

HOUSE LABOR AND EMPLOYMENT RELATIONS COMMITTEE MINUTES
February 8, 1983

The House Labor and Employment Relations Committee convened at 12 p.m. on February 8, 1983, in Room 224K of the State Capitol with Chairman J. Melvin Williams presiding and all members present except Rep. Farris, who was excused. Chairman Williams opened the meeting to an executive session.

EXECUTIVE SESSION

Chairman Williams said there had been a request by two committee members for committee bills.

REPRESENTATIVE JERRY DRISCOLL, District 69, said he would like to have a committee bill that would exempt waitress' tips from state income taxes. He said a federal tax passed in 1982 mandates that restaurant employees pay tip income on 8 percent of the gross of the establishment, and Montana's law follows federal law.

Representative Dozier spoke for the committee bill. He said whether or not they receive this amount in tips they still have to pay on it.

Representative Driscoll moved we make this a committee bill and the motion carried unanimously with all present (Rep. Farris and Hannah were gone at this time.)

REPRESENTATIVE ROBERT ELLERD, District 75, said he would like a committee bill that would limit the use of money accrued to the unemployment insurance trust fund from interest and penalties on past-due contributions. He said this money should be used only for paying benefits and not for purchasing land and other things. He made a motion to so do.

Chairman Williams questioned if it was a serious enough question.

Rep. Harper said his only objection would be if this money could be used to keep the little employment offices around the state open. This might be the only funds available to the department to do that. Rep. Ellerd said there is another bill dealing with the small unemployment offices. Rep. Ellerd said he would object to the money being used for this purpose, also, as it should be used for benefits only.

The question was called and the motion to make this a committee bill carried with Reps. Williams, Addy, Harper, McCormick voting no.

HOUSE BILL 277 Rep. Dozier moved AS AMENDED DO PASS.
Rep. Smith said the uninsured employer fund is broke and HB 406 is designed to provide some money in that fund by a mill levy on employers. However, a drain on that fund has been the independent contractors, who are independent until hurt. This bill says they have to declare their independence, otherwise they will be covered by Workers' Comp and have to pay their share.

The motion carried unanimously. Rep. Hannah was absent and Rep. Farris and Rep. Thoft had left votes favoring the bill.

HOUSE BILL 406 Rep. Miller moved DO PASS. This motion passed unanimously with those present. Rep. Farris had left a vote favoring the bill and Reps. Hannah and Thoft were absent.

Chairman Williams closed the executive session and opened the meeting to a hearing on HB 359.

HOUSE BILL 359

REPRESENTATIVE JAN BROWN, District 32, said this bill was requested by the Department of Labor and has to do with the child labor law. She said it would be the first change since 1907. She said the law now is vague and hard to enforce. She said the federal law was passed in 1938 and has worked well, and the language in this bill is similar. She said this bill has been unsuccessfully brought before the legislature the past three sessions. She said a study passed last session but was given too low a priority so failed to be funded.

DON JUDGE, Montana State AFL-CIO, spoke next in support and a copy of his testimony is Exhibit 1 of the minutes.

GENE CHRISTIANSON, Office of Public Instruction, said they support the bill but have a concern on page 14, lines 2 through 10. He suggested striking these lines as they unfairly restrict 16 and 17 year olds. Also on page 14, line 21, it should designate whether "county" or "district" superintendent.

DICK KANE, Labor Standards Division, Department of Labor and Industry, said they are the ones that keep bringing this bill back each session. He said one of the problems they run up against is where schools place students in work situations for part of their education. He said passing this law will open up new working opportunities.

BARBARA ROBINSON, Distributive Education at the Capitol High School, Helena, said they support the bill with Mr. Christianson's amendments. She said there are cases where 16 and 17 year olds have to work. She was afraid the wording might tempt young people to drop out of school, as for this portion to apply to them they have to be in school.

KATHRYN PENROD, Montana ACVE, said they feel the law needs updating and so support the bill. She said they do encourage looking at the wording on 16 and 17 year olds to allow for vocational ed and co-op programs.

There were no opponents.

REPRESENTATIVE BROWN closed. She said it is time to pass this legislation. She said she would be happy to work with the amenders on amendments. A suggested statement of intent is Exhibit 2.

Questions were asked by the committee.

Rep. Dozier asked if under the law it would be unlawful to have a youngster run a lawn mower. Mr. Kane said it would be a hazardous machine. He said most domestic help falls under the federal law.

Chairman Williams closed the hearing on HB 359 and opened the hearing on HB 525.

HOUSE BILL 525

REPRESENTATIVE PAULA DARKO, District 22, said she is sponsoring the bill at the request of the Human Rights Commission. She said the bill establishes a defense to a complaint of employment discrimination when an employer is observing the terms of a bona fide seniority system or employee benefit plan.

ANNE MACINTYRE, Human Rights Commission, spoke in support. She said this bill will say if an employer follows the federal law in this complex area he won't be in violation of state law.

LEROY SCHRAMM, Montana University System, said they support the bill as there are two parallel laws now and a public employees human rights act that covers both.

DON JUDGE, Montana State AFL-CIO, spoke next in support but with suggested amendments. A copy of these is Exhibit 3 of the minutes. He said this would clarify that collective bargaining agreements may apply to new promotions and new transfers.

REPRESENTATIVE DARKO closed. She said she had no objection to the suggested amendments.

Questions were asked by the committee.

Chairman Williams closed the hearing on HB 525 and opened the hearing on HB 554.

HOUSE BILL 554

REPRESENTATIVE RAMONA HOWE, District 58, chief sponsor, said this bill is at the request of the Human Rights Commission. She said the Maternity Leave Act is presently administered by the Department of Labor. She said violations of this act are often violations against the Sex Discrimination Act also and consequently a duplicate system exists. She said these duplications should be eliminated by placing the maternity leave functions under the Human Rights Commission.

ANNE MACINTYRE, Human Rights Commission, spoke in support and explained the need of this bill.

There were no other proponents or opponents.

REPRESENTATIVE HOWE closed. She said one further comment is that the Human Rights Commission could process these cases with existing staff at no extra cost.

Questions were asked by the committee.

Rep. Addy mentioned a case where the Department of Labor came up with a decision in 60 days where the Human Rights Commission took six months. He asked why. Ms. MacIntyre said not the same question was before the Commission. She said the Human Rights Commission have further authority to look more deeply into the problems.

Rep. Ellerd asked how many complaints in the period of a year. Ms. MacIntyre said 230 complaints approximately and about 80 percent are female.

Rep. Addy mentioned that a violation of the Maternity Leave Act is often a violation of the Civil Rights Act and the Human Rights Act, also, and is often tried in all three ways.

Rep. Seifert asked how many full time employees on the Human Rights Commission and the total budget. Ms. MacIntyre said 7 1/2 FTEs and a budget of \$228,000. Rep. Seifert asked if they would need to add additional FTEs to handle this additional workload. Ms. MacIntyre said there is no fiscal note as most cases handled in the Labor Standards are already filed with their Commission and so they investigate them also.

Rep. Ellerd asked if the Department of Labor had any objections. Mr. Dick Kane, Labor Department, said they don't oppose the bill.

Rep. Ellerd asked if the reason for moving it is because the cases were not being handled correctly. Ms. MacIntyre said from what they have observed they are doing a fine job and the problem is the duplication. She said they get negative feedback from defending employers when they have to appear at two different administrative hearings, and also under the present law two reviews are needed.

Rep. Ellerd asked if there was any way this could be handled with one hearing. Ms. MacIntyre said the language of the Human Rights Act makes it illegal for an employer to discriminate on the basis of sex. She said if you discriminate against somebody because of pregnancy that is sex discrimination.

Rep. Addy asked if he hadn't read recently where the Human Rights Commission had to put their cases on hold because of lack of money. Ms. MacIntyre said that doesn't mean they are not handling the cases. She said they are using conciliation and resolving through investigation. Rep. Addy said the Human Rights Commission doesn't get the money they need. He asked if the Human Rights Commission receives this function would they make it a number one priority to get speedy action and could the bill be amended that way?

Chairman Williams closed the hearing on HB 554 and opened the hearing on HB 623.

HOUSE BILL 623 .

REPRESENTATIVE JERRY DRISCOLL, District 69, chief sponsor, said this is a bill prohibiting retaliation against an employee by an employer because the employee has filed a complaint or participated in a proceeding under law. Rep. Driscoll said he was not talking about normal employers but unscrupulous ones. He said the only thing an employee can do now in this situation is go to court, and this bill would provide some justice outside the courts.

WYATT L. FROST, Cement Workers, spoke in support and a copy of his testimony is Exhibit 4 of the minutes.

DON JUDGE, Montana State AFL-CIO, spoke in support and a copy of his testimony is Exhibit 5 of the minutes.

JEFF MINKLER, School Board, spoke in opposition. He said this could open the door for filing all kinds of claims against school districts. He said in the event of human rights you have a complaint procedure based on the Human Rights Act. He said they have a county superintendent who can hear those sort of cases. He said under many collective bargaining contracts we have binding arbitration procedures. He said he has not had an opportunity to study the bill to see where changes could be recommended. He said perhaps with some small changes the bill might be palatable to them.

REPRESENTATIVE DRISCOLL closed. He said you can't go outside of your union's final and binding arbitration unless the arbitrator has overstepped himself.

Questions were asked by the committee.

Rep. Brown asked what "otherwise retaliate" means. Rep. Driscoll said it could be reduction of hours, loss of overtime, demeaning jobs, etc.

Rep. Brown asked how many cases they expect to come from this bill. Dick Kane, Department of Labor, said they get about three people a month. He said they would have more people call if there was a law like this on the books.

Chairman Williams closed the hearing on this bill and opened the hearing on HB 535.

HOUSE BILL 535

REPRESENTATIVE KELLY ADDY, District 62, chief sponsor, said this bill is to define "medical determination," "medical evidence," and "medical condition" for purposes of workers compensation statutes. He said this bill says if you meet a certain threshold of expertise the evidence will be heard in court whether you are a licensed physician, chiropractor or physical therapist. He said it came out recently in a case that a chiropractor could not testify because it called for medical testimony.

CARLA GRAY, Montana Trial Lawyers Association, said they support the bill in part and oppose it in part. She said they don't have any difficulty with the concept of the right of workers compensation judges and the testimony, but they would like the committee not to pass the bill in its present form. She said a concern is that two years ago the legislature amended some language in the workers compensation statutes: "preponderance of the medical evidence." She said by doing what this bill is attempting to do they feared that testimony is not going to

be received on the medical condition of the person because of the language inserted in sub 10 on page 3. She said it would be excluded by omission and that is starting down a dangerous road. She said workers comp judges could find the claimant's testimony credible but feared as written the bill would preclude the judge from doing that on medical evidence. She felt it could be a substantial problem.

GARY BLEWETT, Economic Assistance Division, Department of Social and Rehabilitation Services, spoke in opposition. He said he concurs with the testimony of the Trial Lawyers Association. He said this bill excludes a whole range of other expertise like dentists who are often called upon to testify. He said there are also other conflicts with the law.

CHARLENE DALBEC, Montana Physical Therapy Association, spoke in opposition. She said they were not notified of this bill and so were not able to get any input on how their members felt about it. She said they also felt the intent was not clear and the wording was not specific. She suggested a do not pass on the bill, but added this is not to say they might not request a similar bill in the future.

REPRESENTATIVE ADDY closed.

There were no questions from the committee.

Chairman Williams closed the hearing on this bill and reopened the meeting to an executive session on the following bills:

EXECUTIVE SESSION

HOUSE BILL 454 Rep. Driscoll moved DO PASS. This motion carried with Reps. Seifert, Thoft, Ellerd, Jones and Smith voting no. Rep. Hannah was absent and Rep. Farris had left a vote favoring the bill.

HOUSE BILL 455 Rep. Driscoll asked what happens if the federal law changes the age. Mr. Judge said there is an allowable exclusion up to 18 in Montana law and 21 under federal. Rep. Driscoll moved DO PASS and the motion carried with Rep. Ellerd voting no; Rep. Hannah, absent; and Rep. Farris left a yes vote.

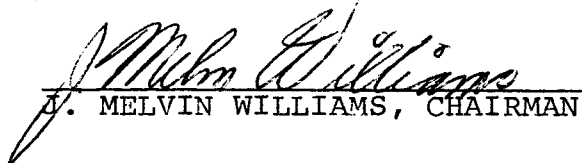
HOUSE BILL 451 Rep. Addy moved DO PASS with suggested amendments. The amendments were to insert "FUNDED" after "STATE" on page 1, line 5; and page 1, line 14, to strike "of a state building that is" and insert "projects funded in whole or in part by state funds that are individually"; and on page 1, line 11, following "18-2-101" to add "do not."

A roll call vote was taken and the motion failed with 9 voting no and 8 yes (Williams, Dozier, Addy, Driscoll, Farris, McCormick, Pavlovich, Smith). The motion was made to reverse the vote and this carried unanimously with all present. (Rep. Farris had left a vote favoring the bill.) HB 451 then receives a DO NOT PASS committee recommendation.

HOUSE BILL 277 Rep. Smith moved the acceptance of the statement of intent for this bill. This is Exhibit 6 of the minutes. The motion carried unanimously with all present.

The meeting adjourned at 2:30 p.m.

Respectfully submitted,


MELVIN WILLIAMS, CHAIRMAN

Emelia A. Satre, Sec.



Box 1176, Helena, Montana

JAMES W. MURRY
EXECUTIVE SECRETARY

ZIP CODE 59624
406/442-1708

TESTIMONY OF DONALD R. JUDGE, ON HOUSE BILL 359, BEFORE THE HOUSE LABOR AND EMPLOYMENT RELATIONS COMMITTEE, FEBRUARY 8, 1983.

I am Don Judge, representing the Montana State AFL-CIO. I am here to testify in favor of House Bill 359, which provides for the revision of Montana's child labor laws.

Organized labor was in the forefront of the enactment of the earliest child labor laws, and has consistently supported them. Child labor laws are essential to protect the health, safety and well-being of our children and young people. However, our current laws do not properly address the issue, since they were written in 1907. This revision is long over-due, and we support the request of the Department of Labor and Industry to update the laws to reflect the conditions in our modern-day society.

No matter how far-sighted, no lawmakers of the early 1900's could begin to conceive of the tremendous changes and advances in our society. Technology has changed our society and our work in innumerable ways.

Antiquated, out of date laws are not applicable today, making many of them difficult, if not impossible to enforce. The limitations of those laws may lead to abuse. On the other hand, there may well be provisions which unnecessarily limit the employment of young people, because of technological advances unheard of in 1907. What was relevant and important in terms of child labor at that time, is simply irrelevant in the light of present day working conditions and provisions of federal law regarding child labor.

The exemptions provided by this bill for apprentices and student-learners, in accordance with federal provisions, are sound, and help expand opportunities for youth in employment.



We would however like to propose an amendment to House Bill 359, under Section 8, prohibited employment of minors under 18. On page 10, after (17), line 25, we would propose adding "(18) or for any employer who is engaged in a labor dispute". This amendment is suggested for the protection of Montana youth from being inappropriately used during a labor dispute.

We ask that you vote for House Bill 359, with that amendment, for the protection of Montana's youth and for the expansion of their employment opportunities.

Thank you.

WITNESS STATEMENT

Name Kathryn Benson Committee On _____
Address Helena Date _____
Representing MT Ad to Voc Ed Support _____
Bill No. 357 Oppose _____
Amend _____

AFTER TESTIFYING, PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

Comments:

1. Support Bill -
2. Encourage look at 16 + 17 - allow for
3. Voc. Ed + Coop programs -
4. Tell the law needs to be up dated -

Itemize the main argument or points of your testimony. This will assist the committee secretary with her minutes.

STATEMENT OF INTENT

____ Bill No. _____ [LC 475]

A statement of intent is required for this bill because it grants the Department of Labor and Industry rulemaking authority concerning child labor regulation. This bill intends that the Department adopt rules insuring that each child have an opportunity to work while at the same time protecting the child's physical and moral well being and the educational process. The Department may look to the federal law which this act is modeled after for guidance in promulgating rules.

WITNESS STATEMENT

Name Don Judge Committee On Labor
 Address Helena Date 2-8-83
 Representing MT STATE AFL-CIO Support X
 Bill No. HR 525 Oppose _____
 Amend X

AFTER TESTIFYING, PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

Comments:

1. amend title: line 7 following: "bona fide"
 insert: "collective bargaining agreement,"
2. amend line 11: same as above
3. amend line 15: same as above
4. amend line 19: following: "NO"
 insert: "collective bargaining agreement,"

Itemize the main argument or points of your testimony. This will assist the committee secretary with her minutes.

WITNESS STATEMENT

Name Wyatt L Frost Committee On _____
Address P.O. Box 804 Date Feb 8, 1983
Representing Cement workers Support X
Bill No. 623 Oppose _____
Amend _____

AFTER TESTIFYING, PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

Comments:

1.

2.

3.

4.

Itemize the main argument or points of your testimony. This will assist the committee secretary with her minutes.



UNITED CEMENT, LIME AND GYPSUM WORKERS
LOCAL UNION NO. 239 AFL-CIO
THREE FORKS, MONTANA

NAME OF WRITER

ADDRESS

CITY, STATE AND ZIP

TESTIMONY OF WYATT FROST BEFORE THE HOUSE COMMITTEE ON LABOR AND EMPLOYMENT
RELATIONS --- HOUSE BILL 623 --- FEBRUARY 8, 1983

Mr. Chairman, members of the committee, I am Wyatt Frost of Cement Workers Local 239 in Three Forks.

We rise in support of House Bill 623.

We believe workers should be protected from unscrupulous employers who seek revenge when an employee exercises his or her legal rights and responsibilities. No worker should be penalized for being a good citizen, protecting his rights or doing his civic duty.

Thank you.

Exhibit 5



Box 1176, Helena, Montana

JAMES W. MURRY
EXECUTIVE SECRETARY

ZIP CODE 59624
406/442-1708

TESTIMONY OF DONALD R. JUDGE, ON HOUSE BILL 623, BEFORE THE HOUSE COMMITTEE
ON LABOR AND EMPLOYMENT RELATIONS, FEBRUARY 8, 1983

I am Don Judge, representing the Montana State AFL-CIO. I am here today to speak in support of House Bill 623. This bill prohibits retaliation against an employee by an employer because the employee has filed a complaint or participated in a proceeding under the law.

The Montana State AFL-CIO believes that this bill provides an essential protection to employees. Employers sometimes retaliate when an employee has made a complaint or instituted a proceeding or grievance against the employer. This bill will protect the jobs of workers who exercise their legal rights.

That protection is even more important during times of high unemployment such as we are now experiencing. There are over 40,000 Montanans out of work according to the latest unemployment figures, and the fear of job loss, without any legal protection, could well mean that an employee who had a just and legitimate complaint, would be afraid to file a complaint for fear of employer retaliation.

According to the Labor Standards Bureau of the Montana Department of Labor, at least three calls a month are received from employees questioning employers' practices on wages, hours or working conditions. There would probably be more, if employees were not fearful of losing their jobs. Some who call have already lost their jobs because they had asked the employer about a certain issue.

For example, a woman in Kalispell who worked at a beauty shop was not receiving the state's minimum wage. She asked her employer about it and was promptly fired. She filed a claim with the Department of Labor, which was able



to get her back wages, but she is still out of a job.

Another recent case was a man who worked at a tire shop and complained to his boss that he was not being paid for overtime. He was fired, and also filed a claim and received the pay which was due him. However, he didn't get his job back either. Although these two employers had violated the law regarding wages, it was not against the current law for them to retaliate against the employees.

Without the protection offered by this bill, the legal rights of an employee who is intimidated by an employer would be effectively denied. Employees must be able to exercise those rights by protection under the law.

We urge you to vote for House Bill 623.

Thank you.

H STATEMENT OF INTENT
Bill No 297 [LC 585]

Under the law in effect prior to the enactment of this act, independent contractors were exempt from coverage under the Workers' Compensation laws. Many times, the determination of whether a worker is an independent contractor is made after a worker, for whom no contributions have been made, is injured and files a claim. This act provides a method for a before-the-fact determination of the independent contractor status. The act is not intended to make independent contractors subject to the Workers' Compensation Act but requires that they apply for that status to be exempt.

This bill authorizes the Division of Workers' Compensation of the Department of Labor and Industry to adopt rules to implement this act. It is the intent of the Legislature that the Division will provide an application form and provide for a hearing if the applicant disagrees with the Division's initial determination. Any substantive rules adopted pursuant to this act must be consistent with the statutory definition of "independent contractor".

STANDING COMMITTEE REPORT

February 15, 19 83

MR. **SPEAKER:**

We, your committee on **LABOR AND EMPLOYMENT RELATIONS**

having had under consideration **HOUSE** Bill No. **359**

First reading copy (white)
color

A BILL FOR AN ACT ENTITLED: "AN ACT FOR THE GENERAL REVISION OF THE LAWS RELATING TO CHILD LABOR; REPEALING SECTIONS 41-2-101 THROUGH 41-2-121, MCA."

Respectfully report as follows: That **HOUSE** Bill No. **359**

be amended as follows:

1. Page 10, line 24.

Strike: "and"

2. Page 10, line 25.

Following: "operations"

Insert: "; and (18) or by any employer who is engaged in a labor dispute"

3. Page 14, lines 2 through 10.

Strike: subsection (4) in its entirety

Re-number: following subsection

END AS AMENDED
DO PASS

XXXXXX
DO PASS
STATEMENT OF INTENT ATTACHED

MR. SPEAKER:

WE, YOUR COMMITTEE ON LABOR AND EMPLOYMENT RELATIONS, HAVING UNDER CONSIDERATION HOUSE BILL NO. 359, FIRST READING COPY (WHITE), ATTACH THE FOLLOWING STATEMENT OF INTENT:

STATEMENT OF INTENT
HOUSE BILL NO. 359

A statement of intent is required for this bill because it grants the Department of Labor and Industry rulemaking authority concerning child labor regulation. This bill intends that the Department adopt rules insuring that each child have an opportunity to work while at the same time protecting the child's physical and moral well being and the educational process. The Department may look to the federal law which this act is modeled after for guidance in promulgating rules.

J. MELVIN WILLIAMS

Chairman.

STANDING COMMITTEE REPORT

February 10, 19 83

MR. **SPEAKER:**

LABOR AND EMPLOYMENT RELATIONS

We, your committee on

having had under consideration **HOUSE** Bill No. **525**

First reading copy (**white**)
color

A BILL FOR AN ACT ENTITLED: "AN ACT TO ESTABLISH A DEFENSE TO A COMPLAINT OF EMPLOYMENT DISCRIMINATION WHEN AN EMPLOYER IS OBSERVING THE TERMS OF A BONA FIDE SENIORITY SYSTEM OR EMPLOYEE BENEFIT PLAN."

HOUSE **525**

Respectfully report as follows: That..... Bill No.
be amended as follows:

1. Title, line 7.
Following: "BONA FIDE"
Insert: "COLLECTIVE BARGAINING AGREEMENT,"
Following: "SYSTEM"
Insert: ", "

2. Page 1, line 11.
Following: "bona fide"
Insert: "collective bargaining agreement,"
Following: "system"
Insert: ", "

3. Page 1, line 15.
Following: "bona fide"
Insert: "collective bargaining agreement,"
Following: "system"
Insert: ", "

XXXXX
DO PASS
AND AS AMENDED
DO PASS

J. MELVIN WILLIAMS

Chairman.

STATE PUB. CO.
Helena, Mont.

COMMITTEE SECRETARY

STANDING COMMITTEE REPORT

February 10, 19 83

MR. **SPEAKER:**

We, your committee on **LABOR AND EMPLOYMENT RELATIONS**

having had under consideration **HOUSE** Bill No. **535**

First reading copy (white)
Color

**A BILL FOR AN ACT ENTITLED: "AN ACT TO DEFINE "MEDICAL DETERMINATION",
MEDICAL EVIDENCE", AND "MEDICAL CONDITION" FOR PURPOSES OF WORKERS'
COMPENSATION STATUTES; AMENDING SECTION 39-71-116, MCA."**

Respectfully report as follows: That **HOUSE** Bill No. **535**

DO NOT PASS

XXXXX
DO PASS

STANDING COMMITTEE REPORT

February 10, 1983

MR. **SPEAKER:**

We, your committee on **LABOR AND EMPLOYMENT RELATIONS**

having had under consideration **HOUSE** Bill No. **554**

First reading copy (white)
Color

A BILL FOR AN ACT ENTITLED: " AN ACT TO TRANSFER FUNCTIONS REGARDING MATERNITY LEAVE FROM THE COMMISSIONER OF LABOR AND INDUSTRY TO THE COMMISSION FOR HUMAN RIGHTS; AMENDING SECTION 39-7-203, MCA; REPEALING SECTIONS 39-7-201, 39-7-202, AND 39-7-205 THROUGH 39-7-209, MCA; AND PROVIDING AN EFFECTIVE DATE.

Respectfully report as follows: That **HOUSE** Bill No. **554**

~~DO-PASS~~

STANDING COMMITTEE REPORT

February 10, 1963

MR. **SPEAKER:**

We, your committee on **LABOR AND EMPLOYMENT RELATIONS**

having had under consideration **HOUSE** Bill No. **623**

First reading copy (**white**)
Color

A BILL FOR AN ACT ENTITLED: "AN ACT TO PROHIBIT RETALIATION AGAINST AN EMPLOYEE BY AN EMPLOYER BECAUSE THE EMPLOYEE HAS FILED A COMPLAINT OR PARTICIPATED IN A PROCEEDING UNDER LAW; PROVIDING FOR HEARING PROCEDURES, REMEDIES, AND ENFORCEMENT."

Respectfully report as follows: That **HOUSE** Bill No. **623**

~~DG-PASS~~