

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

March 12, 1983

The meeting of the Labor Committee was called to order by Chairman Gary C. Aklestad on March 12, 1983, at 1:00 p.m. in Room 404, State Capitol.

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

CONSIDERATION OF HOUSE BILL NO. 300:

Chairman Aklestad introduced Representative Carol Farris, sponsor of House Bill No. 300, to the Committee, and Representative Farris presented the bill to the Committee.

House Bill No. 300 is an act to raise the state minimum wage to the federal minimum wage level.

Representative Farris stated that with the passage of this bill the wage level would be at least \$3.05 an hour after June 30, 1983, and at least \$3.35 after January 1, 1984.

Representative Farris further stated that this bill would benefit the employer by lowering the employee turnover, and it would benefit the employee by giving them a wage that would help them maintain themselves without having to seek help.

PROONENTS OF HOUSE BILL NO. 300:

Celinda Lake, representing Women's Lobbyist Fund, stated that they support House Bill No. 300. She presented a Fact Sheet for Minimum Wage to the Committee, and this Fact Sheet is attached. (Exhibit No. 1)

C. Lake's printed testimony is also attached. (Exhibit No. 2)

Connie Flaherty Erickson, representing herself, presented a letter to the Committee from Kathy VanHook in support of House Bill 300. This letter is attached. (Exhibit No. 3)

Nancy Harte, representing the Montana Democratic Party, stated that they support House Bill 300.

Carl J. Donovan, representing the Montana Coalition Against Poverty, stated that they support House Bill 300.

Representative Bob Ream, representing House District No. 93 of Missoula, stated that they support House Bill 300.

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Representative Ream also presented a statement to the Committee from Virginia Jellison, representing LIGHT, in support of House Bill 300. This statement is attached.
(Exhibit No. 4)

Julie Fasbender, representing the University of Montana, spoke in support of House Bill 300 and urged its passage.

Jim Murry, representing Montana State AFL-CIO, stated that they are in support of House Bill 300. Mr. Murry's printed testimony is attached.
(Exhibit No. 5)

OPPONENTS OF HOUSE BILL NO. 300:

George Allen, representing the Montana Retail Association, stated that they oppose House Bill 300 because it would hurt the small retailers with low sales volumes. Mr. Allen's printed testimony is attached.

(Exhibit No. 6)

QUESTIONS FROM THE COMMITTEE ON HOUSE BILL NO. 300:

Senator Manning: Mr. Allen, aren't most of the stores you are talking about "Mom and Pop" stores?

George Allen: Yes. This bill would have an adverse affect on small business.

Senator Gage: What percentage of the labor force in the state is made up of women?

C. Lake: 41.6 percent of the total labor force in the state is made up of women.

Senator Galt: What percent of the labor force are teenagers?

Representative Farris stated that she wasn't certain, but she thought about 21 percent.

Representative Farris made closing remarks in support of House Bill No. 300.

Chairman Aklestad called the hearing closed on House Bill No. 300.

CONSIDERATION OF HOUSE BILL NO. 301:

Representative Harper, sponsor of House Bill No. 301, presented the bill to the Committee.

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House Bill No. 301 is an act to comply with federal requirements for disqualification for failing to seek work and to provide for federal minimum disqualifications in the case of extended benefits.

Representative Harper stated that House Bill 301 amends existing law so the state can comply with federal law.

PROONENTS OF HOUSE BILL NO. 301:

Dave Hunter, representing the Department of Labor, stated that this bill was requested by the Department of Labor so that the state statutes would comply with the federal statutes. He stated that the language to be amended out (lines 15 through 18 on page 2) is really the important language in the bill. Mr. Hunter told the Committee that this bill would not have much of a fiscal impact, and he urged the Committee's concurrence on House Bill 301.

OPPONENTS OF HOUSE BILL NO. 301: None were present at the hearing.

QUESTIONS FROM THE COMMITTEE ON HOUSE BILL NO. 301:

Senator Blaylock: Is this fiscal note quite accurate?

Dave Hunter: We worked with the Budget Office and I believe it to be fairly accurate.

Representative Harper made closing remarks in support of House Bill 301 and urged its passage.

Senator Blaylock will carry House Bill 301 on the floor, if the bill passes out of Committee.

Chairman Aklestad called the hearing closed on House Bill No. 301.

ACTION ON HOUSE BILL NO. 270:

Senator Lynch moved that House Bill No. 270 Be Concurred In. On a voice vote, the Committee voted unanimously that HOUSE BILL NO. 270 BE CONCURRED IN.

Senator Mohar will carry House Bill No. 270 on the floor.

ACTION ON HOUSE BILL NO. 525:

Staff Attorney, John MacMaster, presented amendments to House Bill No. 525, made necessary by amendments in the House that added references to "COLLECTIVE BARGAINING" in lines 9, 13 and 18. The words "a bonafide" are deleted from line 19. The word "agreement," is added before "system" in line 20. In line 22 "collective bargaining agreement," is added after "no". The Committee adopted these amendments on a voice vote.

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Senator Goodover moved to amend page 1, line 24 to include George Allen's suggested mandatory retirement amendment. A copy of the amendment is attached. (Exhibit No. 7)

On a Roll Call Vote, the Committee voted 5-1 to adopt the amendment. The Roll Call Vote is attached.

ACTION ON HOUSE BILL NO. 568:

Senator Lynch moved that House Bill No. 568 Be Concurred In. The Committee voted unanimously by voice vote that HOUSE BILL NO. 568 BE CONCURRED IN.

Senator Lynch will carry House Bill No. 568 on the floor.

ACTION ON HOUSE BILL NO. 623:

Senator Lynch moved that House Bill No. 623 Be Concurred In.

Senator Goodover made a substitute motion that House Bill 623 Be Not Concurred In.

On a Roll Call Vote, the Committee voted 5-3 that HOUSE BILL NO. 623 BE NOT CONCURRED IN. The Roll Call Vote is attached.

There was discussion between the Committee and Jim Murry regarding testimony Mr. Murry had presented by intern Laurie Zink at the hearing on House Bill 302 on March 10.

Senator Galt: Mr. Murry, would you withdraw your testimony regarding President Reagan?

Jim Murry presented copies of a poll on President Reagan. A copy of this poll is attached. (Exhibit No. 8)

Senator Galt: Do you hold President Reagan responsible?

Jim Murry: I would say that we would hold him responsible.

Senator Galt: What would you say was the No. 1 problem in the United States in November of 1980?

Jim Murry: Inflation.

Senator Galt: What were the interest rates in 1980?

Jim Murry: They were quite high.

Senator Galt: Haven't both come down considerably since then?

Jim Murry: Yes.

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Mr. Murry further stated that the trade unions were not in agreement with the Carter Administration on many policies any more than they are with the Reagan Administration.

There was discussion on the unemployment situation in the United States--also on the labor situation and foreign markets.

Senator Lynch asked Mr. Murry if the working man is breaking this country's back?

Mr. Murry stated that it is because of the fiscal policies of the Reagan Administration. They were designed to tighten up the money.

Senator Galt: In testimony like this, I would be very apt to vote against the bill.

Jim Murry: If you feel that strongly, we would pull the testimony, but I will not change my opinions.

Chairman Aklestad: I would hope that in the future you would keep your testimony pertinent to the subject matter in the bill.

Chairman Aklestad read a paragraph to this effect from a letter he had sent to Jim Murry.

A copy of a March 13, 1983 Great Falls Tribune article on the discussion is attached. (Exhibit No. 9)

ADJOURN: There being no further business before the Committee, the meeting was adjourned at 2:30 p.m.



Senator Gary C. Aklestad, Chairman

mln

ROLL CALL

LABOR

COMMITTEE

48th LEGISLATIVE SESSION -- 1983

Date 3/12/83

SENATE COMMITTEE LABOR

Date 3/12/83 House Bill No. 525 Time 2:05

NAME	YES	NO
<u>TOM KEATING, VICE-CHAIRMAN</u>	✓	
<u>JACK GALT</u>	✓	
<u>PAT GOODOVER</u>	✓	
<u>DELWYN GAGE</u>	✓	
<u>CHET BLAYLOCK</u>		✓
<u>JOHN LYNCH</u>		✓
<u>DICK MANNING</u>		✓
<u>GARY AKLESTAD, CHAIRMAN</u>	✓	

Maryne Nichols
Secretary

Gary C. Aklestad
Chairman

Motion: Senator Hodson moved to amend page 1,
line 24 to include George Allen's suggested mandatory
retirement amendment.

Motion carried 5-3.

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

STANDING COMMITTEE REPORT

March 12, 1983

MR. PRESIDENT:

We, your committee on LABOR & EMPLOYMENT RELATIONS,

having had under consideration HOUSE Bill No. 270,

Driscoll (Mohar)

Respectfully report as follows: That HOUSE Bill No. 270,

BE CONCURRED IN

~~XXXXXX~~

STANDING COMMITTEE REPORT

March 12, 1983

MR. **PRESIDENT:**

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

having had under consideration **HOUSE** Bill No. **568**

Harper (Lynch)

Respectfully report as follows: That **HOUSE** Bill No. **568**

BE CONCURRED IN

~~DOCKED~~

SENATE COMMITTEE LABOR

Date 3/12/83 Home Bill No. 623 Time 2:15

NAME	YES	NO
<u>TOM KEATING, VICE-CHAIRMAN</u>	✓	
<u>JACK GALT</u>	✓	
<u>PAT GOODOVER</u>	✓	
<u>DELWYN GAGE</u>	✓	
<u>CHESTER BLAYLOCK</u>		✓
<u>JOHN LYNCH</u>		✓
<u>DICK MANNING</u>		✓
<u>GARY AKLESTAD, CHAIRMAN</u>	✓	

Margie Nichols
Secretary

Gary C. Aklestad
Chairman mn

Motion: Senator Goodover made a substitute motion
that House Bill No. 633 Be Not Concurred in.

Motion carried 5-3

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

STANDING COMMITTEE REPORT

March 12,

19 83

MR. PRESIDENT:

We, your committee on LABOR & EMPLOYMENT RELATIONS

having had under consideration HOUSE Bill No. 623

Driscoll (Aklestad)

Respectfully report as follows: That HOUSE Bill No. 623

BE NOT CONCURRED IN

DOCKASIX

DATE

March 12, 1983

COMMITTEE ON

LABOR & EMPLOYMENT RELATIONS

VISITORS' REGISTER

NAME	REPRESENTING	BILL #	Check One	
			Support	Oppose
Celinda Lake	Women's Hobby Fund	HB 300	✓	
Connie Flaherty Erickson	Kathy van Noort - small business man	HB 300	✓	
Mary J. Harti	MT. Democratic Party	HB 300	✓	
Ruth Vandenbost	Self	HB 300	✓	
Les Franszing	Self	HB 300	✓	
Macy Flaherty	Women's Hobby Fund	HB 300	✓	
Shelley Thorne	Self	HB 300	✓	
Sharon Flanagan	Self	HB 300	✓	
Connie Small	Self	HB 300	✓	
Joe Hammond	Dist #24	HB 300	✓	
George H. Lien	MT. Retailers	HB 300	✓	
Kelly Neumann	Self	HB 300	✓	
Carolyn Anderson	Self	HB 300	✓	
Lesley Bender	Self	HB 300	✓	
Lesley Bender	Mont. Restaurant Ass'n	HB 300	✓	
Archie Plummer	Cement workers #739	HB 300	✓	

(This sheet to be used by those testifying on a bill.)

NAME: Virginia Jellison DATE: 3/12/83

ADDRESS: 147 W. Main, Missoula, MT 59802

PHONE: ~~8~~ 549-0656

REPRESENTING WHOM? LIGHT - Low Income Group for
Human Treatment

APPEARING ON WHICH PROPOSAL: H.B. 300

DO YOU: SUPPORT? X AMEND? _____ OPPOSE? _____

COMMENTS: Attached -

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

(This sheet to be used by those testifying on a bill.)

NAME: Nancy J. Harte DATE: 3-12-83

DATE: 3-12-83

ADDRESS: Box 800, Helens

PHONE: 4412-9520

REPRESENTING WHOM? Montana Democratic Party

APPEARING ON WHICH PROPOSAL: HB 300

DO YOU: SUPPORT? X AMEND? _____ OPPOSE? _____

COMMENTS: _____

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

(This sheet to be used by those testifying on a bill.)

NAME: James W. Murry DATE: 3-12-83

ADDRESS: P. O. Box 1176 Helenz, Mont.

PHONE: 442-1708

REPRESENTING WHOM? Plant. AFL-CIO

APPEARING ON WHICH PROPOSAL: HB 300

DO YOU: SUPPORT? X AMEND? _____ OPPOSE? _____

COMMENTS: _____

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

(This sheet to be used by those testifying on a bill.)

NAME: Paul J. Donovan

DATE: 3/12/83

ADDRESS: Box 1201 St. Faile, MT 59403

PHONE: 453-3763

REPRESENTING WHOM? Montana Coalition Against Poverty

APPEARING ON WHICH PROPOSAL: HB 300

DO YOU: SUPPORT? / AMEND? _____ OPPOSE? _____

COMMENTS: I favor this bill as many returning to work head of family is a woman working at the state minimum wage & only on tips. know they want to tax your tips.
Who can live on \$2.25 today. Also dishwasher not one for working people. Supp HB 300

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

(This sheet to be used by those testifying on a bill.)

NAME: Dave Hunter DATE: _____

ADDRESS: Capitol Station 110 Lee

PHONE: 449 - 3661

REPRESENTING WHOM? Dept of Labor

APPEARING ON WHICH PROPOSAL: H8 301

DO YOU: SUPPORT? ✓ AMEND? _____ OPPOSE? _____

COMMENTS: _____

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

(This sheet to be used by those testifying on a bill.)

NAME: Bob Ream DATE: 3/12/83

ADDRESS: Capitol Station

PHONE: _____

REPRESENTING WHOM? House District 93

APPEARING ON WHICH PROPOSAL: HB 300

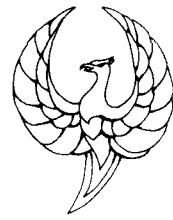
DO YOU: SUPPORT? X AMEND? _____ OPPOSE? _____

COMMENTS: In Bozeman and Missoula, where our 2 largest universities exist, students make up a large portion of the population. Married students, and ^{average} age of students have both increased in recent years. These students or their spouses need jobs, but because of the abundant labor force, ^{most} employers pay only the minimum wage. HB 300 would help these students very much.

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

WOMEN'S LOBBYIST FUND

Box 1099
Helena, MT 59624
449-7917



FACT SHEET FOR MINIMUM WAGE -- WOMEN'S LOBBYIST FUND

HB 300

Minimum wage in Montana is currently \$2.75. We are proposing raising the state's minimum wage to \$3.35 per hour to coincide with the federal minimum wage.

I. MINIMUM WAGE IS A WOMEN'S ISSUE

According to Department of Labor statistics, 67% of those making minimum wage are women -- many of whom are single parent heads of their families.

In addition 70% of low wage earners in general are family heads and 30% of low wage earners are families below the poverty level.

Minimum wage is a critical economic issue for women and their families because women are concentrated in low-paying, hourly jobs. 80% of the jobs women hold are primarily "women's jobs".

II. MINIMUM WAGE IS AN ISSUE OF POVERTY

For women minimum wage is an issue of poverty. According to the National Advisory Council on Economic Opportunity's report, Critical Choices for the 1980's, "the feminization of poverty has become one of the most compelling facts of the decade...All other things being equal, if the proportion of the poor who are in female-headed households were to increase at the same rate as it did from 1967-77, they would comprise 100% of the poverty population by about the year 2000..."

The fastest growing sector of the working poor are women who are single parent heads of their families. According to a Department of Labor women's bureau study, women represent 63% of all persons below the poverty level who were 16 and over. Women are also heading an increasing number of families. In March, 1982, 16% of American families were headed by women with almost 2/3 receiving no child support.

The poverty level for a family of three is \$7760. Even with a minimum wage of \$2.75, a full time working mother can only bring home \$5720 -- \$2040 below the poverty level for her family. If this family spends one fourth of their income on food -- the level recommended by the Department of Health and Human Services -- that would amount to less than \$1 per day per family member.

Married women, also, are working at minimum wage because of the economic needs of their families. Two thirds (66%) of all women in the labor force in March, 1982, were single (25%), widowed (5%), divorced (11%), or separated (4%), or had husbands whose earnings in 1981 were less than \$15,000 (21%).

III. INCREASING MINIMUM WAGE IS AN ISSUE OF KEEPING UP WITH INFLATION

Non-farm average yearly wage has increased since 1975 at one and one half the rate that minimum wage has increased in Montana. Even if Montana's minimum wage increased to \$3.35, it would not have kept up with the inflation rate. With

this increase, then the real purchasing power of families living on minimum wage will remain only what it was at the end of the 70's. Without this increase many families will face increasingly severe economic hardship.

Furthermore the cost of living in Montana's cities is no lower than the national average according to a 1980 report issued by the American Chamber of Commerce.

IV MINIMUM WAGE IS NOT AN ISSUE OF EMPLOYMENT

The argument used against raising minimum wage is that it will lead to laying off workers. According to a series of studies, this is not the case. A typical finding, for example, from a study done by Al-Salam, Quester, and Welch reported that change in the minimum wage reduced employment in affected firms by less than 0.4% and had a positive effect on quit rates.

V MINIMUM WAGE IS IMPORTANT FOR MONTANA

The state minimum wage level is particularly important in Montana because 33% of our non-supervisory employees including sales personnel are not eligible for the federal minimum wage -- 11% more than the national average. This is the second highest proportion in the Rocky Mountain Region.

WOMEN'S LOBBYIST FUND

Box 1099
Helena, MT 59624
449-7917



TESTIMONY BY CELINDA C. LAKE, WOMEN'S LOBBYIST FUND, SENATE LABOR AND EMPLOYMENT COMMITTEE, MARCH 12, 1982, IN SUPPORT OF HB 300

The women's lobbyist fund strongly urges your support of HB 300. Minimum wage is a women's issue and for most women working for minimum wage, it is an issue of real economic need for themselves and their children. Department of Labor figures show that 67% of the people making minimum wage are women -- many of whom are single parent heads of families. The fastest growing sector of working poor in this country are these families -- headed by women -- over 2/3 of which do not receive child support.

Minimum wage in Montana is currently \$2.75 per hour. At this rate, women who are trying to support their families in low paying, minimum wage jobs would only make \$5720 per year or \$2040 below the poverty level for a family of three.

The real situation that women face in Montana is that they can not live on current minimum wage and they can not feed their families on this wage. The issue of minimum wage for women and their families is one of keeping people out of poverty and off welfare. With 16% of families headed by women and 2/3 of working women doing so to provide basic necessities for themselves and their families, minimum wage levels are of critical economic importance to women. We can not ignore that women are segregated and concentrated in "women's jobs" which tend to be low-paying, non-unionized, minimum wage jobs.

While we have had increases in minimum wage in this state in past sessions, these increases have not kept up with inflation nor with increases in the average yearly wage. State minimum wage levels are important in this state because of the high proportion of Montana's labor force which works in businesses which are not covered by federal minimum wage -- 33% which is 11% above the national average.

Minimum wage then is a basic economic issue for women in Montana. The people who are making minimum wage are women many of whom are struggling to raise their families on the income they bring home from low-paying jobs. In this context we are asking for an increase which would only raise minimum wage to the federal level and which many businesses are paying now. We urge your support of HB 300.

March 10, 1983

Senate Labor and Employment Relations Committee
Capital Station
Helena, MT 59620

Mr Chairman and Members of the Committee:

I am sorry that I am not present to testify in person; I am attending a business convention out of town. Please excuse my absence.

I am testifying in favor of HB 300. I am testifying as a small business-woman. I am part-owner and co-manager of a retail business in Helena that grosses less than \$362,500 per year. This means that we are not required to pay federal minimum wage. We do, however, start inexperienced employees at over the federal minimum wage. In these difficult economic times for small businesses I can directly relate to the need for keeping costs down, but I do not believe that over the long haul employers save money by paying employees \$2.75 an hour. The rate of pay a person receives is an indication to that person of their value to their employer. Equal only to an employer's working relationship with employees, pay is critical to employee morale, productivity, longevity, commitment and attitude. One of the reasons we have survived in a business barely over three years old is that we have low turnover, good morale, low absenteeism and people who have a commitment to working with us in making our business successful.

Even employees who earn federal minimum wage are over \$700 below poverty level, but it is better than over \$2,000 a year below poverty level. \$1,300 can buy a lot of groceries.

It also appears unfair that two businesses, side by side, whose sales differ by \$500 per year can be subject to minimum wage that differs by \$.60 per hour.

I appreciate your consideration of HB 300, thank you very much.

Sincerely,


Kathy A. van Hook

Testimony for
HB 300

Exhibit No. 4
Submitted by
Rep. Bob Ream
March 12, 1983

Virginia Tellison, Project
LIGHT
147 W. Main
Missoula, MT, 59802
Director

LIGHT - Low Income Group for Humane Treatment
Supports HB 300.

Nonprofit Advocacy organization of low
income, handicapped, and retired people.

350 members - Receive no Federal support

40% are working people

60% on fixed income, retired, social security

At \$2.75/hour one earns \$5,720/year (2,080 hours).

At \$3.35/hour one earns 6,968/year (2,080 hours).

Federal Poverty Level Family of 2 \$7,775
Mother and Child

Most programs that provide subsidies use
125% of Federal Poverty levels as max.

Anybody doing work equal to someone else
deserves to be paid the same.

Teenagers should not be paid less.

This is a very important and badly
needed bill.

LIGHT strongly endorses it.



Exhibit No. 5
Submitted by Jim Murry
March 12, 1983

Box 1176, Helena, Montana

JAMES W. MURRY
EXECUTIVE SECRETARY

ZIP CODE 59624
406/442-1708

TESTIMONY ON HOUSE BILL 300, BEFORE SENATE LABOR AND EMPLOYMENT RELATIONS COMMITTEE, MARCH 12, 1983

I am Jim Murry, representing the Montana State AFL-CIO in support of House Bill 300 which would raise Montana's minimum wage to the federal minimum wage level, by increasing it from \$2.75 to \$3.05 after June 30, 1983 and to \$3.35 after June 30, 1984.

Most union members are not affected by minimum wage laws directly, but we believe all Montanans should be concerned about those who earn minimum wages; the working poor. Organized labor has traditionally supported good working conditions and wages for all workers, not just union members.

A blue ribbon commission established by the Congress in 1977 spent three years studying minimum wage issues. According to the Minimum Wage Study Commission, it is a popular misconception that most workers receiving minimum wage are teenagers. In 1980, 10.6 million workers held jobs at or below federal minimum wage and 69% of them were not teenagers. What was true then is very likely more so now, with the economy in dire straits and unemployment rates higher than ever. Laid off workers who have families to support are finding minimum wage jobs are all they can get, if any jobs are available at all.

The \$3.35 minimum wage proposed by this bill will still only provide \$134 for a 40-hour week. That may mean \$6,968 for a year, before taxes, to support a family.

People who receive minimum wage have nothing left to put into savings. Their earnings directly pay for rent, food, clothing and other necessities, so that whatever increase is made in the minimum wage will circulate almost immediately through the economy, stimulating other businesses while helping create more unemployment.

Very often, those work for minimum wage are unaffiliated, low-paid workers with few skills, in dead end jobs and little or no chance for advancement. Again, with unemployment in Montana at 10.9% with over

Mr. Chairman and Members of the Committee:

I am George Allen from the Montana Retail Association. I am here today to oppose House Bill #300, which raises the State's minimum wage to the Federal minimum wage level.

Although it is true that most of the members of our Association pay over the Federal minimum, it is not true of all of them. As you know, we are in a rural state with lots of small towns and lots of small stores. The small store in a rural community has a very limited volume. As a result it is important that he keep his overhead down. This small store in a rural community is always fighting the problem of the people living in his community going to a bigger city where the selection is greater.

From the information that we are being fed, the President of the United States is proposing a reduction in the Federal minimum wage for certain individuals. It doesn't make sense to me at this time for the State of Montana to be considering raising our minimum wage.

Although we are not looking at a large increase, we are raising the floor which automatically raises all the steps above it.

According to the SBA, last year there were over one hundred small businesses that went bankrupt in Montana. During these tough economic times it doesn't make sense for us to be adding a burden on to these very small retailers when they are fighting for their own survival. This is just not the time for us to be raising the minimum wage and hopefully you will not concur in House Bill #300.

Respectfully Submitted,


GEORGE E. ALLEN
Executive Vice President
Montana Retail Association

Murry

HB300

March 12, 1983

42,000 people out of work, few other jobs are available, so more and more family breadwinners are dependent on the incremental increases granted by the legislature as their only weapon against economic devastation.

MINIMUM wage workers bear a disproportionate share of the burden of hard economic times. Please vote to grant this critically necessary increase of the state minimum wage.

Thank you.

Exhibit No. 7
Submitted by George Allen
at Hearing on March 8, 1983
Referred to on March 12, 1983
AMENDMENT TO H.B. 525 (3d Reading Copy)

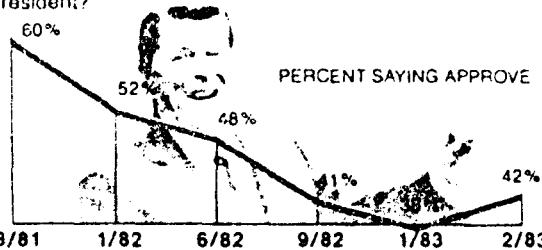
At Page 1, Line 24, delete the "." after the word "age" and add the following:

~~, unless such employee has attained at least
seventy years of age or, in the case of an em-
ployee who is sixty-five years of age, has for
the two year period immediately before retire-
ment been employed in an executive or high policy
making position and is entitled to an immediate
non-forfeitable annual retirement benefit from a
pension, profit sharing, savings or deferred com-
pensation plan of an employer, or any combination
of these benefits, which totals in the aggregate
at least 27,000.00 Dollars.~~

A POLL ON REAGAN: STRENGTHS AND WEAKNESSES

A long-awaited uptick in his job-approval rating was good news for the president. But a NEWSWEEK Poll shows many disaffected constituencies and a hefty majority opposed to his running again. If Reagan did drop out, George Bush would lead the GOP pack now.

Do you approve or disapprove of the way Ronald Reagan is handling his job as President?



Would you like to see Ronald Reagan run for president in 1984 or not?

Yes 35% No 57% Don't know 8%

If President Reagan does not run again in 1984, whom would you like to see nominated as the Republican candidate for president in 1984? (Answers from Republicans).

George Bush	37%	Robert Dole	9%	Jack Kemp	4%
Howard Baker	18%	Jesse Helms	4%	All others	5%
Don't know 23%					

How likely is it that you would vote for each of the following men if he were the Republican nominee for president? (Answers from all those questioned).

PERCENT SAYING AT LEAST FAIRLY LIKELY			
Ronald Reagan	41%	Robert Dole	27%
George Bush	48%	Jesse Helms	13%
Howard Baker	36%	Jack Kemp	16%

How much confidence do you have in Ronald Reagan to deal with the economy?

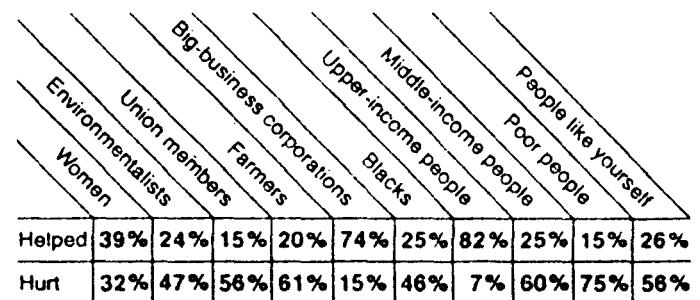
At least a fair amount	52%	Not too much or none	46%
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Do the following statements apply to Ronald Reagan or not?

PERCENT SAYING YES

He has mostly chosen good advisers and cabinet officers	46%
I have personal confidence in him to do the right thing	47%
He is decisive	61%
I like him personally	52%
He has a good understanding of complex issues	44%

Have the policies of the Reagan administration helped or hurt the following groups? (Neither and don't know eliminated).



For this NEWSWEEK Poll, The Gallup Organization interviewed 1,006 adults by telephone on February 23-24. The margin of error is plus or minus 4 percentage points.

Chart by Marta Norman—NEWSWEEK, UPI

Exhibit No. 46 from *Great Falls Tribune* 3/13/83

Heat put on AFL-CIO chief Murry by Republlican senators

BY CHARLES S. JOHNSON

Tribune Capitol Bureau

HELENA — Some irritated Republican members of the Senate Labor Committee grilled state AFL-CIO leader Jim Murry Saturday over his repeated outspokes attacks on President Reagan's economic policies.

It led to an unusual question-and-answer type debate with Republicans asking Murry questions favorable to Reagan, while the outnumbered Democrats on the committee fed him questions negative to the president.

And committee Chairman Gary Akeslad, R-Galata, gave Murry a letter saying he hoped the labor official would confine his future testimony to the bills before the committee.

Murry should do this instead of expressing his "personal vindictiveness" towards the president of the United States," Akeslad said.

MURRY, IN TURN, warned that he saw a "dangerous encroachment" of citizens' constitutional rights when legislators started telling them what they can and can't say before committees.

"You can say anything you want, but it has to be the truth," replied Sen. Jack Galt, R-Montvale, a strong Reagan backer and the state's GOP national committeeman.

Akeslad said his letter was a request, not a demand.

What triggered the exchange was an incident that occurred Thursday before the same committee.

Murry was unable to appear before the Labor Committee. Instead, Murry sent a college student intern to read his statement in support of a House Bill 302 authorizing the state to borrow money from the federal government to bail out a bankrupt state unemployment insurance trust fund.

Murry's statement blamed the problem on Reagan's "insane economic policies," which he said had caused Montana's unemployment rate to exceed 40,000 workers.

The Associated Press reported as the intern, Laurie Zink, was reading the statement, Sen. Pat Goodover, R-Great Falls, suddenly exploded.

"I've heard so much of this same kind of tripe from this same source that I'm not going to listen to any more," Goodover was quoted as say-

ing. He demanded that the statement be excluded from the hearing record.

But Akeslad said that, since Murry was not present and the interim was merely reading his words, the statement would be allowed. The interim, clearly shaken and on the verge of tears, finished reading and quickly left the room.

Murry issued a press release Friday saying he would be appearing before the committee on other bills Saturday and would be happy to answer any questions.

At a hearing on another bill, Murry said he had shown up for the "roast" and it wasn't long in coming.

GALT SAID he might support HF302

if Murry would consider withdrawing his testimony. Otherwise, someone might think he voted for the bill because of Murry's testimony, Galt said.

But Sen. J.D. Lynch, D-Butte, said if Murry withdraws the testimony, he would submit the same material in his own name.

Murry later said he would be willing to pull the testimony if it both-

ered the committee, but he wouldn't back down from what he said.

Galt asked Murry what the big-

gest economic problem was in November 1980, and Murry said it was inflation.

"Where is inflation now?" Galt asked.

"It's way down at the cost of workers," Murry answered.

In response to more questions, Murry acknowledged interest rates had dropped since Reagan took over as president. He said the AFL-CIO had strong disagreements with former President Carter on a number of his economic policies as well.

Murry went on to criticize the "massive tax breaks" the wealthy received under Reagan's plan.

Galt asked if Murry would like to see the country return to the former high inflation rate, and Murry said he didn't.

Democrat Lynch then asked Murry what he thought about the unemployment rate.

Murry said the unemployment rate may be dropping slightly but predicted that the nation's economic recovery at best would be "very, very anemic."

Goodover said more people are

employed than ever before. Some of the unemployment rate can be attributed to Mexicans, Vietnamese and other foreigners who have entered the country as well as "some of the people who prefer not to work," he said.

BUT LYNCH replied Laotians and other immigrants are not responsible for high unemployment in Silver Bow

and Gallatin counties.

Sen. Dick Manning, D-Great Falls, then asked Murry for his response.

Murry called Goodover's comments "ridiculous" and said the unemployment can be attributed to the role of multinational corporations and conglomerates. Some American companies go overseas and exploit foreign labor and tax conditions and other Montana counties.

Sen. Dick Manning, D-Great Falls, then asked Murry for his response.

Murry said labor has long been concerned over foreign imports and the highest number of business failures since the Great Depression.

"The commerce of this country isn't working," he said.

Demos go on the offensive Saturday with sharp criticism of GOP leadership

BY CHARLES S. JOHNSON

Tribune Capitol Bureau

HELENA — House Democratic leaders borrowed a page from the House Republicans' book Saturday and criticized the brand of leadership being provided by their GOP counterparts.

House Speaker Daniel Kermis, D-Missoula, and Majority Leader John Vincent, D-Bozeman, charged the GOP minority leaders are taking the easy way out, being elitist and acting inconsistently with their political rhetoric.

It was a reversal of roles because for the past two weeks, House Majority Leader Bob Morris, R-Clancy, and Minority Whip Jack Ramiree, R-Billings, have repeatedly criticized Kermis and Vincent for what they said was a lack of leadership.

The Democratic leaders summoned a reporter to complain about what they said were inconsistent comments from the Republicans.

KERMIS SAID the GOP leaders called a press conference March 11 to say they projected the incoming

state general fund revenue to be \$80 million. House Democrats believe the figure to be \$707 million, while Gov. Ted Schwandt, a Democrat, has lowered his estimate to \$725 million.

After Kermis laid out what he believed what are the budget realities and indicated the state should consider the possibility of raising personal and corporate income taxes by \$32 million, Ramiree said revenue

Goodover then said much of the unemployment was caused by the fact that American manufacturers can't keep up with foreign industries because of high labor costs here.

Murry said labor has long been concerned over foreign imports and the highest number of business failures since the Great Depression. "The commerce of this country isn't working," he said.

GOODOVER questioned Murry's answer. The Great Falls senator said he had seen an article in Time magazine that said 70 percent of the union workers at some American auto manufacturing plants drove foreign-made cars.

Marks and Ramirez said the time eastern Montana, with the extra revenue come for Kermis and Vincent to end going to the school foundation for distribution around the Falls.

A move to force the bill out of committee that the GOP can only be termed vote, with 38 Republicans joining 30 Democrats voting to keep the bill in committee.

"Time and time again, they've been saying it's time to make some hard decisions," Kermis said.

Yet when it came to SB94, the Republican leadership "refused to take the rough road" and quoted from some letters Democratic leaders writing around the state that welcomed the chance to comment.

"In effect they're saying the public should be asked if DEMOCRATS didn't bear more responsibility since they hold a 54-46 majority in the House," Kermis said. "Yet when it came to SB94, the Republican leadership refused to take the bullet," he said.

Asked if DEMOCRATS didn't bear more responsibility since they hold a 54-46 majority in the House, Kermis said, "Democrats are from counties that would be adversely affected by SB94."

The implication of the GOP position, he said, is that legislators "close the doors and when we go home, the public can find out what we did."

Vincent said the public should be involved because the budget picture has changed considerably since they held a 54-46 majority in the House. When voters had their best chance to make their views known to legislative candidates. Since then, prices have dropped and the state's revenue projections have dropped considerably.

"If that's the Republicans' approach to solving the budget crisis, it's an extremely easy way to do it," Kermis said. "If this is what they mean by leadership, I think it is going to be led in a very disastrous direction."

Kermis also questioned Ramiree's statement that the recommendations from appropriations subcommittees on state agency budgets are just the "first figures out," and have always been substantially trimmed later. "Ramiree and Marks need to tell us exactly where they will cut the University System budget, the SRS budget, whether they will cut regional mental health centers and other areas," Kermis said.

The House speaker said he strongly disagrees with what he termed the Republicans' "elitist" attitude toward the public.

REVENUE projections may have to be revised upward, Kermis said. "What I was saying is there is not enough revenue to do what we need to do," Kermis said.

But the Republican leadership's solution, instead of considering the possibility of raising more revenue through tax increases, is simply to boost the revenue estimates, Kermis said.

"If that's the Republicans' approach to solving the budget crisis, it's an extremely easy way to do it," Kermis said. "If this is what they mean by leadership, I think it is going to be led in a very disastrous direction."

Kermis acknowledged the public has participated in budget hearings and said the prevailing impression is that there until recently has been that there was plenty of money to go around.

The Democratic leaders also accused the GOP chiefs of acting inconsistently with their political talk.

Asked if DEMOCRATS didn't bear more responsibility since they hold a 54-46 majority in the House, Kermis said, "Democrats are from counties that would be adversely affected by SB94."

Republican leaders also are being inconsistent on Schwandt's "Build Montana" program, according to Vincent.

In their budget projections, Marks and Ramiree included spending \$66 million on Build Montana but have

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