

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

March 19, 1983

The meeting of the Labor Committee was called to order by Chairman Gary C. Aklestad on March 19, 1983, at 12:30 p.m. in Room 404, State Capitol.

ROLL CALL: All members of the Committee were present.

CONSIDERATION OF HOUSE BILL NO. 603:

Chairman Aklestad introduced Representative Ray Peck, sponsor of House Bill No. 603, to the Committee, and Representative Peck presented the bill to the Committee.

House Bill No. 603 is an act to allow the number of hours worked by firefighters to be the subject of collective bargaining.

Representative Peck stated that this bill allows for flexible hours as per agreement with the employer.

PROPONENTS OF HOUSE BILL NO. 603:

Essie Gebhardt, representing the Havre City Council, stated that they support House Bill 603. She submitted a letter to the Committee from Raymond Watson, the Mayor of Havre, stating that they, too, support House Bill 603. Mr. Watson's letter is attached. (Exhibit No. 1)

Timothy D. McKay, representing the Havre Fire Department, stated that they support House Bill 603. Mr. McKay submitted a letter to the Committee from Norman Maze, Chief of Havre Fire Department, in support of House Bill 603. This letter is attached. (Exhibit No. 2)

Kyle Olson, representing the city of Great Falls, stated that they support House Bill 603. Mr. Olson stated that this bill is supported by both management and labor, and it encourages efficiency in fire departments in the state of Montana as well as benefiting the taxpayers in the state.

Mike Walker, representing the Montana State Council of Professional Fire Fighters, stated that they support House Bill 603. They would like the flexibility.

OPPONENTS OF HOUSE BILL NO. 603: None were present at the hearing.

QUESTIONS FROM THE COMMITTEE ON HOUSE BILL NO. 603:

Senator Goodover asked Kyle Olson if the fire fighters in Great Falls had been working 8 hours a day.

Kyle Olson responded that this bill would give them the ability to legitimize what they are doing.

Senator Lynch asked Representative Peck if this bill does the same thing that Dozier's bill does?

Representative Peck stated, "Yes, essentially it does". He further stated that there are cities in the state that were not complying with the law and this bill would allow them to be in compliance.

Senator Goodover asked why this bill couldn't have been included with the other bill.

Representative Peck stated that it probably could have been included with the other bill, but there are some points relating to firefighters that don't relate to the other bills.

CONSIDERATION OF HOUSE BILL NO. 749:

Chairman Aklestad introduced Representative Andrea Hemstad, sponsor of House Bill No. 749, to the Committee, and Representative Hemstad presented the bill to the Committee.

House Bill No. 749 is an act providing for job sharing in state personnel positions; defining "Job Sharing"; encouraging the use of job sharing to increase productivity and employment opportunities; and requiring a report on implementation of job sharing to the 49th legislature.

PROPONENTS OF HOUSE BILL NO. 749:

Celinda Lake, representing the Women's Lobbyist Fund, stated that they support House Bill No. 749. C. Lake's printed testimony is attached. (Exhibit No. 3)

Tom Schneider, representing MPEA, stated that they support House Bill 749. They feel job sharing increases productivity and that it is advantageous for the employer to do this and there is no additional cost to the employer.

Jan Gilman, representing ICCW, stated that they support House Bill 749. J. Gilman's printed testimony is attached. (Exhibit No. 4)

OPPONENTS OF HOUSE BILL NO. 749: None were present at the hearing.

QUESTIONS FROM THE COMMITTEE ON HOUSE BILL NO. 749:

Senator Keating: What benefits are shared?

Representative Hemstad: If you are a part-time employee already, pay and vacation pay as well as sick leave are pro-rated. Under the bill there is one FTE position and those sharing it share all benefits.

Senator Keating: Does the sharing party get half the benefits or do they pay something and get full coverage?

Tom Schneider: It would be pro-rated according to the hours they are working.

Senator Keating: How about unemployment compensation?

Dave Hunter: Each individual is eligible for benefits based on their wages and the time they have worked. There is a minimum benefit amount and a maximum benefit amount.

Senator Goodover: How would you job share?

Representative Hemstad: There would have to be an arrangement between the persons involved and the employees.

Senator Goodover: I don't understand how you could get better productivity when perhaps some jobs would be unfinished when one person leaves for the day and the next person takes over.

Senator Keating: How many jobs would be utilized by job sharing?

Representative Hemstad: I have no idea. There are 3 or 4 people in SRS who are job sharing.

Senator Keating: Why do we need the bill if they are doing this already?

Representative Hemstad: It would be a more positive approach from employers to encourage the practice of job sharing.

Chairman Aklestad: There is nothing on the statutes now that would not allow the employees to do this.

Representative Hemstad: They should also be sharing in the benefits, and that should be put in the statutes.

Chairman Aklestad: How much additional bookkeeping would there be?

Representative Hemstad: No greater than now. They have part-time people they are already pro-rating.

Senator Lynch: In regard to something like health insurance, could they stay in a plan?

Representative Hemstad: Yes, they could.

Senator Keating: Are these job sharing people required to belong to a union?

Tom Schneider: If there is a union where they are employed, they must belong to it.

Representative Hemstad stated in closing that she feels that job sharing would increase productivity. It would be good for working mothers as well as professional people, and it would not take more money to administer. Job sharing would be helpful to state employees who could not or do not want to work full time.

Chairman Aklestad called the hearing closed on House Bill 749.

CONSIDERATION OF HOUSE BILL NO. 795:

Chairman Aklestad asked Representative Robert Ellerd, sponsor of House Bill No. 795, to present the bill to the Committee.

House Bill No. 795 is an act to limit the use of money accrued to the Unemployment Insurance Trust Fund from interest and penalties on past-due contributions.

PROPOSERS OF HOUSE BILL NO. 795:

Representative Norman Wallin, representing himself, gave a history of why the bill was introduced. He stated that the purpose of the bill is to tighten up control of the money.

Chad Smith, representing the Unemployment Compensation Advisors, Inc., stated that they strongly support House Bill 795. The bill clears up a conflict between two statutes as to what account the penalties and interest go into.

Dave Goss, representing the Billings Chamber of Commerce, stated that they support House Bill 795.

Dave Hunter, the Commissioner of Labor and Industry, stated that they support House Bill 795. Mr. Hunter stated that the penalty and interest fund has usually been used to pay for benefits. He further stated that it does reduce somewhat the flexibility of the Department to take care of emergency situations.

Mr. Hunter stated that this penalty and interest money goes to the Trust Fund and makes sure that employees get the interest benefits.

OPPONENTS OF HOUSE BILL NO. 795: None present at the hearing.

There were no questions from the Committee on House Bill 795.

Representative Ellerd made closing remarks in support of House Bill 795.

Chairman Aklestad called the hearing closed on House Bill 795.

ACTION ON HOUSE BILL NO. 795:

Senator Goodover moved that House Bill No. 795 Be Concurred In. On a voice vote, the Committee voted unanimously that HOUSE BILL NO. 795 BE CONCURRED IN.

Senator Gage will carry House Bill 795 on the floor.

ACTION ON HOUSE BILL NO. 749:

Senator Manning moved that House Bill No. 749 Be Concurred In.

There was further discussion by the Committee, and Senator Keating stated that this should be looked at very carefully.

Senator Goodover questioned the possibility that if an employee has a health problem could he be forced to job share?

Senator Lynch stated that he didn't think so.

Senator Keating stated that he would like to pass consideration on House Bill No. 749 for purposes of preparing some amendments.

The Committee agreed to take no action on House Bill No. 749 today.

ACTION ON HOUSE BILL NO. 603:

Senator Galt moved that House Bill No. 603 Be Concurred In. On a voice vote, the Committee voted unanimously that HOUSE BILL NO. 603 BE CONCURRED IN.

Senator Lynch will carry House Bill No. 603 on the floor.

ACTION ON HOUSE BILL NO. 384:

Senator Blaylock moved that House Bill No. 384 Be Concurred In. On a voice vote, the Committee voted 7-1 that HOUSE BILL NO. 384 BE CONCURRED IN. Senator Gage voted "no".

Senator Fuller will carry House Bill No. 384 on the floor.

Labor & Employment Relations
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Page 6

ACTION ON HOUSE BILL NO. 390:

Senator Keating offered the following amendment to House Bill No. 390.

1. Page 6, line 16.
Following: "parties"
Strike: "at state or local levels"

On a voice vote, the Committee voted unanimously to adopt Senator Keating's proposed amendment to House Bill No. 390.

Senator Keating moved that House Bill No. 390 Be Concurred In as Amended. On a voice vote, the Committee voted unanimously that HOUSE BILL NO. 390 BE CONCURRED IN AS AMENDED.

Senator Manning will carry House Bill No. 390 on the floor.

ACTION ON HOUSE BILL NO. 455:

Senator Lynch moved that House Bill No. 455 Be Concurred In. On a voice vote, the Committee voted unanimously that HOUSE BILL NO. 455 BE CONCURRED IN.

Senator Lynch will carry House Bill No. 455 on the floor.

ACTION ON HOUSE BILL NO. 281:

Senator Manning moved that House Bill No. 281 Be Concurred In.

Senator Goodover submitted the following amendment:

- Page 9, line 10.
Following: "no"
Strike: "bargaining unit is recognized"
Insert: "collective bargaining agreement
exists or is in the process of being negotiated"

Also, on page 7, the same amendment as above should be inserted.

Senator Goodover moved the above amendments Do Pass. The Committee voted unanimously to adopt the above amendments. Senator Manning proposed the amendment offered by Rose Skoog.

Senator Goodover stated that the Committee should run the amendments by Mae Nan Ellingson and Chad Smith so they would know what was being amended in the bill.

Senator Goodover moved that the Committee pass consideration on House Bill 281 for today. The Committee agreed so no action was taken on House Bill 281 today.

ACTION ON HOUSE BILL NO. 309:

Senator Lynch moved that House Bill 309 Be Not Concurred In. A Roll Call Vote was taken on Senator Lynch's motion.

On the Roll Call Vote, the motion failed 6-2. The Roll Call Vote is attached.

Chairman Aklestad asked Dave Hunter whether there was any fiscal impact on the bill.

Dave Hunter stated that there was a fiscal note attached to the bill, and one amendment would delete page 4, lines 13 and 14, which reads as follows:

"(2) The court may grant costs and attorney's fees to the prevailing party."

Dave Hunter stated that the above amendment would lessen the fiscal impact.

Dave Hunter further stated that the remainder of the fiscal impact involves a hearing officer position in the Personnel Appeals Division tentatively approved by the Human Services Appropriation Subcommittee pending the passage of House Bill 309.

The Committee discussed Representative Bardanouve's amendments which were distributed to the Committee on March 17, 1983. These amendments are attached. (Exhibit No. 5)

Senator Keating asked Bob Jensen from the Department of Labor if any additional funding would be necessary.

Mr. Jensen stated that no additional monies would be necessary to administer this law.

Senator Goodover moved that Representative Bardanouve's amendments Be Concurred In. On a voice vote, the Committee voted unanimously to adopt Representative Bardanouve's amendments.

The staff attorney said there are clerical errors--page 2, line 22, the first two words should be deleted and "a" should be inserted on page 2, line 15 after "also be". This was cleared with Joyce Brown by the staff attorney.

Senator Blaylock moved the previous language be adopted. The Committee voted unanimously by voice vote to adopt the language proposed by Staff Attorney, John MacMaster.

Senator Lynch inquired why the judicial and legislative employees couldn't be included as well.

Senator Lynch moved that the Committee include judicial and legislative employees in the bill.

Dennis Taylor stated that other changes would also have to be made.

Staff Attorney, John MacMaster, will work on the amendments for Senator Lynch.

Senator Lynch withdrew his amendments.

The Committee agreed to pass consideration on House Bill 309 at this meeting.

ACTION ON HOUSE BILL NO. 300:

Chairman Aklestad stated that in House Bill No. 300 the gist of the bill is that after June 30, 1983, the minimum wage goes to at least \$3.05 an hour, and at least \$3.35 an hour after January 1, 1984.

Senator Keating stated that when a business triggers into an amount of \$362,500, they go into the federal minimum wage.

Senator Lynch stated that you deduct 8% of your gross and divide that amount among the employees and add it to their wages for purposes of withholding for federal income tax purposes.

Senator Keating asked when tips were included in the federal minimum wage.

Senator Lynch stated that actual tips received can be deducted from the minimum wage paid, up to 40% of the minimum wage, under federal minimum wage law.

Chairman Aklestad brought up the Kelly Halvorson testimony on House Bill 300 which she gave at the hearing on March 12, 1983. The Committee had received a letter from Kelly Halvorson stating that some of the testimony she gave on that date was erroneous.

Chairman Aklestad wanted to get the consensus of opinion from the Committee and decide if the testimony should be stricken from the record.

Senator Blaylock stated that when K. Halvorson testified she was not a professional witness, and it was unfortunate that she would make that mistake, but he thought it was an honest error.

Senator Keating stated that he thought K. Halvorson's letter was a retraction.

Senator Manning stated that he felt she had made a mistake and was trying to resolve her mistake by submitting the actual facts.

Chairman Aklestad stated that he felt it is important that people who testify before a Senate Committee be certain that their facts and figures are correct.

Senator Goodover stated that she was recruited from a lobby group, and they should take the responsibility to check pertinent testimony beforehand.

Chairman Aklestad made a motion that the testimony by Kelly Halvorson on House Bill No. 300 be stricken from the record.

On a Roll Call Vote, the Committee voted 5-3 that the testimony presented by Kelly Halvorson on House Bill 300 on March 12, 1983, be stricken from the record.

Senator Keating stated that last session he was opposed to the measure about minimum wage. He feels that if workers are worth more, they will be paid more.

Senator Keating moved that House Bill 300 Be Not Concurred In.

On a Roll Call Vote, the Committee voted 6-2 that HOUSE BILL NO. 300 BE NOT CONCURRED IN. The Roll Call Vote is attached.

ADJOURN: There being no further business before the Committee, the meeting was adjourned at 2:35 p.m.



Senator Gary C. Aklestad, Chairman

ROLL CALL

LABOR

COMMITTEE

48th LEGISLATIVE SESSION -- 1983

Date 3/19/80

[illegible]

STANDING COMMITTEE REPORT

March 19, 19 83

MR. **PRESIDENT:**

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

having had under consideration **HOUSE** Bill No. **300**

Farris (Aklestad)

Respectfully report as follows: That **HOUSE** Bill No. **300**

BE NOT CONCURRED IN
HOUSE

STANDING COMMITTEE REPORT

March 19, 19 83

MR. **PRESIDENT:**

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

having had under consideration **HOUSE** Bill No. **384**

Hammond (Fuller)

Respectfully report as follows: That **HOUSE** Bill No. **384**

BE CONCURRED IN

DO PASS

STANDING COMMITTEE REPORT

March 19, 19 83

MR. **PRESIDENT:**

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

having had under consideration **HOUSE** Bill No. **390**

Addy (Manning)

Respectfully report as follows: That **HOUSE** Bill No. **390**
third reading, be amended as follows:

1. Page 6, line 16.
Following: "parties"
Strike: "at state or local levels"

And, as so amended
BE CONCURRED IN
DOUGLAS

STANDING COMMITTEE REPORT

March 19, 19 83

MR. **PRESIDENT:**

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

having had under consideration **HOUSE** Bill No. **455**

Driscoll (Lynch)

Respectfully report as follows: That **HOUSE** Bill No. **455**

BE CONCURRED IN

DO PASS

STANDING COMMITTEE REPORT

..... March 19, 19 83

MR. **PRESIDENT:**

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

having had under consideration **HOUSE** Bill No. **603**

Peck (Lynch)

Respectfully report as follows: That **HOUSE** Bill No. **603**

BE CONCURRED IN

DO PASS

STANDING COMMITTEE REPORT

March 19, 19 83

MR. **PRESIDENT:**

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

having had under consideration **HOUSE** Bill No. **795**

Ellerd (Gage)

Respectfully report as follows: That **HOUSE** Bill No. **795**

BE CONCURRED IN
NDZAKX

SENATE COMMITTEE LABOR

Date 3/19/83 House Bill No. 309 Time 1.45

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

Margie Nichols
Secretary

Gary L. Aklestad
Chairman *mu*

Motion: Senator Lynch moved that House Bill 309
Be Not Concurred in.

Motion failed 6-2.

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

SENATE COMMITTEE LABOR

Date 3/19/83 House Bill No. 300 Time 2:15

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

Margaret Nichols
Secretary

Gary C. Aklestad
Chairman *mn*

Motion: Senator Aklestad moved that the testimony by
Kelly Halvorsen at the hearing on House Bill 300 on 3/12/83
be stricken from the record since K. Halvorsen wrote a letter to
the Committee stating that part of her testimony was erroneous.
Passed 5-3.
(include enough information on motion--put with yellow copy of
committee report.)

SENATE COMMITTEE LABOR

Date 3/19/83 House Bill No. 300 Time 2:30

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

Margie Nichols
Secretary

Gary C. Aklestad
Chairman *mm*

Motion: Senator Keating moved that House Bill 300
Be Not Concurred In.

Motion Carried 6-2.

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

CITY OF HAVRE

P.O. Box 231
HAVRE, MONTANA 59501

March 18, 1983

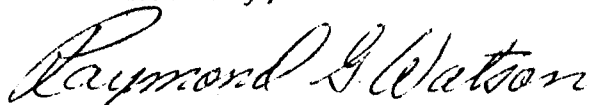
EXHIBIT 1
submitted by
Mayor Raymond
Watson
3/19/83

The Honorable Gary Aklestad Chairman
Senate Labor Committee
Room 404
State Capitol

Dear Honorable Chairman,

This short note will confirm the City of Havre administration's support for the passage of HB603 amending the firefighters hours of work. We of the City of Havre have no objection to this bill and do feel in the spirit of local control, that a favorable Committee report is in the best interests of the City and the firefighters.

Sincerely,



Raymond G. Watson
Mayor City of Havre

RGW:mo

3/19/83

EXHIBIT 2

Submitted by Norman

Maze

FIRE DEPARTMENT *City of* HAVRE, MONTANA

FIFTH AVENUE & FOURTH STREET

TELEPHONES:

FIRE CALLS ONLY	265-2223
AMBULANCE CALLS ONLY	265-2223
BUSINESS CALLS	265-6511

March 18, 1983

The Honorable Gary Aklestad Chairman
Senate Labor Committee
Room 404
State Capitol

Honorable Chairman,

In the last 22 years I have worked the ranks of Havre's Fire Department and for the last 4 years held the position as Chief of this department. In these past 26 years I have experienced various types of work schedules and it is my contention that to obtain the utmost in efficiency and the best return on the tax payers dollar, that FireFighters be allowed the opportunity of flexible work schedules. Therefore I would recommend to this committee a due pass vote on House Bill 603.

Respectfully,

Norman Maze
Norman Maze Chief

Havre Fire Department

NM/tnm

"Don't Give Fire a Place to Start - Learn not to Burn"

WOMEN'S LOBBYIST FUND

EXHIBIT 3

Submitted by Celinda

Lake

3/19/83

TESTIMONY FOR THE WOMEN'S LOBBYIST FUND, CELINDA C. LAKE, BEFORE SENATE LABOR AND EMPLOYMENT COMMITTEE MARCH 19, 1983

In this year's legislative agenda the Women's Lobbyist Fund has concentrated on issues of equity and economic opportunity for women. We are particularly concerned that Montana's state policies and state employment recognize the changing reality of women in the workforce. Job sharing is an important step in recognizing changing sex roles and family life styles. It gives women and men with young family responsibilities the opportunity to participate in the work force and still meet their family demands. That is an economic necessity for most families today and desirable for our society as a whole. This legislature will probably adopt a policy allowing four day school weeks. We need to adopt and encourage other policies to allow families the flexibility to work around such an arrangement for their children. Coupled with policies like parental leave, job sharing can increase the involvement of both parents with their children and reduce day care costs for families.

Job sharing is good for the employee and the employer. It allows employees even with heavy family responsibilities the time to acquire additional job training and job skills. This is particularly important for women who may have nontraditional career paths. Studies by a variety of institutions, including the National Council for Alternative Work Patterns in Washington, D.C. and the Institute for Work in America in New York, have shown that productivity and creativity rise and absenteeism falls under job sharing plans. There is also less disruption and cost if one worker has to suddenly leave because of illness or family emergency.

Job sharing makes it easier for workers who suffer from some medical condition to maintain their jobs without destroying their health. Without job sharing employees in all types of situations are forced into a false choice of working at tremendous personal cost to themselves and/or their families or leaving work. The result of this choice is undesirable for employers, employees, the families of employees, and society as a whole.

We would urge this committee to pass HB 749 which would direct state government to permit job sharing at the option of the employee. Thank you.

My name is Jan Gilman and I represent the Interdepartmental Coordinating Committee for Women (ICCW). The ICCW supports HB 749. Job sharing is a benefit both for employees and the agencies for which they work. Employees not able to work 40 hours a week due to health constraints, family responsibilities or other concerns often are able to work productively in a job sharing situation. Job sharing allows people to work while leaving time for other commitments, and allows handicapped or older workers or those recovering from previous illnesses such as heart attacks to remain productive employees while not overly taxing their health. At the same time the state receives a full day's work from the position.

Job sharing will increase productivity and morale in state government. Absenteeism would be reduced as positions would be covered during vacations and illnesses. Job sharing will also provide greater continuity in employment when an individual resigns; transitions would be accomplished with less interruption to the work flow. It provides increased employment opportunities by offering jobs to those who might not otherwise be able to work full-time. Expertise from more than one individual is combined through job sharing.

State government must recognize the need for more flexibility in work situations. The ICCW strongly supports HB 749.

Amendments to HB 309, Third Reading Copy, offered by the sponsor,
Representative Francis Bardanouve

1. Page 2, line 4.
Following: "hours,"
Insert: "or"

2. Page 2, line 5.
Following: "involuntarily"
Strike: "or reprimanded in writing,"

3. Page 2, lines 18 through 22.
Strike: subsection (3) in its entirety
Renumber: subsequent subsections

4. Page 3, line 10.
Following: "employee"
Strike: "is" through "aggrieved" on line 11
Insert: "was terminated, demoted, suspended, or laid off for
more than 40 working hours or transferred to another
geographical location involuntarily and that the action was
taken without just cause, in violation of law, in retaliation
for filing or attempting to file a grievance appeal or in
violation of state or agency rules or written policies which
resulted in substantial prejudice to the rights of the
employee"

5. Page 3, line 21.
Following: "fees."
Strike: "(1)"

6. Page 4, lines 13 and 14.
Strike: subsection (2) in its entirety.

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

NAME: Essie Helhardt DATE: _____

ADDRESS: 1227 Lincoln Ave. - Harre, Mt. 59501

PHONE: 265-6525

REPRESENTING WHOM? City Council - Harre, Mt.

APPEARING ON WHICH PROPOSAL: 603

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

COMMENTS: I recommend passage - Harre firefighters
have been on the 8 hr. shift for the past two yrs.
We find they have less time to conduct building
inspections less time for fire service ~~for~~ training
and E. M. I. training.

It is my opinion as Police & Labor
Committee Chairman of Harre City Council that
House Bill 603 receive a due pass vote.

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

NAME: Kyle B. Cason DATE: 3/19/83

PHONE: H) 453-9310 W) 727-5881 x399

APPEARING ON WHICH PROPOSAL: H/B 603

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

This image shows a single sheet of white paper with horizontal blue or grey ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

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

NAME: Tom Schinder DATE: 3/19/83

ADDRESS: Box 5600

PHONE: 442-4600

REPRESENTING WHOM? MPGA

APPEARING ON WHICH PROPOSAL: HB 749

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: CHAD SMITH DATE: 3-19-83

ADDRESS: Box 604

PHONE: 442-2980

REPRESENTING WHOM? Unemp Comp Adv, Inc

APPEARING ON WHICH PROPOSAL: HB 795

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: DAVE GOSS DATE: 2/19/03

ADDRESS: P.O. Box 2519 Billings MT. 59103

PHONE: ~~245~~ 245-4111

REPRESENTING WHOM? Bellings Chamber of Commerce

APPEARING ON WHICH PROPOSAL: HB 795

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: Jan Gilman DATE: 3-19-83

ADDRESS: 36 S. Davis, Helena

PHONE: 443-7861

REPRESENTING WHOM? ICW

APPEARING ON WHICH PROPOSAL: HB 749

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

COMMENTS: _____

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.