February 6, 1981
The 6th meeting of the Senate Finance and Claims Committee was held in room 108 of the State Capitol Buildina on the above date. Roll call was taken (attached) and the meeting was called to order at 11:08 a.m. by Senator Himsl, Chairman.

CONSIDERATION OF SENATF, BILL 2.34: Senator Hafferman, sponsor of the bill said this is a b'ill to allow the state to establish a 40 hour work week with 10 hour days. He said that this bill would expand the definition of a 40 hour work week to include 4 consecutive 10 hour davs and enable state agencies to use this when both employer and employee agreed. He pointed out that offices could then be open 6 days a week, but could also be available to peonle who can not get into an office between 8 and 5 on a 5 day a week schedule. Los Angeles used this to help with traffic problems and to aid in the polution problem.

Tom Schneider, MPFA executive director said the law was necessary to stay within the law and still allow flex time. He passed out sheets, included as exhibits 1 and 2, attached. He said the attorney general had interoreted this to mean it should be refused. and they think it is illeaal. He said he does not feel it is a bill that would cost more money, it should be a cost savings bill.

Glen Drake. MPEA and speaking for the bill said the owner and onerator of nursing homes found that working 312 hour shifts and paid on the basis of a 40 hour pay worked out well, and had cut their costs by a considerable dearee.

LeRoy H. Schramm, Chief of the Labor Relations Bureau, Department of Administraton said they have no problem with the bill in principle. It merely validates the Attorney General's opinion. Giving the unions a role does not expand on their roll and will not initiate anything new. He said he would like to see a couple of things changed. Line 8, page 2 the use of the words 4 consecutive 1 n hour days, and would tighten up the A.G. opinion. He felt the dropping of the word consecutive would not be a bar idea. The intent is to only initiate the 10 hour days if agreeable. Such a schedule .....""the approval of the employee" lines 8 and 9 and 10 , This makes the approval up to the emplovee and I think that should be dropped. It should ba a mutual aqreement. Third, the last items are not required. If the issue is for the approval of both, why then aive them an additional option? --especially in "any one work day" You are then allowing each employee to opt out if they would want to and it could be chaotic. I think it could cause some confusion--if it is a mutual agreement, you are not goina to foist it upon the employee anyway.

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There were no further proponents and no opponents, and the meeting was opened to questions from the committee.

Senator Aklestad: I aqree with them that the county commissioners and the bridae foremen have it working out well there. In the state government would they work 4 davs a week and then close up for the remainder or what? Ans, Schneider: The way it would work normally they would work shifts and they could work 410 hour days and others could work other days of the week. This would work well in such a place as job service.-some would work 8 hours and some 10 Monday through Thursday and some would work 8 and some 10 Tuesday through Friday. The office would still be open, but from 7 to 6 or whatever the management determination is.

Senator Aklestad: Aren't we coing to walk into the office and the fellow with the expertise is going to be off for the day? Schneider: Today if you don't get there before 5 you can't see them at all. At the $U$ of $M$ the compeuter work was done on 312 hour shifts and one 4 and it worked out well. They did this until the constitution said no, then they went back to the 8 hour day and it cost more.

Senator Aklestad: But at the $U$ of $M$ they did not have a lot of people going through it. I don't see how it is going to work.

Senator Smith: Part of my question was answered, but if part of the government worked 1 days at 10 hours and others worked 8 5's wouldn't this raise havoc in the qovernment? Schneider: This bill would not have state government working 4 days. It would extend their allowance on use of hours, and would only be used where compatable.

Senator Smith: On page l, line 9 it states allowing the "methods of administering such a schedule to be a negotiable item in a collectinve baraaining agreement" If they negotiate it and one branch agrees and one doesn't it could be a real problem. Schneider: Each department does not negotiate separately. They all negotiate together. They would still have to be based on a 40 hour week but could extend from 8 to 10 hours per day.

Senator Himsl: Mr. Schramm, isn't it true that once included, then it would be removed as a perogative for management? It would then become a neqotiable item and if your department made the agreement it would remove the the peroaative of the management? Ans: Yes, for the term of the agreement.

Senator Van Valkenburg: On paqe 2, lines 23 and 24--is it the intent that an individual employee be the one who could opt out and say "I'm not aoing to work 10 hours today, I'm only going to work 8"? Schneider. Any department on their own could negotiate a 4-10 hour week.

Senator Van Valkenbura: If we leave those last 3 lines in

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there could be a real problem couldn't there? Schneider: This has never came uo in the counties, but maybe there is. I don't know, we copied this after the one used in the counties and it has never come up there.

Senator Nelson: Is the feelina in this the same as the one we passed in '70? Schneider: Yes. It worked so well in the bridge department of the counties that we cooied this bill after it.

Senator Dover: This is more for information. They have used this and come Friday you have no problem? Schneider: State government is not covered by the fair standards act. Right now our interpretation is that you cannot work over 8 hours without overtime.

Senator Dover: This bill would let you work 10 hours without paying overtime? Ans: yes.

Senator Hafferman: Another thing it does is to help with the confusion at 12 noon and 5 o'clock. If we could just alleviate that in the state we have accomplished something.

Senator Himsl declared the hearing closed.
CONSIDERATION OF SENATE BILL 330: Since Senator Himsl was the chief sponsor of this bill, Senator Etchart, vice Chairman of the committee took over. Senator Himsl then explained this bill. Testimony attached. He stressed that this would be a no risk return that would bring the state in about $\$ 500,000$ and we would still own the securities, they were merely loaned at their value or more.

Proponents included Morris Brusset, Director of the Department of Administration who said he approved of the bill. He said that the risk factor has been thoroughly checked and there is no risk to the state of Montana. There would be some cost, it will take one or two accountants to track the investments-probably 2 positions but it would be a minimal cost compared to the money we can make.

Jim Howeth, investment officer, Board of Investments, did not give testimony, but was a proponent of the bill and was available for questions.

Senator Dover: What is the rate of return? Howeth: The only way we can tell is when they borrow securities they are going to make a higher rate and nav us a flat fee. It depends on how much of your securities are loaned out during the vear.

Senator Dover: What is the fee? Howeth: The cover fees are less than the corporation borrows our stock for. Where we got the 4 or 500,000 dollars--they know how much we have now and they ran a security run through the compeuter and that estimate that we can earn is what came out.

How much of that $\$ 1$ billion would be loaned out? Howeth: They have estimated that no more than 20 or 30 million dollars would be out on loan at any one time.

Senator Thomas: You receive the dividends? Ans. We do. Senator Thomas: Do we actually keep the ownership of these stocks? Howeth: Yes. We are always the leaal owner of the securities.

Senator Thomas: Why? The book dealer is just using them as trading material? Howeth: Usually a loan if only for 5 or 6 days.

Senator Aklestad: Senator Himsl said the funds would be collatorized with either bonds or cash. Himsl: The securities that have been borrowed. That value would be stocks, bonds or cash, and that total value will cover the total value they borrow. They keep a run on this so if there is a change in value there will be a call to Lynch for more. They have to keep it fully collatorized, it is almost a minute by minute transaction.

Senator Smith: If the nations economy is in the condition that is reported in the press, could this be a greater risk than now? Himsl: No. Not more than now. As you know we have money invested now and some of it will go down on those.

Senator Haffey: Would you explain please how a share of stock works, using a share of stock, what happens to that share of stock and what happens to Montana's security by selling short. Maybe use a share of aeneral motors stock and follow it. Senator Himsl: All right, I have a share of General Motors stock selling at 45. I see for the first time in 40 years G.M. has lost money for the first time in history and are in the red. The import market is up, etc. and it seems to me that G. M. is qoina to drop. I call up and say I want to sell 100 shares at 45 . I don't have that much money. I'm selling short. I expect next month to go in and cover it for \$40. So I go down and order it sold. They tell me they have securities and $I$ borrow from them and they charge for it. The margin is about 50\%. I have to put up the money. If it goes up they will call me and I have to put up more money to cover the loan. If I don't put it in they sell. I borrow the stock from Lynch or whatever. We are talking about big operations. We are talking about bond deals, banks, universities, etc. They may come in and feel the bond market is poor and there are people selling short. They go in and ask for a big chunk of securities. They come over and borrow from one of the trust companies and say do you have this kind of money. They say, yes, we have some Montana securities that we can loan, you give us money equivalent to that and we will loan it to you, and whatever profit they make they share with the state. That money is allocated to the fund that has the securities invested here.

Senator Haffey: Back to the one share of stock. I'm still not clear. On the share of stock I sold--Maybe I didn't have it. I go back to Lynch and say I need this share of stock, but they didn't have it and then go to Hanover and say we need a share of General Motors. They say we can lend you a share. They lend it to Lynch. What does Lynch do with it? Do they give it to me or what? Himsl: They want it. You didn't have possession of it. You don't get possession. The title doesn't transfer until it is closed out. Howeth: If you sell something short somebody else buys it outright. The securities that are borrowed are loaned out to whoever -depending on whether you were on the buy side or the selling side. The securities are actually delivered to someone who borrowed. If you didn't have them they will be delivered to the buyer. When (Lynch) gets a chance they qet it back and put it in to the Montana buyer who backed us. Eventually you have to buy it back to close out your position. Sometimes you have to go to the open market and buy them back to replenish them to pay back what you were loaned.

Senator Akelstad: What type of securities do we have that are in there now? Himsl: Stocks, treasury bills, common stocks, corporate bonds and municipal bonds.

Senator Aklestad: How? Howeth: Surplus funds, etc.
Dover: We are making money now? If we do this we are making more? Howeth: This is in addition to what you are making now.

Senator Aklestad: Who are we getting the interest from now? Howeth: From the individual issuer of the security. If it were General motors we would get it from general motors.

Senator Aklestad: Do we have stock in general motors now?
Howeth: We own Montana mortgages in the retirement funds, Montana certificates of deoosits, a lot of marketable securities we accumulated under the statutes that allowed us to buy these marketable securities.

Senator Van Valkenburg: Are there a lot of other state governments in the business of lending money this way? Howeth: Oregon, Minnesota, Utah and Connecticut. We are just realizing some money from the assets we have.

Senator Thomas: Everything is covered by the bond dealers on Lynch and they just need the stock to cover the short position. If the price of the stock increases the state can go back and ask for more money to cover it. Ans. Yes.

Senator Aklestad: I want to make sure. That money is available for people in Montana? The bank will lend it out to people in Montana? Is this money going into an area where people in Montana can have the use of it? Howeth: I would say not. We cannot put that kind of money into mortgages, etc.

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when you buy a C. D. that does not mean that it is going to go out to some farmer to buy a tractor or something. The bank will put it out to earn the most money. It may go out to Washington or New York, but wherever it earns the most money, the investments are then made. If someone wants to borrow it for wile it is a way to pick up some more money for Montana.

Senator Etchart announced the hearing closed and turned the meeting back to Chairman Hims, who said he would prefer to gave some more of the committee present to take action on the bills and the meeting was adjourned at 12:l2 pom.


Senator Hims, Chairman

ROLL CALI
FINANCE AND CLAIMS COMMITTEE
47th LEGISLATIVE SESSION - - 1981 Date


| NAME | PRESENT | ABSENT | EXCUSED |
| :--- | :---: | :---: | :---: |
| Senator Etchart | $V$ |  |  |
| Senator Story |  |  |  |
| Senator Aklestad |  |  |  |
| Senator Nelson |  |  |  |
| Senator Smith |  |  |  |
| Senator Dover |  |  |  |
| Senator Johnson |  |  |  |
| Senator Seating |  |  |  |
| Senator Boylan |  |  |  |
| Senator Began |  |  |  |
| Senator Thomas |  |  |  |
| Senator Stimatz |  |  |  |
| Senator Haffey |  |  |  |
| Senator Jacobson |  |  |  |




Senate Bill 234 would expand the definition of workweek to include four consecutive 10 -hour days and would enable state government agencies to use the four day, 40-hour workweek when the agency and the empioyee: so desire. The intent of SB 234 is to assist management and employee: in state government by increasing the number of work schedule option:.

Other governmental entities have instituted flexible workweek program: in their efforts to deal with problems. This last year Los Angeles City Council adopted the 10 -hour, four day option in an effort to cu: down on the amount of traffic caused air pollution with which that cit must deal. Recently in Connecticut a flextime program was implementec in a state education office which uses the flextime program to actuall. expand services to the public.

Montana doesn't have the pollution problem of Los Angeles, but it nas other management problems which the greater flexibility may help resoive. For instance, many Montana instititions such as the prison require marpower 24 hours a day, 365 days a year. The scheduling of work to mee: the peculiar needs of institions could be greatly facilitated by access to more flexible workweek prorams. Because the prison, like otner Montana institutions, has periods during each day when activity is higher and consequently manpower needs are greater, a system with $2 \%$ shifts a day would enable more people to be available during "core hours". Another instance might be to allow the public access to a governmental service they are currently having trouble contacting because they wort the same or longer hours (i.e. the State Job Service could remain oper after five o'clock to service the public without overtime having tc be paid.)

Senate Bill 234 doesn't mandate a 10-hour day on any state agency or employee; instead, it allows state government to negotiate some of the same options now available to County Road and Bridge Departments. In both Ravalli and Yellowstone Counties, road and bridge departments have been using the l0-hour, four day work week to everyone's satisfactior. since 1977.

This is an interestinn niece $0^{f}$ leaisiation and $I$ invite Your attention because it may appear complicater when really it isn't.

Our State Board of Investments has some \$l billion $\$ 00$ million stocks and bonds in a "Custodian Aareement" with Manufacturers Hanover Trust. They hold these securities, collect dividends and interest, execute orders by the State Board, and account to the Board with distrabutions.

The Hanover ${ }^{\text {Trust }}$ has a brokers market where brokers cover short sales. They pronose that the state desianate securities. it does not intend to sell and put these in a "loan" account.. Hanover then will act as a brokers'broker or aqent for the state, and quarantee that the loaner securities are fully collateralize $\bar{\omega}$ by either cash or securities of equal value.

Market fluxations are protected bv a riaht to call for more coverage or even release surplus securities or cash. Any larae cash collateral received will be invested in the Hanover Corporation and the notes will earn for the state.

If the cash collateral is not equal to $\$ 100,0 n 0$ Hanover may not borrow the money and if not, the money will be put in short term money market instruments.

The aqreement provides that Hanover collect a fee from the borrowing brokers. A percentage of income earned is allocated amona par=icipants for the use of the "available securities" which list, the state can chanse upon reasonable notice as ths list is revisec from time to time.

Senator Hims Pare z

This is not a new program, I am told Oregon, Minnesota, California, Utah, wyoming and Connecticut have such an agreement.

This is a riskless transaction. Hanover indemnifies the loan that is--proviतes security against a Ins.

It is estimated the state can make $\$ 400,000$ to $\$ 500,000$ a year, with no risk -- simply allowing our securities--fullv collateratized to be used--to earn more money.

I trust you will find this a prudent money management procedure and approve the bill.



