Mr. Harper indicated that he did not understand the opposition posed by the Chamber of Commerce, as it was their study which established the wage base and they had recommended it.

Chairman Lowe then closed the hearing on House Bill #190.

Chairman Lowe asked the Committee to take executive action on House Bill #579 and referred to the amendments furnished by Mr. Oppedahl for their consideration. These amendments are attached as Exhibit "C". Senator Smith moved the amendments which carried unanimous. Senator Severson moved the bill as amended which also carried unanimously.

Chairman Lowe then referred the Committee to House Bill #856 and the amendments which Mr. Oppedahl had been asked to submit. These amendments are attached as Exhibit "D". Senator moved the amendments which carried unanimously. Senator Hafferman moved the bill which also passed.

The meeting was adjourned at 3:15 p.m.



Senator William R. Lowe, Chairman

FINANCING
OF
UNEMPLOYMENT
INSURANCE
IN MONTANA

PRIORITIES FOR REVENUES

1. REPAYMENT OF \$10.484 MILLION
LOAN.

2. FINANCE CURRENT BENEFIT
COSTS AS NEEDED.

3. BUILD TRUST FUND BALANCE
TO A CONDITION OF
BENEFIT ADEQUACY.

DETERMINING CONTRIBUTION RATE SCHEDULE:

TRUST FUND BALANCE FOR DEC. 31, 1979
TOTAL WAGES FOR FY 1979

$$\frac{\$11,391,000}{1,968,000,000} = .0058 = \text{SCHEDULE X}$$

1980 SCHEDULE OF

CONTRIBUTION RATES

TRUST FUND BALANCE FOR 12-31-80 =
TOTAL WAGES FOR F.Y. 1980

$\frac{\$19.8 \text{ MILLION}}{\$2.1 \text{ BILLION}} = .0094 = \text{SCHEDULE IX} =$

1981 SCHEDULE OF
CONTRIBUTION RATES

TAXABLE WAGE BASE FOR 1979 IS
80% OF THE
AVERAGE ANNUAL WAGE FOR 1977 =
\$7800.

PROPOSED \$7800 BASE WILL
YIELD 61% OF PROJECTED
1979 TOTAL STATE-WIDE
WAGES AS TAXABLE WAGES.

EFFECT OF A FLEXIBLE WAGE BASE

YEAR	RATIO OF FUND TO TOTAL WAGES	AVG TAX RATE
1980	$\frac{\$11.391 \text{ MILLION}}{\$1.968 \text{ BILLION}} = .0058$	3.1%
1981	$\frac{\$19.8 \text{ MILLION}}{\$2.1 \text{ BILLION}} = .0094$	2.9%

EFFECT OF LOAN ON FUTA TAX

PRESENT FUTA TAX = 3.4%

FUTA TAX CREDIT = 2.7%

NET FUTA TAX = .7% (PAYABLE BY EMPLOYER)

IF \$10,484,089 LOAN IS NOT REPAYED
IN 1979:

FUTA TAX = 3.4%

FUTA TAX CREDIT = 2.4%

NET FUTA TAX = 1.0% (PAYABLE BY EMPLOYER)

IN ADDITION TO STATE U.I. TAX

STATES WITH \$7,800 WAGE BASE OR GREATER

MINNESOTA	\$ 8,000
OREGON	\$ 9,000
WASHINGTON	\$ 9,000
ALASKA	\$ 10,000
IDAHO	\$ 10,200
UTAH	\$ 13,300
HAWAII	\$ 10,400

20 STATES HAVE A MAXIMUM
S.I. TAX OF 4.4 % OR MORE.

FOR EXAMPLE:

<u>STATE</u>	<u>MAX. TAX RATE</u>	<u>OUTSTANDING LOAN</u>
MINN.	7.5%	YES
MICH.	6.6	YES
N. J.	6.2	YES
VT.	6.1	YES
CONN.	6.0	YES
WISC.	5.7	NO
MAINE	5.3	YES
N.Y.	5.2	YES
MASS.	5.1	YES
N. D.	5.0	NO
R.I.	5.0	YES
CALIF.	4.9	NO
ALASKA	4.8	NO

PROPOSED SCHEDULE OF CONTRIBUTION RATES

										1980 Rate Sched.
										Sched. X
Minimum Ratio of Fund to Total Wages	Sched. I	Sched. II	Sched. III	Sched. IV	Sched. V	Sched. VI	Sched. VII	Sched. VIII	Sched. IX	
Average Tax Rate	(.0475) 1.3	(.0425) 1.5	(.0375) 1.7	(.0325) 1.9	(.0275) 2.1	(.0225) 2.3	(.0175) 2.5	(.0125) 2.7	(.0075) 2.9	(.....) 3.1
Rate Class	CONTRIBUTION RATES FOR ELIGIBLE EMPLOYERS									
1	0.2%	0.3%	0.5%	0.7%	0.9%	1.1%	1.3%	1.5%	1.7%	1.9%
2	0.4	0.6	0.8	1.0	1.2	1.4	1.6	1.8	2.0	2.2
3	0.7	0.9	1.1	1.3	1.5	1.7	1.9	2.1	2.3	2.5
4	1.0	1.2	1.4	1.6	1.8	2.0	2.2	2.4	2.6	2.8
5	1.3	1.5	1.7	1.9	2.1	2.3	2.5	2.7	2.9	3.1
6	1.6	1.8	2.0	2.2	2.4	2.6	2.8	3.0	3.2	3.4
7	1.9	2.1	2.3	2.5	2.7	2.9	3.1	3.3	3.5	3.7
CONTRIBUTION RATES FOR										3.9%
UNRATED EMPLOYERS:	2.1%	2.3%	2.5%	2.7%	2.9%	3.1%	3.3%	3.5%	3.7%	
Rate Class	CONTRIBUTION RATES FOR DEFICIT EMPLOYERS									
1	2.2%	2.4%	2.6%	2.8%	3.0%	3.2%	3.4%	3.6%	3.8%	4.0%
2	2.4	2.6	2.8	3.0	3.2	3.4	3.6	3.8	4.0	4.2
3	2.6	2.8	3.0	3.2	3.4	3.6	3.8	4.0	4.2	4.4
4	2.8	3.0	3.2	3.4	3.6	3.8	4.0	4.2	4.4	4.4
5	3.0	3.2	3.4	3.6	3.8	4.0	4.2	4.4	4.4	4.4
6	3.2	3.4	3.6	3.8	4.0	4.2	4.4	4.4	4.4	4.4

Enrolled "S"

HOUSE BILL NO. 190

I move to amend the third reading copy of House Bill
No. 190 as follows:

1. On page 7, by deleting lines 18 through 25, and on
page 8, by deleting lines 1 and 2.

2. On page 15, line 16, by deleting the item "(....)"
and by inserting in lieu thereof the item "(.0025)".

3. On page 15, lines 14 through 25 and on page 16, lines
1 through 12 by adding a new schedule XI at the end of said
lines respectively, as follows:

Page 15	14	"Sched.
	15	XI
	16	(....)
	17	3.3
	18	-----
	19	
	20	2.1%
	21	2.4
	22	2.7
	23	3.0
	24	3.3
	25	3.6"
Page 16	1	"3.9
	2	-----
	3	
	4	4.1 %
	5	-----

6	
7	4.2%
8	4.4
9	4.6
10	4.6
11	4.6
12	4.6"

Exhibit C

PROPOSED AMENDMENT TO HB #579

Third Reading Bill

1. Title, line 9.

Following: line 8

Insert: "PROVIDING FOR IMMEDIATE PAYMENT UPON SEPARATION FROM
EMPLOYMENT IN CERTAIN CASES;"

2. Page 1, line 14.

Following: "payday."

Strike: "Whenever"

Insert: "Except as provided in subsection (2), whenever"

3. Page 2.

Following: line 4

Insert: "(2) When an employee is separated from employment by
the employer, all the unpaid wages of the employee shall become
due and payable immediately upon such separation."

Exhibit "D"

PROPOSED AMENDMENT TO HB #856

Third Reading Bill

1. Page 2.

Following: line 11

Insert: "(4) For the purposes of subsection (1), "salaried employees" means all employees of the Montana university system, except those employed on an intermittent or varied work schedule that would prevent precalculation of a correct payment amount."

ROLL CALL

LABOR & EMPLOYMENT RELATIONS COMMITTEE

46TH LEGISLATIVE SESSION - - 1979

Date March 15, 1979

NAME	PRESENT	ABSENT	EXCUSED
HAROLD C. NELSON, VICE CHAIRMAN	✓		
GARY AKLESTAD	✓		
HAROLD L. DOVER			✓
WILLIAM F. HAFFERMAN	✓		
JOHN (SANDY) MEHRENS	✓		
• BOB PALMER	✓		
ELMER D. SEVERSON	✓		
RICHARD G. SMITH	✓		
BILL R. LOWE, CHAIRMAN	✓		

NAME: Harold V. Kansier DATE: 3/15/79

ADDRESS: Helena

PHONE: 449-2723

REPRESENTING WHOM? Mt. Emp. Sec. Dir

APPEARING ON WHICH PROPOSAL: HB 190 & 766

DO YOU: SUPPORT? ☒ AMEND? ☐ OPPOSE? ☐

COMMENTS: _____

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

NAME :

DATE:

ADDRESS:

PHONE:

REPRESENTING WHOM?

APPEARING ON WHICH PROPOSAL:

DO YOU: SUPPORT?

AMEND?

OPPOSE?

COMMENTS:

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

NAME Bob Acuna BILL NO. HB 706

ADDRESS Rebexia Inc DATE 5-15-79

WHOM DO YOU REPRESENT Rebexia Inc

SUPPORT ☒ OPPOSE ☐ AMEND ☐

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

Comments:

NAME: John Smith DATE: 1/10/68

ADDRESS: 8 Haver

PHONE: 445 2427

REPRESENTING WHOM? Anti League of Women

APPEARING ON WHICH PROPOSAL: Anti 116

DO YOU: SUPPORT? ☒ AMEND? ☐ OPPOSE? ☐

COMMENTS: See comments on page 116

*PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

Fred Barnard

3-15-79

Heleld

449-3662

F. S. D.

H.B. 766 H.B. 190

SUPPORT?

AMEND?

OPPOSE?

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

ADDRESS: 345 Calhoun Lane

REPRESENTING WHOM? Labore's Union Local # 98

APPEARING ON WHICH PROPOSAL: HB 190 HB 766

DO YOU: SUPPORT? AMEND? ☒ OPPOSE?

COMMENTS: _____

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

NAME: Jim Watkins DATE: 3-15/79

ADDRESS: 1325 5th Ave. N. 5th Floor NW

PHONE: 701 4141

REPRESENTING WHOM? Office of Public Information

APPEARING ON WHICH PROPOSAL: HR 766
Support Amendment of Rep Porter

DO YOU: SUPPORT? AMEND? ✓ OPPOSE?

COMMENTS: Support the Amendment of
Rep Porter

NAME: Phil Stroff DATE: 5-15-77

ADDRESS: Albion

PHONE: 462-6570

REPRESENTING WHOM? PA - The Team Ass

APPEARING ON WHICH PROPOSAL: HB 190 HB 746

DO YOU: SUPPORT? ☒ AMEND? ☐ OPPOSE? ☐

COMMENTS: Support w/ amendments

change in salary schedule

from 7000 to 7800. WE NEED

EXPERIENCE RATING AND HB 190

HAS IT. THE NEW WAGE

BASE at 7800 is NOT UNREASONABLE

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

NAME BOB HELDING BILL NO. HA 190

ADDRESS Colonial Inn DATE 3-18-79

WHOM DO YOU REPRESENT Marine Wood Products Assn.

SUPPORT _____ OPPOSE _____ AMEND ✓

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

Comments:

NAME: Paula Fallon DATE: March 15, 1979

ADDRESS: Box 1730, Helena

PHONE: 442-2405

REPRESENTING WHOM? Montana Chamber of Commerce

APPEARING ON WHICH PROPOSAL: HB190

DO YOU: SUPPORT? _____ AMEND? _____ OPPOSE? X

COMMENTS: Support with amendments
afforded by Chad Smith

NAME: Wes Darrin DATE: 3-15-79

ADDRESS: Montana City

PHONE: 042-5855

REPRESENTING WHOM? Kaiser Cement

APPEARING ON WHICH PROPOSAL: HB-190

DO YOU: SUPPORT? AMEND? OPPOSE? ✓

COMMENTS: Strike Benefits can increase the
employees experience value

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

NAME: LARRY KISS DATE: 8-1-68

ADDRESS: 107 24 St.

PHONE: 413-5070

REPRESENTING WHOM? Mont. State Univ. Mont. State Univ. Mont. State Univ.

APPEARING ON WHICH PROPOSAL: HR 150

DO YOU: SUPPORT? AMEND? ☒ OPPOSE?

COMMENTS: Each of the organizations concerned
request the committee to remove the words
and have revision to read "Mont. State Univ."
21-25 in Section 814(a)

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

SENATE Labor & Employment COMMITTEE

BILL _____

VISITORS' REGISTER

DATE 3-15-71

NAME	REPRESENTING	BILL #	(check one)	
			SUPPORT	OPPOSE
Debbie Jensen		766		X
Ronela Carchini		766		X
MERLYN HAUBEIN	MONT. ARTIST ASSN	766		
DAROLD BAUER	Billings Chamber	766		
Robert C Carson	Sheet Metal Workers	766		X
Bill Kerkenda	Cooperatives Assn	766		X
Karen Brown				
Rebel Johnson				
Larry Reister				
Al Williams	MONTANA AFL-CIO	766		X
Karen M. Tanberg	Mont School Boards Assoc	766		
D. Day	Visitor			
Angus Dwyer	Visitor			
Paul Arnold	Visitor			
Good Boteman	Visitor			
John Fushbaugh	Visitor			
Neal Collins	Visitor			

STANDING COMMITTEE REPORT

March 15 1979

MR. PRESIDENT:

We, your committee on LABOR & EMPLOYMENT RELATIONS

having had under consideration HOUSE Bill No. 579

Fagg (Lowe)

Respectfully report as follows: That HOUSE Bill No. 579

third reading bill, be amended as follows:

1. Title, line 9.

Following: line 8

Insert: "PROVIDING FOR IMMEDIATE PAYMENT UPON SEPARATION FROM
EMPLOYMENT IN CERTAIN CASES;"

2. Page 1, line 14.

Following: "payday."

Strike: "Whenever"

Insert: "Except as provided in subsection (2), whenever"

3. Page 2.

Following: line 4

Insert: "(2) When an employee is separated from employment by
the employer, all the unpaid wages of the employee shall become
due and payable immediately upon such separation."

And, as so amended
BE CONCURRED IN

DO PASS
XXXXXX

SENATE COMMITTEE LABOR & EMPLOYMENT RELATIONS

Date March 15, 1979 Bill No. 579 Time 3:00 p.m.

NAME	YES	NO
HAROLD C. NELSON, VICE CHAIRMAN	✓	
GARY AKLESTAD	✓	
HAROLD L. DOVER	✓	
WILLIAM F. HAFFERMAN	✓	<i>W</i>
JOHN (SANDY) MEHRENS		✓
BOB PALMER		✓
ELMER D. SEVERSON	✓	
RICHARD G. SMITH		✓
BILL R. LOWE, CHAIRMAN	✓	

J. V. [Signature]
Secretary

Low
Chairman

Motion: As amended to Pass

(include enough information on motion--put with yellow copy of committee report.)

I vote you on the 1st
I is counted as is paid monthly
if fired & wait for pay period
for other

Sincerely
Dover

STANDING COMMITTEE REPORT

March 16

19 79

MR. PRESIDENT

We, your committee on LABOR & EMPLOYMENT RELATIONS

having had under consideration HOUSE Bill No. 856

Vincent (Soylan)

Respectfully report as follows: That HOUSE Bill No. 856
third reading bill, be amended as follows:

1. Page 2.

Following: line 11

Insert: "(4) For the purposes of subsection (1), "salaried employees" means all employees of the Montana university system, except those employed on an intermittent or varied work schedule that would prevent precalculation of a correct payment amount."

And, as so amended
BE CONCURRED IN

~~DO-PASS~~

SENATE COMMITTEE LABOR & EMPLOYMENT RELATIONS

Date March 15, 1979 Bill No. 856 Time 3:10 p.m.

NAME	YES	NO
HAROLD C. NELSON, VICE CHAIRMAN		✓
GARY AKLESTAD		✓
HAROLD L. DOVER	✓	
WILLIAM F. HAFFERMAN	✓	
JOHN (SANDY) MEHRENS	✓	
BOB PALMER	✓	
ELMER D. SEVERSON	✓	
RICHARD G. SMITH		✓
BILL R. LOWE, CHAIRMAN		✓

J. V. LaBare
Secretary

Low
Chairman

Motion: Do Pass As Amended

(include enough information on motion--put with yellow copy of committee report.)

HB 832

I vote yes or undetermined if
I include monthly paid people

I vote yes but a small if
by monthly paid people -

No alternative

Santa Dora