

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

March 10, 1981

The meeting of the Labor & Employment Relations Committee was called to order by Chairman Harold Nelson on March 10, 1981, in Room 404 of the State Capitol at 1:00 p.m.

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

CONSIDERATION OF HOUSE BILL 750:

Chairman Nelson introduced Representative Darryl Meyer, sponsor of House Bill 750, to the Committee. Representative Meyer explained the bill to the Committee. This bill is an Act to require insurers to notify employers of workers' compensation benefits that are ongoing.

PROPOSERS OF HOUSE BILL 750:

Mr. Bill Palmer, assistant administrator for the Division of Workers' Compensation, stated they are in support of the bill. He stated that the bill, as it now reads, poses no administrative problem to the Division. Employers may request and receive copies of their accident experience which the Division is very willing to accommodate.

OPPOSERS OF HOUSE BILL 750: None were present at the hearing.

QUESTIONS ON HOUSE BILL 750: There were no questions from the Committee.

Chairman Nelson called the hearing closed on House Bill 750.

CONSIDERATION OF HOUSE BILL 557:

Chairman Nelson introduced Representative Dave Brown, sponsor of House Bill 557, to the Committee. Representative Brown explained the bill to the Committee. This bill is an Act to raise the state minimum wage. See Attachment #1 for Representative Brown's printed testimony.

PROPOSERS OF HOUSE BILL 557:

DON JUDGE, representing Montana State AFL-CIO, stated they are in support of HB 557. See Attachment #2 for Mr. Judge's printed testimony.

GENE FENDERSON, representing the Laborers' Union #254, stated they support HB 557. See Attachment #3 for Mr. Fenderson's printed testimony.

GREGG GROEPPER, representing the Department of Labor & Industry, stated that the Department supports HB 557. Mr. Groepper's comments are written on his testifying sheet which is attached.

JOE ROSSMAN of Butte, representing the Teamsters' Union, stated they support HB 557 as introduced.

PAT MCKITTRICK of Great Falls, representing the Joint Council of Teamsters #2, stated he is a proponent of the bill, but an opponent of amendments to the bill as proposed by Phil Strobe.

Mr. McKittrick made several points which are:

- 1) Under the bill an employer would not be able to pick and choose whether to comply with federal or state laws as was suggested by Mr. Strobe.
- 2) If there is going to be a squeeze on The Bar Owner and Innkeeper Industry, this should not result in depriving staff of tips earned, rather it might be absorbed through the sale of liquor.
- 3) The proposed amendments are the wrong way to promote the Bar Owner and Innkeepers industry.
- 4) Legislation shouldn't be passed which deprives people of minimum wage.
- 5) The amendment #4, proposed by Mr. Strobe, would result in a tip credit to employers under the federal Minimum Wage Act and a requirement that employees' minimum wage include tips.
- 6) Making arrangements regarding tip credits is a proper subject to be left up to a collective bargaining agreement.

#### OPPONENTS OF HOUSE BILL 557:

PHIL STROPE, representing the Montana Tavern Association and the Montana Innkeepers Association, stated they would like to offer amendments to HB 557. See Attachment #4 for amendments offered by Mr. Strobe and see Attachment #5 for his printed testimony.

#### QUESTIONS ON HOUSE BILL 557:

SENATOR AKLESTAD: How do waitresses at a banquet get their tips?

MR. MCKITTRICK: He doesn't see any problem with this, but if there should be a problem, they should negotiate it in a contract.

SENATOR GOODOVER: Don't most waitresses and employers have collective bargaining?

MR. MCKITTRICK: Very few have collective bargaining agreements.

SENATOR GOODOVER: Does this then take the place of collective bargaining?

MR. McKITTRICK: The provisions of the law would guide what is properly in a collective bargaining agreement.

SENATOR AKLESTAD: Do the Board's provisions become effective on the same date?

REPRESENTATIVE MEYER: The minimum wage provisions in the first part of the Act become effective in the second year of the biennium, July 1, 1981 to July 1 of 1982, as well as the first, according to type of wage.

SENATOR ANDERSON: What percent of the labor force works for the minimum wage?

MR. GROEPPER: He didn't recall for certain, but about 10,000 would be subject to tip credit and the presumption is that they would be working for the minimum wage.

Representative Brown made closing remarks in support of HB 557. He stated that it was hard to believe that there are objections to the bill by the major supper clubs. He asked that the Committee check out closely what is asked to be repealed in the bill by the proposed amendments. As to a banquet situation, there is an even spread of tips in any case.

SENATOR NELSON: Asked why there wasn't a differentiation in the minimum wage bill between teenagers and other workers.

REPRESENTATIVE BROWN: If there is a job that you need to hire someone for, it is meritorious that you would hire a youth and give him a chance. The youth should get paid the minimum wage for work performed equally as satisfactorily as work performed by non teenagers.

SENATOR NELSON: Teenagers work won't increase the income on the ranch enough to justify paying minimum wage.

MR. GROEPPER: There is an exclusion in the law to take care of the problem of hiring teenagers on a ranch at a lower wage.

SENATOR RYAN: Asked Mr. Judge what he thought of amendment #4.

MR. JUDGE: It is much broader than it appears to be and there is more in that amendment than has been purported.

Chairman Nelson called the hearing closed on House Bill 557.

ACTION ON HOUSE BILL 750:

Senator Ryan moved that House Bill 750 Be Concurred In. The

Committee voted unanimously, with the exception of Senator Keating who was absent, that HOUSE BILL 750 BE CONCURRED IN.

Senator Ryan agreed to carry House Bill 750 on the floor.

No action was taken on House Bill 557 at this meeting.

ADJOURN: There being no further business, the meeting adjourned at 2:10 p.m.

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

mln

ROLL CALL

LABOR & EMPLOYMENT RELATIONS COMMITTEE

47th LEGISLATIVE SESSION - - 1981

Date March 10

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

March 10, 19 81

MR. PRESIDENT

We, your committee on LABOR & EMPLOYMENT RELATIONS

having had under consideration HOUSE Bill No. 750

Meyer (Senator Ryan)

Respectfully report as follows: That HOUSE Bill No. 750

BE CONCURRED IN  
DO PASS:



NAME: Wm R. Palmer DATE: 3/10/81

ADDRESS: 815 Front St

PHONE: 449-3182

REPRESENTING WHOM? Division of Workers' Comp.

APPEARING ON WHICH PROPOSAL: HB 750

DO YOU: SUPPORT? ☒ AMEND? ☐ OPPOSE? ☐

COMMENTS: The bill as it now reads poses  
no administrative problems to the Division.  
Employees may request + receive copies of  
their accident expenses which the Division  
is very willing to accommodate.

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

*The Big Sky Country*

**MONTANA STATE HOUSE OF REPRESENTATIVES**



Representative Dave Brown  
District 83  
3040 Ottawa  
Butte, Montana 59701  
406-792-3604

Committees:  
Natural Resources,  
Judiciary

MARCH 10, 1981

MR. CHAIRMAN, MEMBERS OF THE COMMITTEE: FOR THE RECORD MY NAME IS DAVE BROWN, REPRESENTATIVE FROM DISTRICT 83 (BUTTE-SILVER BOW). I APPRECIATE THE OPPORTUNITY TO APPEAR BEFORE YOU TODAY.

I HAVE INTRODUCED HOUSE BILL 557, TO INCREASE MONTANA'S MINIMUM WAGE, BECAUSE I BELIEVE THAT WORKERS SHOULD HAVE THE PROTECTION OF AN ADEQUATE, BASE WAGE. THIS CONCEPT WAS FIRST SET INTO LAW IN 1938, WHEN THE UNITED STATES CONGRESS PASSED THE FAIR LABOR STANDARDS ACT, ESTABLISHING A FEDERAL MINIMUM WAGE. THE FEDERAL MINIMUM WAGE IS NOW \$3.35 AN HOUR.

AN INCREASE IN THE MINIMUM WAGE NOT ONLY PROTECTS WORKERS FROM WORKING FOR NEAR-STARVATION WAGES, IT ALSO BENEFITS THE ECONOMY. IT KEEPS THE DOLLARS MOVING IN OUR ECONOMY, BECAUSE AS PEOPLE EARN MORE MONEY, THEY BUY MORE GOODS AND SERVICES. THIS AIDS LOCAL COMMUNITIES AND MAIN STREET BUSINESSES.

MONTANA'S CURRENT MINIMUM WAGE IS \$2.00 AN HOUR. IT HAS NOT BEEN RAISED SINCE 1976. ACCORDING TO THE MONTANA DEPARTMENT OF LABOR AND INDUSTRY, IN 1976, THE AVERAGE YEARLY EARNINGS FOR A NON-FARM PRODUCTION WORKER WAS \$8,904. THE YEARLY EARNINGS FOR THOSE WORKING FOR MINIMUM WAGE IN 1976, WAS \$4,160, A LITTLE LESS THAN HALF



TESTIMONY OF DAVE BROWN  
PAGE 2  
MARCH 10, 1981

OF THE AVERAGE WORKERS' YEARLY EARNINGS. BY 1980, THE AVERAGE YEARLY WAGE FOR MONTANA'S NON-FARM PRODUCTION WORKERS WAS \$11,919. BUT YEARLY EARNINGS FOR THOSE ON MINIMUM WAGE REMAINED CONSTANT AT \$4,160, WHICH BY 1980 HAD DROPPED TO ABOUT ONE-THIRD OF THE AVERAGE WORKERS' YEARLY EARNINGS.

IF THE MINIMUM WAGE IS RAISED TO \$2.50 AN HOUR, IN ACCORDANCE WITH HOUSE BILL 557, AS AMENDED BY THE HOUSE, THE WORKERS' YEARLY INCOME WILL BE \$5,200 PER YEAR. RAISING THE MINIMUM WAGE TO \$2.75 FOR THE SECOND YEAR WILL RAISE THE WORKERS' YEARLY INCOME TO \$5,720. BOTH OF THESE INCOME LEVELS ARE LESS THAN HALF OF THE AVERAGE YEARLY EARNINGS IN MONTANA AND SETS AN ANNUAL WAGE LESS THAN THE PRESENTLY ESTABLISHED FEDERAL POVERTY LEVEL.

ALTHOUGH MONTANA'S MINIMUM WAGE IS LOWER THAN THE FEDERAL MINIMUM WAGE, THE COST OF LIVING IN MONTANA IS CLOSE TO THE NATIONAL AVERAGE, WITH SOME MONTANA CITIES ABOVE THE AVERAGE AND SOME SLIGHTLY BELOW. AN INDEX REPORT OF THE AMERICAN CHAMBER OF COMMERCE RESEARCHERS ASSOCIATION FOR THE SECOND QUARTER OF 1980 SHOWED, WITH THE NATIONAL AVERAGE BEING CONSIDERED AT 100, THAT BILLINGS WAS RATED AT 97.4; BOZEMAN, 101.3; GREAT FALLS, AT 92.3; HELENA, 101.2; AND KALISPELL, 103.7.

I HAVE ALSO PROPOSED AN INCREASE IN WAGES FOR AGRICULTURAL WORKERS, WHOSE PURCHASING POWER HAS ALSO BEEN BADLY ERODED BY INFLATION. HOUSE BILL 557, AS AMENDED BY THE HOUSE, PROVIDES FOR AN INCREASE IN THEIR MONTHLY WAGES FROM \$460 A MONTH TO \$575 A MONTH THE FIRST YEAR AND TO \$635 PER MONTH THE SECOND YEAR. FORTY PERCENT OF THAT WAGE MAY BE IN THE FORM OF BOARD, LODGING OR OTHER FACILITIES.

TESTIMONY OF DAVE BROWN  
AGE 3  
MARCH 10, 1981

IN DISCUSSIONS WITH FARMER AND RANCHER FRIENDS, I HAVE LEARNED THAT THIS INCREASE WILL NOT BE A PROBLEM, AS THE PROPOSED INCREASE IS STILL UNDER THE AVERAGE WAGE FOR FARM WORKERS WHICH THEY ARE CURRENTLY PAYING.

AN INCREASE IN THE MINIMUM WAGE WILL HELP THE LOW-PAID WORKER AND WILL STIMULATE THE GENERAL ECONOMY. THOSE WHO WORK FOR MINIMUM WAGE ARE AMONG THE HARDEST HIT BY THE DOUBLE-DIGIT INFLATION RAGING THROUGH OUR ECONOMY. THEY DEPEND ON LEGISLATED INCREMENTS FOR PROTECTION AGAINST INFLATION, AND THEY WILL BE SPENDING ADDITIONAL INCOME IN MONTANA. I URGE YOUR SUPPORT OF HOUSE BILL 557.

NAME: Don Judge DATE: 3/10/81

ADDRESS: P.O. Box 1176 Helena

PHONE: 442-1708

REPRESENTING WHOM? MT STATE AFL-CIO

APPEARING ON WHICH PROPOSAL: House Bill 557

DO YOU: SUPPORT? ☒ AMEND? ☐ OPPOSE? ☐

COMMENTS: prepared statement left with committee

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.



Box 1176, Helena, Montana

JAMES W. MURRY  
EXECUTIVE SECRETARY

ZIP CODE 59601  
406/442-1708

Room 100 "Steamboat Block"  
616 Helena Ave.

TESTIMONY OF DONALD R. JUDGE ON HOUSE BILL 557, HEARINGS OF THE SENATE LABOR COMMITTEE, MARCH 10, 1981

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I am here today on behalf of the AFL-CIO to offer our support for House Bill 557. We believe that an increase in Montana's minimum wage is essential to helping low-paid workers in their battle against ever-increasing inflation.

All of us suffer from the crushing effects of inflation, but minimum wage workers bear a disproportionate share of the burden. The U.S. Bureau of Labor Statistics reports that double digit inflation ran rampant throughout the economy in 1980 for the second straight year, causing workers' purchasing power to plummet 4.8%. Not since 1918-19 had inflation previously exceeded 10% for two years in a row.

The National Center for Economic Alternatives, a private research organization, said prices for the necessities -- food, housing, energy and health care -- rose at the rate of 13.8%, even faster than the 1980 12.4% overall inflation rate. The report, as noted in an Associated Press release in the Montana Standard, February 8, 1981, said the news was worse at year-end, with the rate for those four categories rising at a seasonally adjusted annual rate of 15.2%. The report estimates that the four categories make up about 60% to 70% of an average family's household budget -- a major portion that is very difficult to cut.

In addition to inflation, the working poor will suffer greatly from President Reagan's proposed budget cuts, an economic program which Senator Edward Kennedy has termed "a program of unfair sacrifice and unequal benefit." For instance, if people earning minimum wage were excluded from Medicaid, there is no way they could handle medical expenses for themselves or their families.

(continued)

If free legal services to the poor are discontinued; if food stamps and public assistance programs are drastically cut back; if extended unemployment compensation benefits, trade readjustment assistance and CETA programs are curtailed, there will be more poor, and they must be guaranteed a reasonable subsistence salary.

That is why it is essential to raise Montana's minimum wage; not just by 50 cents an hour as amendments to HB 557 propose, but back to the \$2.95 originally provided for in the bill.

Montana's minimum wage has not been raised from \$2.00 an hour since 1976. At that time, a worker earning minimum wage earned about half the average earnings for a non-farm production worker. An increase to \$2.95 an hour would again provide that those on minimum wage earned about half those average workers' earnings, giving them about the same purchasing power they had in 1976.

Workers receiving minimum wage are generally disaffiliated, low-paid workers in dead-end jobs. Massive layoffs, an economic downturn and high unemployment will probably alter the makeup and increase the numbers of this group. An increase in the minimum wage is a matter of equity for these workers and in today's market, a matter of necessity. We ask your support for House Bill 557, and urge you to adopt the sponsor's amendments.

NAME :

DATE: 3/10/81

ADDRESS :

PHONE :

REPRESENTING WHOM?

APPEARING ON WHICH PROPOSAL:

DO YOU:

SUPPORT?

X

AMEND?

OPPOSE?

COMMENTS:

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.



# *Laborers' International Union of North America, AFL-CIO*

## *Local No. 254*

P. O. BOX 702  
110 N. WARREN  
HELENA, MT 59624  
(406) 442-1441

TESTIMONY OF EUGENE FENDERSON, BUSINESS MANAGER,  
ON HOUSE BILL 557,  
HEARINGS OF THE SENATE LABOR COMMITTEE,  
MARCH 10, 1981

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I am Gene Fenderson of Helena Laborers Local 254. I am here to speak in support of House Bill 557, which will increase Montana's minimum wage.

As you know, my union members do not work for minimum wage. They will not be directly affected by this bill. But we believe that all Montanans should be concerned about those who earn minimum wage, the working poor. These people want to work and they want to provide a decent living for themselves and their families. Union members are involved in the desperate struggle to keep up with inflation. They know how deeply inflation has cut into their real wages. And they know that it is even worse for those who work for minimum wage.

Increasing the minimum wage is important for Montana's workers and for Montana's economy. It will provide those workers who are most destitute with higher earnings. It will also increase consumption and demand, which will result in a healthier economy.

Most other Montana workers have seen an increase in their wages over the past five years, even though those increases have usually not even kept pace with inflation. Their dollars continue to be worth less and their real purchasing power has decreased. No relief is predicted in the near future, with the prices of gasoline, fuel oil and food costs expected to go even higher.

(more)

Raising Montana's minimum wage, which has not changed since 1976, from \$2.00 an hour to \$2.95 just gives low paid workers a little better chance to gain a barely adequate standard of living. We ask that you vote in favor of House Bill 557.



NAME: Gregg Hoopes DATE: \_\_\_\_\_

ADDRESS: Rm 412 ESD Building

PHONE: 449-2621

REPRESENTING WHOM? DEPT. OF LABOR AND INDUSTRY

APPEARING ON WHICH PROPOSAL: HB 557

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

COMMENTS: Present declaration of policy in 39-3-401 mentions  
the policy of this legislation is to

1) Provide safeguards for adequate standards of  
living and;

2) sustain the individual's purchasing power

The minimum wage has not been increased since  
1976 and since that time the cost of living  
as measured by the CPI has gone up 44%

Pleased with the legislative attempt to  
uphold the policy established in 1975

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

NAME: Sue Rossman

DATE: 3/10/81

ADDRESS: 3314 Hannibal St

PHONE: 484-4446

REPRESENTING WHOM? for state union

APPEARING ON WHICH PROPOSAL: 1-B 557

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

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

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

NAME: Pat McTearick DATE: 3/10/81

ADDRESS: P.O. Box 1184, Great Falls, Va

PHONE: 727-4041

REPRESENTING WHOM? J.C. Teamsters No. 2

APPEARING ON WHICH PROPOSAL: H3557

DO YOU: SUPPORT? ☒ AMEND? ☐ OPPOSE? ☐

COMMENTS: As introduced

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

NAME: Phil Strope DATE: 3-11-61

ADDRESS: HELENA.

PHONE: 442-6570

REPRESENTING WHOM? Mont TAPER ASS and the TAPERERS ASS

APPEARING ON WHICH PROPOSAL: JB 557

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

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

APPENDICES ATTACHED

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

*Offered by Phil Strobe, Rep. Taverner  
Attachment #4 Assn. r Innkeepers' Assn.*

AMENDMENTS TO HOUSE BILL 557

1. Title, lines 11, 12 and 13.

Following: "EMPLOYEE"

Strike: the remainder of line 11 through "BASIS" on line 13.

2. Title, line 14.

Following: "MCA." on line 14.

Insert: "AND PROVIDING THAT THE PROVISIONS OF 39-3-404,  
MCA, AND 39-3-204, MCA, SHALL NOT APPLY TO AN EMPLOYER OR  
EMPLOYEE SUBJECT TO THE PROVISIONS OF THE FAIR LABOR  
STANDARDS ACT OF 1938 AS AMENDED."

3. Page 3, lines 19 through 23.

Strike: Section (b) in its entirety as set forth on lines  
19 through 23.

4. Page 4, line 3.

Insert: SECTION 3. The provisions of 39-3-404, MCA, and  
39-3-204, MCA, shall not apply to any employer or employee  
subject to the provisions of the Fair Labor Standards Act  
of 1938 as amended.

March 9, 1964

Senator Harold Nelson  
State Capitol  
Helena, MT 59620

Re: House Bill 557

Dear Senator Nelson:

On behalf of the Montana Buckneppers Association and the Montana House of Representatives, I will appear before your committee and propose amendments to House Bill 557, the Minimum Wage Bill.

House Bill 557 as it came from the House, includes not only increases to Montana minimum wage, but also substantive provisions that were contained in House Bill 190. The original Minimum Wage Bill amended Section 39-3-404 and the original Tip Credit Bill, House Bill 131, amended Section 39-3-204. They are both included in the amended version of House Bill 557.

The amendments that the industry will recommend to your committee and the reasons for the amendments are set forth as follows:

1) We recommend that paragraph (b) on page 3, lines 19 through 21, be deleted in its entirety. The industry agrees with labor that subsection (f) set forth on page 3, lines 14 through 18, should be in the law. The industry agrees that all tips received by an employee are the sole property of an employee. If we acknowledge that fact, employers who are collecting employees' tips, less the share that are not known to us. Paragraph (b) sets too few terms; it will upset the standard and common relationship between the employees and the employer, particularly in the banquet situation. It is a normal practice in the banquet situation for the employer to charge the banquet people an additional fee which is then divided among the employees pursuant to an agreement worked out with them. If you leave subsection (b), the employer would have no right to enter into the division of the banquet fee and it might give certain employees a right to claim a share of the gratuity to the exclusion of other employees.

2) We recommend that the bill be amended to provide that the provisions of the bill shall not apply to

[illegible]

1. *Journal of Management Studies*, 1996, 33, 1, 1-14.

1992, 1993, 1994, 1995, 1996, 1997, 1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024, 2025, 2026, 2027, 2028, 2029, 2030, 2031, 2032, 2033, 2034, 2035, 2036, 2037, 2038, 2039, 2040, 2041, 2042, 2043, 2044, 2045, 2046, 2047, 2048, 2049, 2050, 2051, 2052, 2053, 2054, 2055, 2056, 2057, 2058, 2059, 2060, 2061, 2062, 2063, 2064, 2065, 2066, 2067, 2068, 2069, 2070, 2071, 2072, 2073, 2074, 2075, 2076, 2077, 2078, 2079, 2080, 2081, 2082, 2083, 2084, 2085, 2086, 2087, 2088, 2089, 2090, 2091, 2092, 2093, 2094, 2095, 2096, 2097, 2098, 2099, 2100, 2101, 2102, 2103, 2104, 2105, 2106, 2107, 2108, 2109, 2110, 2111, 2112, 2113, 2114, 2115, 2116, 2117, 2118, 2119, 2120, 2121, 2122, 2123, 2124, 2125, 2126, 2127, 2128, 2129, 2130, 2131, 2132, 2133, 2134, 2135, 2136, 2137, 2138, 2139, 2140, 2141, 2142, 2143, 2144, 2145, 2146, 2147, 2148, 2149, 2150, 2151, 2152, 2153, 2154, 2155, 2156, 2157, 2158, 2159, 2160, 2161, 2162, 2163, 2164, 2165, 2166, 2167, 2168, 2169, 2170, 2171, 2172, 2173, 2174, 2175, 2176, 2177, 2178, 2179, 2180, 2181, 2182, 2183, 2184, 2185, 2186, 2187, 2188, 2189, 2190, 2191, 2192, 2193, 2194, 2195, 2196, 2197, 2198, 2199, 2200, 2201, 2202, 2203, 2204, 2205, 2206, 2207, 2208, 2209, 2210, 2211, 2212, 2213, 2214, 2215, 2216, 2217, 2218, 2219, 2220, 2221, 2222, 2223, 2224, 2225, 2226, 2227, 2228, 2229, 2230, 2231, 2232, 2233, 2234, 2235, 2236, 2237, 2238, 2239, 2240, 2241, 2242, 2243, 2244, 2245, 2246, 2247, 2248, 2249, 2250, 2251, 2252, 2253, 2254, 2255, 2256, 2257, 2258, 2259, 2260, 2261, 2262, 2263, 2264, 2265, 2266, 2267, 2268, 2269, 2270, 2271, 2272, 2273, 2274, 2275, 2276, 2277, 2278, 2279, 2280, 2281, 2282, 2283, 2284, 2285, 2286, 2287, 2288, 2289, 2290, 2291, 2292, 2293, 2294, 2295, 2296, 2297, 2298, 2299, 2300, 2301, 2302, 2303, 2304, 2305, 2306, 2307, 2308, 2309, 2310, 2311, 2312, 2313, 2314, 2315, 2316, 2317, 2318, 2319, 2320, 2321, 2322, 2323, 2324, 2325, 2326, 2327, 2328, 2329, 2330, 2331, 2332, 2333, 2334, 2335, 2336, 2337, 2338, 2339, 2340, 2341, 2342, 2343, 2344, 2345, 2346, 2347, 2348, 2349, 2350, 2351, 2352, 2353, 2354, 2355, 2356, 2357, 2358, 2359, 2360, 2361, 2362, 2363, 2364, 2365, 2366, 2367, 2368, 2369, 2370, 2371, 2372, 2373, 2374, 2375, 2376, 2377, 2378, 2379, 2380, 2381, 2382, 2383, 2384, 2385, 2386, 2387, 2388, 2389, 2390, 2391, 2392, 2393, 2394, 2395, 2396, 2397, 2398, 2399, 2400, 2401, 2402, 2403, 2404, 2405, 2406, 2407, 2408, 2409, 2410, 2411, 2412, 2413, 2414, 2415, 2416, 2417, 2418, 2419, 2420, 2421, 2422, 2423, 2424, 2425, 2426, 2427, 2428, 2429, 2430, 2431, 2432, 2433, 2434, 2435, 2436, 2437, 2438, 2439, 2440, 2441, 2442, 2443, 2444, 2445, 2446, 2447, 2448, 2449, 2450, 2451, 2452, 2453, 2454, 2455, 2456, 2457, 2458, 2459, 2460, 2461, 2462, 2463, 2464, 2465, 2466, 2467, 2468, 2469, 2470, 2471, 2472, 2473, 2474, 2475, 2476, 2477, 2478, 2479, 2480, 2481, 2482, 2483, 2484, 2485, 2486, 2487, 2488, 2489, 2490, 2491, 2492, 2493, 2494, 2495, 2496, 2497, 2498, 2499, 2500, 2501, 2502, 2503, 2504, 2505, 2506, 2507, 2508, 2509, 2510, 2511, 2512, 2513, 2514, 2515, 2516, 2517, 2518, 2519, 2520, 2521, 2522, 2523, 2524, 2525, 2526, 2527, 2528, 2529, 2530, 2531, 2532, 2533, 2534, 2535, 2536, 2537, 2538, 2539, 2540, 2541, 2542, 2543, 2544, 2545, 2546, 2547, 2548, 2549, 2550, 2551, 2552, 2553, 2554, 2555, 2556, 2557, 2558, 2559, 2560, 2561, 2562, 2563, 2564, 2565, 2566, 2567, 2568, 2569, 2570, 2571, 2572, 2573, 2574, 2575, 2576, 2577, 2578, 2579, 2580, 2581, 2582, 2583, 2584, 2585, 2586, 2587, 2588, 2589, 2590, 2591, 2592, 2593, 2594, 2595, 2596, 2597, 2598, 2599, 2600, 2601, 2602, 2603, 2604, 2605, 2606, 2607, 2608, 2609, 2610, 2611, 2612, 2613, 2614, 2615, 2616, 2617, 2618, 2619, 2620, 2621, 2622, 2623, 2624, 2625, 2626, 2627, 2628, 2629, 2630, 2631, 2632, 2633, 2634, 2635, 2636, 2637, 2638, 2639, 2640, 2641, 2642, 2643, 2644, 2645, 2646, 2647, 2648, 2649, 2650, 2651, 2652, 2653, 2654, 2655, 2656, 2657, 2658, 2659, 2660, 2661, 2662, 2663, 2664, 2665, 2666, 2667, 2668, 2669, 2670, 2671, 2672, 2673, 26

1890

DATE March 10, 1981

COMMITTEE ON LABOR & EMPLOYMENT RELATIONS

# VISITORS' REGISTER

[illegible]

joined statement with Secretary)