

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

January 13, 1981

The meeting of the Labor & Employment Relations Committee was called to order by Chairman Nelson on January 13, 1981, in Room 404 of the State Capitol at 1:00 p.m.

ROLL CALL: All members of the Committee were present.

SENATE BILL 52: Chairman Nelson introduced Senator Pat Regan, sponsor of SB 52, to the Committee. Senator Regan explained the bill to the Committee. This is a bill to transfer the substantive provisions regarding maternity leave to the Montana Human Rights Commission from the Department of Labor and Industry.

Senator Regan offered two amendments to SB 52 and these amendments are attached to the minutes.

PROPONENTS OF SENATE BILL 52: Mr. David Hunter, representing the Department of Labor and Industry, stated they support SB 52.

Ms. Karen S. Townsend, representing the Montana Human Rights Commission, stated that they support this bill. Ms. Townsend called attention to a Fact Sheet which is attached with her testimony sheet.

Mr. Raymond D. Brown, representing the Montana Human Rights Commission, testified in support of SB 52. He also called attention to the Fact Sheet which is attached to the minutes.

Mr. John Frankino, representing the Montana Human Rights Commission, testified in support of SB 52 and referred to the Fact Sheet which is attached.

There were no opponents to SB 52 present at the hearing.

Senator Regan made closing remarks in support of SB 52. Senator Regan asked our researcher to define the word "employer" in the bill, and Ms. Orr said she would do this.

QUESTIONS ON SENATE BILL 52: Senator Hafferman wanted to know why the Department of Labor cannot handle this problem. Senator Regan said they were already charged with all discrimination cases.

Senator Goodover asked about the result of the Sunset review. Karen Townsend stated they were recommended for continuation. Senator Goodover then asked Ms. Townsend who Human Rights answered to. Ms. Townsend stated they answered to the Commission. They are an autonomous agency.

There were questions from the Committee regarding funding of the agency. Ms. Townsend stated that they are funded by both state and federal and they are funded somewhere around \$180,000.

Mr. Scott Seacat, representing the Legislative Auditor, stated they felt it was best not to have the overlapping of the two agencies.

Senator Goodover asked how it would affect personnel in the Labor Department. Mr. David Hunter responded that he didn't think it would affect it, and added that the important thing is that transferring this authority to Human Rights Commission would put the employer in a double jeopardy situation. He felt there ought to be one set of consistent standards.

Senator Nelson wanted to know if we are getting our money's worth. Ms. Townsend stated that a small amount of money is spent on these cases, and they would not be adding any staff.

Chairman Nelson closed the hearing on SB 52.

SENATE BILL 64: Chairman Nelson introduced Senator Roger Elliott, sponsor of SB 64, who explained the bill to the Committee. This bill terminates total disability compensation benefits when a claimant is considered retired. This bill does not stop payments altogether except after 9 1/2 years.

PROPOSERS OF SENATE BILL 64: Mr. Laury Lewis, representing the Division of Workmen's Compensation, further explained SB 64 to the Committee. He stated that Workers Compensation was meant to provide benefits to those who have suffered in their earning capacity, and it should not become a pension program. It is not an anti-anything bill. The bill will not allow someone who is permanently disabled to receive benefits for the rest of his life.

Mr. George Wood, representing Montana Self Insurers Association, stated they support SB 64.

Mr. Keith Olson, representing Montana Logging Association, stated they support passage of SB 64. His printed testimony is attached to the minutes.

Mr. Robert Holding, representing Montana Wood Products Association, stated they support SB 64.

OPPONENTS OF SENATE BILL 64: Mr. Jerry Driscoll, representing AFL-CIO Laborers' Union Local 98, stated they oppose SB 64 because they feel it discriminates against older workers. Mr. Driscoll read a letter to the Committee from Mr. James W. Murry, Executive Secretary of Montana State AFL-CIO. This letter is attached to the minutes.

Mr. Tom Ryan, representing Montana Senior Citizens Association, stated that they oppose SB 64. His written testimony is attached.

Mr. Ed Sheehy, representing Montana Retired Federal Employees, stated they believe SB 64 is unfair legislation and discriminates against people no longer able to work.

Mr. Mike Meloy, representing the Montana Trial Lawyers Association, stated the employee gives up some rights, too. He gives up the right to be compensated for pain and suffering when he is injured on the job. The employer pays for the insurance benefit of Social Security.

Senator Elliott made closing statements in support of SB 64.

QUESTIONS: Senator Aklestad brought out the fact that this bill will not affect anyone injured before July 1, 1981, the effective date of the bill.

Mr. Bud Pillen from the State Compensation Insurance Fund, stated that compensation would not stop at age 65. He explained what the worker would be entitled to under Social Security and other benefits.

Chairman Nelson called the hearing on SB 64 closed.

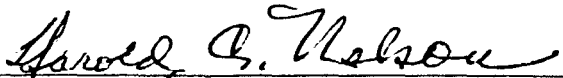
DISPOSITION OF SENATE BILL 32: Senator Goodover moved that SB 32 DO PASS. On a Roll Call Vote, SB 32 passed by a 6-2 vote. This vote is attached to the minutes.

DISPOSITION OF SENATE BILL 60: No action taken at this time because an amendment is being prepared to clarify language in the bill.

DISPOSITION OF SENATE BILL 52: Senator Ryan moved that the amendments offered by Senator Regan Do Pass. The Committee voted unanimously that the amendments to SB 52 Do Pass. Senator Ryan moved that SENATE BILL 52 DO PASS AS AMENDED. On a Roll Call Vote, SENATE BILL 52 PASSED by a 6-2 vote. This Roll Call Vote is attached to the minutes.

DISPOSITION OF SENATE BILL 64: Senator Keating moved that SB 64 Do Pass. On a Roll Call Vote, SENATE BILL 64 PASSED by a 6-1 vote. Senator Hafferman chose to pass on this vote.

ADJOURN: There being no further business, the meeting adjourned at 2:25 p.m.

  
\_\_\_\_\_  
Senator Harold C. Nelson, Chairman

ROLL CALL

LABOR & EMPLOYMENT RELATIONS COMMITTEE

47th LEGISLATIVE SESSION - - 1981

Date 1/13/81

NAME	PRESENT	ABSENT	EXCUSED
GARY C. AKLESTAD, VICE-CH.	✓		
MIKE ANDERSON	✓		
PAT M. GOODOVER	✓		
WILLIAM HAFFERMAN	✓		
THOMAS F. KEATING	✓		
BILL NORMAN	✓		
PATRICK L. RYAN	✓		
HAROLD C. NELSON, CHAIRMAN	✓		

Each day attach to minutes.

# STANDING COMMITTEE REPORT

.....January 13,..... 19 21..

MR. ....PRESIDENT.....

We, your committee on.....LABOR & EMPLOYMENT RELATIONS.....

having had under consideration .....SENATE..... Bill No. 32.....

Respectfully report as follows: That.....SENATE..... Bill No. 32.....

DO PASS

30

SENATE COMMITTEE LABOR & EMPLOYMENT RELATIONS

Date Jan. 13, 1981 AB Bill No. 32 Time 2:10

NAME	YES	NO
GARY C. AKLESTAD, VICE-CHAIRMAN	✓	
MIKE ANDERSON	✓	
PAT M. GOODOVER	✓	
WILLIAM HAFFERMAN		✓
THOMAS F. KEATING	✓	
BILL NORMAN	✓	
PATRICK L. RYAN		✓
HAROLD C. NELSON, CHAIRMAN	✓	

Margie L. Nichols  
Secretary

Harold C. Nelson  
Chairman

Motion: Do Pass on AB 32. Motion by Senator Goodover.

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

Re: Standing Committee Report--Labor & Employment Relations  
for SENATE BILL 52 dated January 13, 1981.

On January 15, 1981, SENATE BILL 52 was Re-referred to the  
Labor Committee; therefore, the Standing Committee Report  
for SB 52 dated January 13, 1981, is void.

  
\_\_\_\_\_  
Marjorie Nichols, Secretary

# STANDING COMMITTEE REPORT

January 13, 19<sup>81</sup>

Bill Clerk

MR. PRESIDENT

We, your committee on LABOR & EMPLOYMENT RELATIONS

having had under consideration SENATE Bill No. 52

Respectfully report as follows: That SENATE Bill No. 52  
introduced bill be amended as follows:

1. Title, line 10.  
Following: "AMENDING"  
Strike: "SECTION"  
Insert: "SECTIONS"  
Following: "39-7-203 "  
Insert: "AND 39-7-208 "

2. Title, line 11.  
Following: "39-7-201"  
Strike: "AND"  
Insert: ", "  
Following: "THROUGH"  
Strike: "39-7-209"  
Insert: "39-7-207 AND 39-7-209"

DOXKASS

(continued)

Chairman.



January 13, 1981

3. Page 1

Following: line 13

Insert: "Section 1. Employer defined. 'Employer' means any public or private employer:"

Renumber: subsequent sections in the bill.

4. Page 2.

Following: line 15.

Insert: "Section 4. Section 39-7-208, MCA, is amended to read:

"39-7-208. Individual Action. Nothing in this-part [Sections 1 and 2] shall preclude an individual from prosecuting a private action in the district court alleging violation of the provisions of [Sections 1 and 2] or any other law."

Renumber: subsequent sections.

5. Page 2, line 17.

Following: line 16

Strike: "and"

Insert: ", "

Following: "39-7-204,"

Insert: "and 39-7-208,"

6. Page 2, line 20.

Following: "39-7-203"

Strike: "and"

Insert: ", "

Following: "39-7-204"

Insert: ", and 39-7-208"

7. Page 2, line 22.

Following: "through"

Strike: "39-7-209"

Insert: "39-7-207, and 39-7-209,"

And, as so amended  
DO PASS

SENATE COMMITTEE LABOR & EMPLOYMENT RELATIONS

Date Jan. 13, 1981 AB Bill No. 52 Time 2:15

NAME	YES	NO
GARY C. AKLESTAD, VICE-CHAIRMAN		✓
MIKE ANDERSON	✓	
PAT M. GOODOVER	✓	
WILLIAM HAFFERMAN		✓
THOMAS F. KEATING	✓	
BILL NORMAN	✓	
PATRICK L. RYAN	✓	
HAROLD C. NELSON, CHAIRMAN	✓	

Marjorie L. Nichols  
Secretary

Harold C. Nelson  
Chairman

Motion: As Amended  
Do Pass AB 52. Motion by Sen. Ryan

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

# STANDING COMMITTEE REPORT

January 13, 19 81

MR. PRESIDENT

We, your committee on LABOR & EMPLOYMENT RELATIONS

having had under consideration SENATE Bill No. 64

Respectfully report as follows: That SENATE Bill No. 64

DO PASS

SENATE COMMITTEE LABOR & EMPLOYMENT RELATIONS

Date Jan 13, 1981 Senate Bill No. 64 Time 2:25

NAME	YES	NO
GARY C. AKLESTAD, VICE-CHAIRMAN	✓	
MIKE ANDERSON	✓	
PAT M. GOODOVER	✓	
WILLIAM HAFFERMAN	<i>passed</i>	
THOMAS F. KEATING	✓	
BILL NORMAN	✓	
PATRICK L. RYAN		✓
HAROLD C. NELSON, CHAIRMAN	✓	

Margie L. Nichols  
Secretary

Harold C. Nelson  
Chairman

Motion: Motion by Senator Keating that  
AB 64 Do Pass.

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

*Offered by Senator Regan*

Amend SB 52 as follows:

1. Title, line 10.

Following: "AMENDING"

Strike: "SECTION"

Insert: "SECTIONS"

Following: "39-7-203,"

Insert: "AND 39-7-208,"

2. Title, line 11.

Following: "39-7-201"

Strike: "AND"

Insert: " , "

Following: "THROUGH"

Strike: "39-7-209"

Insert: "39-7-207, AND 39-7-208"

3. Page 2.

Following: line 15.

Insert: "Section 3. Section 39-7-208, MCA, is amended to read:

"39-7-208. Individual Action. Nothing in ~~this part~~ [Sections 1 and 2] shall preclude an individual from prosecuting a private action in the district court alleging violation of the provisions of [Sections 1 and 2] or any other law."

Renumber: subsequent sections.

4. Page 2, line 17.

Following: line 16

Strike: "and"

Insert: " , "

Following: "39-7-204,"

Insert: "and 39-7-208"

5. Page 2, line 20.

Following: "39-7-203"

Strike: "and"

Insert: " , "

Following: "39-7-204"

Insert: " , and 39-7-208"

6. Page 2, line 21.

Following: "through"

Strike: "39-7-209"

Insert: "39-7-207, and 39-7-208".

David Hunter

1/13/80  
DATE: ~~58 67 82~~

Dept of Labor + Industries

449 - 2621

Dept of Labor & Industry

58 52 64

SUPPORT? ✓ BOK

AMEND?

OPPOSE?

This image shows a single page of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There is no handwriting or other markings on the paper.

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY

NAME: Karen S. Townsend DATE: 1/13/81

ADDRESS: 1450 Patter Canyon Rd Msla.

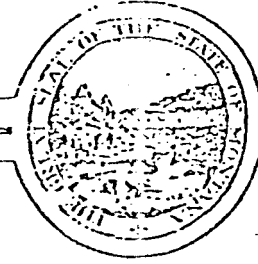
PHONE: 549-9083 (hm) 449-3816 (wk)

REPRESENTING WHOM? Montana Human Rights Commn

APPEARING ON WHICH PROPOSAL: SB 52

DO YOU: SUPPORT? ☒ AMEND? ☐ OPPOSE? ☐

COMMENTS: I support this bill for the reasons  
outlined in the fact sheet attached to this  
document & for the reason that it will avoid  
duplicate investigations of these cases as  
outlined in the Sunset Report on the  
Commission



THOMAS L. JUDGE, GOVERNOR

SUITE 300, 615 HELENA AVENUE

## STATE OF MONTANA

(406) 449-2804

HELENA, MONTANA 59601

September 16, 1980

TO: Karen Townsend, Chair  
Montana Human Rights Commission

FROM: Raymond D. Brown, Administrator  
Montana Human Rights Division *Raymond D. Brown*

RE: Maternity Leave Act/Human Rights Act

The Sunset Review, "Report to the Legislature" for the Commission for Human Rights prepared by the Office of the Legislative Auditor, states, among other things: "consideration should be given to consolidating the authority to process equal pay and maternity cases with one agency" (page 39). In order that you might reply to David Fuller, Commissioner of Labor and Industry, you asked me to prepare a response, briefly outlining major considerations.

The Division's position is that in fairness to, and to avoid confusion for both charging parties and respondents, the authority to process maternity cases should be with one agency. The present authority to process maternity leave cases rests with the Montana Human Rights Commission and the Labor Standards Division. The Equal Employment Opportunity Commission also has jurisdiction to process maternity leave cases within the State of Montana. Charging parties and respondents therefore may have to respond to three regulatory agencies in order to resolve a complaint. This is simplified somewhat in that the Montana Human Rights Commission is a "706 agency" with the Equal Employment Opportunity Commission. Title VII charges filed with the EEOC are deferred to and processed by the Montana Human Rights Commission. This deferral process is spelled out under section 706 of Title VII of the 1964 Civil Rights Act, as amended, and is further implemented through a work sharing agreement between the EEOC and the Montana Human Rights Commission.

It is the position of the Montana Human Rights Division that the Maternity Leave laws should be consolidated and the authority given by this consolidation should be vested with the Montana Human Rights Division and



not, as the law presently states, with the Commissioner of Labor and Industry. The rationale for our position is as follows:

1. There is presently a duplicate system which puts an unnecessary burden on charging parties and respondents with a dual cost to taxpayers. Regardless of the preference of the agencies, this should be eliminated.

2. If the authority to investigate maternity leave cases is given to the Commission of Labor and Industry, the following problems will continue:

a. A specific law must be passed to prevent the Montana Human Rights Commission from investigating any charges dealing with maternity. By legal interpretation, sex discrimination includes by definition maternity leave cases.

b. If such a law is passed, authority given to the Commissioner of Labor and Industry to investigate maternity leave cases, charges which are dual filed, e.g. maternity leave, handicapped, would have to be investigated by two agencies. Presently, 35 percent of these charges are dual filed. The Department of Labor and Industry would investigate maternity; the Human Rights Division would investigate handicap. Again, there would be dual investigations.

c. Perhaps most importantly, the removal of authority from the Human Rights Commission to investigate charges of maternity discrimination would not alleviate the problem of dual investigations. Charging parties should be made aware by the processing agency that they are entitled to file a Title VII charge to insure that their federal civil rights are protected. This does happen with the Montana Human Rights Commission. If charges are filed only with the Labor Standards Division, a charge should also be filed and indeed in many cases would be filed with or without the Labor Standards Division, with the Equal Employment Opportunity Commission. The result would be exactly what we are presently trying to avoid, dual investigations. The Equal Employment Opportunity Commission will not defer charges to the Labor Standards Division as they are not a "706 agency" within the meaning of Title VII. Further, there can obviously be no work sharing agreement. An employer will therefore be subject to an investigation under the procedures developed through the Department of Labor and Industry and will also be subject to an investigation by the Equal Employment Opportunity Commission. This is patently unjust. The filing of a sex complaint with the Montana Human Rights Commission charging discrimination based on maternity automatically entitles the charging party to federal protection. This is not true with a complaint filed with the Department of Labor and Industry.

Conclusion

I would recommend that the present language governing the Montana Maternity Leave Act be amended to give the authority for its enforcement to the Montana Human Rights Commission. Suitable language should be drafted and presented to the Sunset Committee to be considered by the 1981 Legislature. Our attorney would be willing to draft such legislation for review by the Legislative Auditor.

RDB:jw

xc: Dave Fuller

NAME: Raymond D. Brown DATE: 1/13/81

ADDRESS: Suite 300, Steamboat Buck, Helena

PHONE: 449-2884

REPRESENTING WHOM? MONT. HUMAN RIGHTS COMMISSION

APPEARING ON WHICH PROPOSAL: SB 52

DO YOU: SUPPORT? ☒ AMEND? ☐ OPPOSE? ☐

COMMENTS: SEE WRITTEN TESTIMONY

NAME: John FRANKINO DATE: 1/13/81

ADDRESS: Box 1708 - Helena

PHONE: 442-5825

REPRESENTING WHOM? HUMAN Rts. Comm.

APPEARING ON WHICH PROPOSAL: SB-52

DO YOU: SUPPORT? ✓ AMEND?        OPPOSE?       

COMMENTS: Refer to written testimony

NAME: Scott Sencat DATE: 1/13/81

ADDRESS: \_\_\_\_\_

PHONE: \_\_\_\_\_

REPRESENTING WHOM? Legislative Auditor

APPEARING ON WHICH PROPOSAL: SB 52

DO YOU: SUPPORT? \_\_\_\_\_ AMEND? \_\_\_\_\_ OPPOSE? \_\_\_\_\_

COMMENTS: \_\_\_\_\_

Legislation in response to  
Sunset audit recommendation

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY



NAME: KEITH A. GILSON DATE: 13 Jan. 81

ADDRESS: 21 Box 1716 KAL 59901

PHONE: 755-3125

REPRESENTING WHOM? Montana Logging Assoc.

APPEARING ON WHICH PROPOSAL: SB #24

DO YOU: SUPPORT? ☒ AMEND? ☐ OPPOSE? ☐

COMMENTS: will submit written testimony



# MONTANA LOGGING ASSOCIATION

P.O. Box 1716, Kalispell, Montana 59901

January 13, 1981

Re: Senate Bill # 64

Mr. Chairman, members of the committee.

My name is Keith Olson, I am the Executive Director of the Montana Logging Association. The MLA represents independent logging contractors from throughout the state of Montana. The MLA strongly supports passage of SB 64.

Our concern with this legislation is two-fold. Firstly, should this legislation fail, we fear workers' compensation insurance will become what it was never intended to be; a pension plan. Secondly, the premium rate that would be charged for logging activity to fund this pension plan will cost jobs and earnings in the logging industry.

As we testified before this committee last week, workers' compensation insurance is the most significant indirect expense of the logging cost. Logging contractors in Montana pay \$18.85 in premium for every \$100 in wages they pay an employee. This is currently one-half the premium rate we were paying just five years ago. Gentlemen, the MLA is committed to lower that rate even further. We are so dedicated to this commitment that we recently hired a full-time loss control officer to work with our members in an effort to increase safety awareness and reduce accidents in the logging industry. However, our success depends not only on our efforts in the woods, it depends upon the internal workings of the Division of Workers' Compensation.

As an association we are doing everything within our power to minimize the expense of workers' compensation coverage for logging activity. We sincerely believe SB 64 will further assist in the establishment of the lowest practical premium rate for the logging industry. Should we fail in this endeavor, the consequences will be far-reaching, for as the premium rate goes up, the competitive efficiency of the logging contractor goes down. Translated, this means our members can not only afford to hire fewer employee's, it also reduces the wages they can afford to pay them for their services.

In closing, the Montana Logging Association respectfully encourages this committee to vote a "do pass" recommendation for SB 64. Besides limiting workers' compensation benefits to the role for which they were originally intended, this legislation will help to stabilize logging costs. We contend the benefit's will stretch from Montana's loggers to the young families of this nation as they endeavor to purchase a home.

Thank you!

NAME: BOB HELDING

DATE: 1-13-81

ADDRESS: 316 Savings Center Bldg - Missoula, MT

PHONE: 728-3650

REPRESENTING WHOM? MONTANA WOOD PRODUCTS ASSOC.

APPEARING ON WHICH PROPOSAL: SB 14

DO YOU: SUPPORT? ✓ AMEND? \_\_\_\_\_ OPPOSE? \_\_\_\_\_

COMMENTS: \_\_\_\_\_

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY

NAME: Jerry Owsen

DATE: 11-1-68

ADDRESS: 345 Calhoun Lane Billings 40 N Benton #4 Helena

PHONE: 259-1655

442-3527

REPRESENTING WHOM? AFL-CIO Labor Union Local 98

Labour's Union Local 93

APPEARING ON WHICH PROPOSAL: SB64

SB64

## SUPPORT?

AMEND?

OPPOSE? *X*

COMMENTS: \_\_\_\_\_

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY



JAMES W. MURRY  
EXECUTIVE SECRETARY

Box 1176, Helena, Montana

ZIP CODE 59601  
406/442-1708

Room 100 "Steamboat Block"  
616 Helena Ave.

January 13, 1981

TO THE SENATE LABOR AND EMPLOYMENT RELATIONS COMMITTEE

Because of a conflict in hearings scheduled with the House Labor Committee and the Board of Labor Appeals hearings currently in session, the Montana State AFL-CIO is unable to be present to testify against Senate Bill 64. Please allow us to enter this letter into your record.

The Montana State AFL-CIO opposes SB 64 because it discriminates against older workers. People over 65 constitute a growing segment of our population. They also represent an economically disadvantaged segment of our society.

SB 64 would deny workers' compensation for wages lost to all workers who were drawing Social Security retirement benefits. The theory probably is that a retired person is no longer on the job market, and therefore deserves no compensation for wages lost. This is very far from the truth, however.

In reality, very many older persons work either by choice or by economic necessity. Why should the state of Montana discriminate against these citizens because of their age?

Social Security Disability benefits are based on a person's income. If the person goes back to work, he or she loses this disability benefit. The maximum benefit level currently is \$653.80 per month or \$7,845.60 per year. Most people draw far lower benefits than the maximum.

Under current Montana law, that Social Security Disability benefit is offset 50% by Workers' Compensation. That means that for each \$2 received in Social Security Disability benefits, workers' compensation is reduced by \$1.

At age 65, Social Security Disability benefits are automatically transformed into Social Security Retirement benefits, which are paid at exactly the same level. Under current Montana law, the offset by workers' comp is removed, so that more workers compensation is paid to the injured person. Since there is no increase for inflation built into our law, that comes as a lifesaver to many elderly people. But under Senate Bill 64, workers' comp payments would be cut off altogether.

Even more unfair is the effect of this bill on a worker who is over 65 years of age. Under present federal law, a person can earn up to \$5,500 in outside wages without losing her or his Social Security Retirement benefits. After the initial \$5,500, Social Security retirement is reduced \$1 for each \$2 earned. That means that a person can earn up to about \$21,000 under certain conditions and still receive at least a few dollars in Social Security retirement benefits.

January 13, 1981

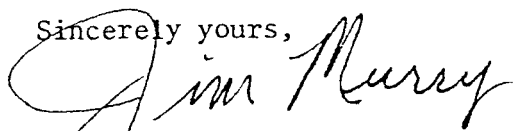
Under SB 64, a person who is 65 years old might be working at a \$15,000 per year job and still drawing some Social Security. If that person is injured on the job, he or she is cheated out of workers' compensation benefits for lost wages, even though they are clearly losing wages.

We understand that the number of persons to whom this bill would apply is not large. The total amount of money involved is probably \$2 million or less -- not a very large chunk when you consider the tax cut measures that are being considered. But for an elderly person, many of whom live in poverty anyway, to be injured and then denied workers' compensation is a cruel way to shave dollars off this fund. In many societies of the world, elderly people are honored and respected as the senior members of society. I hope we have not fallen so low in Montana that we discriminate against injured senior citizens, denying them the meager resources necessary to maintain their existence. The average Social Security retirement benefit is only \$3,960 per year for an individual or \$6,756 for a couple. The Montana State AFL-CIO does not believe that our injured workers should be condemned to such a poverty-stricken existence. An injured person frequently requires more to survive than a healthy person.

We ask you to defeat SB 64 and refuse to discriminate against senior citizens.

With best regards, I am

Sincerely yours,

A handwritten signature in cursive script that reads "Jim Murry". The signature is written in dark ink and is positioned to the right of the typed name.

James W. Murry, Executive Secretary  
Montana State AFL-CIO

NAME:

RYAN, TOM

DATE:

1-13-81

ADDRESS:

Box 4243 - Helena Mont.

PHONE:

442-8999

REPRESENTING WHOM?

Mont. Senior Citizens Assn

APPEARING ON WHICH PROPOSAL:

SB-64

DO YOU:

SUPPORT?

AMEND?

OPPOSE?

X

COMMENTS:

This should be left up to the individual. The person involved is the FIRST consideration His or her standard of living should be considered. The person involved has in many cases undergone many involved examinations, time & money consumed have been at a sacrifice.

Many Doctors do not care for the Federal paperwork

To me the protection of the fund is secondary to the happiness of the worker.

NAME: ED SHEEHY DATE: JAN 13-81

ADDRESS: 1731 5<sup>TH</sup> AVE HERONIA

PHONE: 443-5782

REPRESENTING WHOM? NAT RETIRED FEDERAL EMPLOYEES

APPEARING ON WHICH PROPOSAL: SB 64

DO YOU: SUPPORT? \_\_\_\_\_ AMEND? \_\_\_\_\_ OPPOSE? ☒

COMMENTS: WE BELIEVE THIS IS UNFAIR

LEGISLATIONS AND DISCRIMINATES AGAINST

PEOPLE NO LONGER ABLE TO WORK

NAME: 11/16/19 Victor DATE: 1/1/20

DATE: 11/5

ADDRESS: Presbyterian Church New York

PHONE: 9929930

REPRESENTING WHOM? Howard A Katz Law firm W8/VZ

APPEARING ON WHICH PROPOSAL: SB 69

DO YOU: SUPPORT? \_\_\_\_\_ AMEND? \_\_\_\_\_ OPPOSE? X \_\_\_\_\_

COMMENTS: \_\_\_\_\_

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY



NAME: Dan Miller DATE: 9-15-81

ADDRESS: 815 11th St. Santa

PHONE: 471 1071

REPRESENTING WHOM? San Francisco Chamber of Commerce

APPEARING ON WHICH PROPOSAL: SD 87

DO YOU: SUPPORT? Yes AMEND?                      OPPOSE?                     

COMMENTS: \_\_\_\_\_

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY