

HOUSE LABOR AND EMPLOYMENT RELATIONS COMMITTEE MINUTES
February 19, 1983

The House Labor and Employment Relations Committee convened at 3:30 p.m. on February 19, 1983, in Room 224K of the State Capitol with Chairman J. Melvin Williams presiding and all members present. Chairman Williams opened the meeting to an executive session on the following bills:

EXECUTIVE SESSION

HOUSE BILL 569 Rep. Addy moved to TABLE the bill. Rep. Harper said he couldn't support the motion as this is an excellent concept. He asked if anyone had a proposal to make it more palatable.

Chairman Williams said he had agreed to bring the bill back. He said he considered it a good idea but that it would take research to fit it into the present program so all will be satisfied with the approach. He said we just don't have the time this session.

Rep. Harper said the suggested amendments would make this a loan fund so if you drew out more days than you put in you would have to repay the fund either with days or money. He said he had amendments that he felt would work.

Rep. Addy moved to TABLE the bill. A roll call vote was taken and carried with 9 voting yes and 8 no (Dozier, Bachini, Brown, Driscoll, Farris, Harper, McCormick, Pavlovich).

HOUSE BILL 756 Rep. Pavlovich moved to TABLE the bill. Rep. Smith seconded the motion. The motion carried with Reps. Harper, Addy, Dozier and Driscoll voting no.

HOUSE BILL 754 Rep. Ellerd moved to TABLE. Rep. Harper moved a substitute motion of DO PASS. Rep. Ellerd withdrew his motion. Rep. Dozier said we should face the fact that our children should mean something to us even in the workplace. Rep. Harper said it is not very often the Labor Committee has a chance to pass a bill that has a beneficial impact on family units. He said it is a good bill.

Rep. Addy moved to amend on page 2, line 9, following "employees" to insert "who has given two weeks notice". Mr. Wright was requested by the Chairman to discuss the MEA's suggested amendment: on page 2, line 14, following "absence." to

insert "At the option of the employee, accumulated sick leave may be used under this subsection."

Rep. Farris said she would like to speak to the first amendment. She said two weeks notice is reasonable in child birth but not child adoption.

Rep. Ellerd asked what "reasonable" is going to mean and who makes the decision. Rep. Addy responded that two weeks is presumed to be a reasonable leave of absence.

Rep. Farris said she would like to amend the amendment and make a distinction between birth and adoption.

Rep. Ellerd moved a substitute motion of DO NOT PASS. He said he didn't feel the Labor Committee was the place for this bill.

Rep. Dozier said he disagreed with Rep. Ellerd. He said the work roles are changing and fathers are assuming a more nurturing role in the family and this bill encourages that.

Rep. J. Brown commented that we are the Labor and Employment Relations Committee and this deals with employment relations.

Rep. Smith reminded the committee that there are two sides to this. The employer has to get along with workers being gone and this would mean a month's leave to have a baby. He felt it was not a good bill.

Rep. Miller said because of personal experience of friends adopting a child he felt the bill is in the right committee and a good bill.

Chairman Williams said he could support the bill if it didn't have the adoption clause. He called for a voice vote on Rep. Addy's amendment and it carried unanimously with those present. Rep. Dozier moved the MEA amendment. This motion carried with Reps. Addy and Farris voting no.

The question was called and a roll call vote was taken on the motion of DO NOT PASS. The motion failed with 10 voting no and 7 yes (Williams, Ellerd, Hannah, Jones, Seifert, Smith and Thoft). Rep. Harper moved the vote be reversed and this motion carried unanimously. HB 754 receives an AS AMENDED DO PASS recommendation.

HOUSE BILL 749 Rep. Driscoll moved to amend by striking from line 25 on page 5 through line 2 on page 6.

Rep. Addy asked if he felt each job sharing employee should be entitled to full benefits.

Chairman Williams asked for a voice vote on Rep. Driscoll's amendment and it carried with Reps. Seifert and Addy voting no and Rep. Ellerd gone.

Rep. Harper moved to amend on page 5, line 17 and on line 20 by striking "must" and inserting "may." This motion carried unanimously with all present (Rep. Ellerd gone).

Rep. Harper moved to amend on page 5, line 22, following "employee" to insert "However, on request of a current employee his position may be considered for job sharing." The motion carried unanimously with those present (Rep. Ellerd gone).

Rep. Pavolovich moved AND AS AMENDED DO PASS.

Rep. Hannah said by striking the language on the bottom of 5 and top of 6 we are using the 20 hours as the cut-off point - those who work 20 or more get full benefits and those who work less nothing. Rep Farris said she objected to this and would like to see the hours prorated. Chairman Williams asked of the fiscal impact. It was mentioned that you can't prorate health benefits.

Rep. Dozier said he had seen job sharing work and work well. He said quite often it involves women but not always. He said absenteeism falls sharply as the person schedules needed appointments in the off-work days or hours. He said men use it when getting started in a business of their own or recovering from an illness or injury. Rep. Dozier reminded the committee that the bill says you may use job sharing. If the employer can't see a way to use it, it won't be used. If the worker works more than 20 hours, he gets full health benefits.

The question was called and the motion carried with Reps. Seifert, Addy, Smith, Thoft and Ellerd voting no. HB 749 receives an AS AMENDED DO PASS recommendation.

Meeting adjourned at 4:10 p.m.

Respectfully submitted,


Emelia A. Satre, Sec. J. MELVIN WILLIAMS, CHAIRMAN