

MINUTES OF THE MEETING
JOINT SUBCOMMITTEE OF HOUSE APPROPRIATIONS
AND
HOUSE STATE ADMINISTRATION

January 25, 1985

The meeting of the Joint Subcommittee of House Appropriations and House State Administration was called to order by Representative Sales, Chairman, State Administration Committee, on January 25, 1985 at 7 p.m. in the Old Supreme Court chambers of the State Capitol.

ROLL CALL: All members were present except Representatives Garcia and Spaeth, who were absent, and (Janet) Moore, Connelly and Waldron, who were excused.

(Tape 3:A:000)

HOUSE BILL 376: "AN ACT PROVIDING STATE EMPLOYEE PAY INCREASES FOR FISCAL YEARS 1986 AND 1987; PROVIDING SHIFT DIFFERENTIALS FOR CERTAIN EMPLOYEES; INCREASING THE EMPLOYER'S CONTRIBUTION FOR GROUP BENEFITS; APPROPRIATING FUNDS THEREFOR; AMENDING SECTIONS 2-18-301, 2-18-303, 2-18-305, 2-18-311 THROUGH 2-18-315, AND 2-18-703, MCA; AND PROVIDING AN IMMEDIATE EFFECTIVE DATE."

Representative Driscoll, sponsor of the bill, said the intent of his bill is to have a 7 percent pay increase each fiscal year of the biennium, but because he gave incorrect instructions to the bill drafter, the bill before the committee is for a larger amount. He said the pay matrix in his bill does not include insurance but only salaries and wages; and the matrix in House Bill 375 is larger because it includes insurance. House Bill 376 contains a shift differential pay between day, evening and night workers and contains an increase of \$10 per month, per employee for insurance for each fiscal year.

Proponents of House Bill 376:

Mark Blewett, representing the Associated Students of University of Montana (UM), supports the bill (EXHIBIT 1).

Tom Schneider, Executive Director, Montana Public Employees Association (MPEA), asked if House Bill 375 could also be presented prior to asking for proponents and opponents because his testimony is based on both bills. The committee had no objection.

HOUSE BILL 375: "AN ACT ESTABLISHING STATE EMPLOYEE COMPENSATION PLANS AND BENEFITS LEVELS; PROVIDING PAY SCHEDULES FOR FISCAL YEARS 1986 AND 1987; APPROPRIATING FUNDS THEREFOR; AMENDING SECTIONS 2-18-301, 2-18-303, 2-18-311 THROUGH 2-18-315, AND 2-18-703, MCA; AND PROVIDING AN IMMEDIATE EFFECTIVE DATE."

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Representative Bardanouve (108), sponsor of the bill, presented House Bill 375 (EXHIBIT 2). He said he is carrying this bill at the request of the Department of Administration (DOA). The cost of the bill is approximately \$17.7 million of General Fund monies, according to the Office of Budget and Program Planning (OBPP). The Earmarked Revenue Fund adds approximately \$11 million.

He said last legislative session the Legislature criticized persons in the Personnel Division about Negotiations on the pay plan, so this year the DOA worked hard to settle negotiations by November 15. They began bargaining in September. Not all employees signed collective bargaining agreements, but Boulder River Training School & Hospital, the state hospital at Warm Springs, and the Registrar of Motor Vehicles at Deer Lodge have signed agreements.

Proponents of House Bill 376 (Continued):

Tom Schneider (225), representing MPEA, supports the bill (EXHIBIT 3).

Proponents of House Bill 375:

Dennis Taylor (343), Administrator, Personnel Division, DOA, supports the bill (EXHIBIT 4). He submitted a publication titled "State Employee Salary and Benefit Survey, 1984" to committee members (EXHIBIT 5).

Rod Sundsted (416), Chief Negotiator, Executive Branch of State Government in Collective Bargaining, supports the bill (EXHIBIT 6).

Proponents of House Bill 376 (Continued):

W. Bede Mitchell (489), Chairman, Montana State University Faculty Council, and of Montana University System Faculty Coalition, supports the bill (EXHIBIT 7).

Michelle Wing (537), Associated Students of Montana State University (MSU), supports the bill (EXHIBIT 8).

Vicki Cocchiarella (553), representing University System employees, supports the bill (EXHIBIT 9).

Lee Von Kuster (585), representing the University Teachers' Union, UM, supports the bill (EXHIBIT 10).

Sue Romney (634), Director, Labor Relations & Personnel, MSU, supports the bill in part and opposes the bill in part (EXHIBIT 11).

Ronald B. Kazel (710), representing four affiliated local unions of United Food & Commercial Workers International Union,

supports the bill (EXHIBIT 12).

(Tape 3:B:021)

Madeleine O'Connell, grade 4 employee for the state, supports the bill (EXHIBIT 13).

Michael Dahlem (040), representing Montana Federation of State Employees and Montana Federation of Teachers, AFT, AFL-CIO, supports the bill (EXHIBIT 14).

Randy Siemers (060), representing the International Union of Operating Engineers, supports the bill (EXHIBIT 15).

Eugene Fenderson (180), Business Manager, Laborers' Local 254, Helena, supports the bill. His testimony contains several suggestions for increasing state revenue (EXHIBIT 16).

Robert Kokoruda (235), representing Montana State Council of Carpenters, supports the bill. He said his people voted on the Governor's pay plan proposal and turned it down 100 percent (No written testimony was submitted.)

Proponents of House Bill 375 (Continued):

Judy Gustafson (249), representing Galen Local 1620, AFSCME, AFL-CIO, supports the bill (EXHIBIT 17).

Paul Kinot (256), President, AFSCME Local 971, Boulder, supports the bill. He said some of his members may have supported the bill due to the uncertainty of the future of Boulder River Training School & Hospital (EXHIBIT 18).

Melody Strickland (267), President, Local 1064, AFSCME, AFL-CIO, Registrar's Bureau, Deer Lodge, supports the bill (EXHIBIT 19).

Opponents to House Bills 375 and 376:

Some persons testifying as proponents to these bills testified of specific reservations to their support. These individual reservations are contained in their written testimonies which are a part of these Minutes and referred to as "Exhibits".

Committee Discussion:

Representative Donaldson (285) asked Dennis Taylor what percentage of the total employees of the state signed pay agreements. Rod Sundsted replied that approximately 10 percent on the general matrix and on the other matrix, zero percent. Approximately 50 percent of the Executive Branch workers is organized into approximately 70 bargaining units by 20 different unions, he said.

Representative Donaldson (301) asked Tom Schneider if it is his perception that the role of the Legislature is to negotiate salaries of state workers. Tom Schneider said part of the problem is that it is not clear what the roll of the Legislature is in collective bargaining; but, ultimately the Legislature has the final right, even in the Collective Bargaining Act, to make decisions on the pay of state employees. He said MPEA received the last-and-best final offer at the first bargaining session, so did not get a second session. He said that in legal jargon, when the last-and-best final offer is given, the person on the other side of the table is not free to come back and bargain, so he doesn't know if the state can come back and bargain again. He said his position is one of willingness to do what it takes to settle the situation, but he doesn't know of another avenue at this time other than the legislative process. He said he is confused because MPEA has not been in this situation before.

Representative Peck (338) asked Michael Dahlem if the state flatly refused to consider the approach of negotiating for other than a percentage increase. Michael Dahlem said he spoke with only one state negotiator, who he assumed was speaking with authority, to ask if the state would consider changing the composition of the pay matrix in order to rearrange the percentage raises into a more compressed system. The negotiator's answer was no. Representative Peck asked if other persons testifying tonight would give an indication of whether they would consider that approach. Tom Schneider (361) said MPEA is very concerned about the people at the bottom of the pay grade scale and would like to see the bulk of the money go where the bulk of employees are.

Representative Driscoll (373) said he is involved in negotiations with private enterprise employees and he flatly refuses to talk about percentages at the bottom of a pay scale, as the increase is proportionately too high for people at the top. He said the only place he gets "stuck" is in talking about percentages with state government.

In response to a question from Representative Quilici (434), Representative Driscoll said he has no access to how many state employees are on shift work, so the figures used in his bill for differential pay are numbers which are standard in private industry, or a little bit below. He said a fiscal note on his bill is being drafted.

Representative Quilici (459) asked Representative Bardanouve if there will be a fiscal note on his bill. Representative Bardanouve replied that his bill in its present form is for \$17.4 million; however, OBPP estimates the cost at \$17.7 million. He said the Legislative Fiscal Analyst thinks the bill will be lower than \$17.7 million, but "there will be a lot of midnight oil burned" before his bill has the final figures.

Representative Cody (495) asked Rod Sundsted with whom were the 59 bargaining sessions held. Rod Sundsted said there are 72 bargaining units in state government and some are joined and bargain together, such as the approximately 30 units in MPEA; but some units choose not to come to the table because they represent only three or four state employees.

Representative Pistoria (527) said he is not for percentage raises. Rod Sundsted said the Administration favors percentage increases because for the first six years of the pay plan raises were other than a percentage of a flat dollar amount and the state found it was in a position where it couldn't compete on salaries for grades 11, 12, 13, 14 and above, but were above the market for lower grades. Last session, the first year percentage increases were given, employees at grade 10 and below had increases exceeding the consumer price index, while employees above grade 14 fell as much as 20 percent below the cost of living. If increases are given mostly to the bottom grades, the top grades fall behind the market pay scale. Representative Nathe (601) asked Rod Sundsted where the employees he represents fall on the pay matrix. He said at grade 14 and below.

Representative Driscoll (633) closed on his House Bill 376. He said he knows the state is not going to fund a 7 percent raise, but he is concerned about the purchasing power of the average state employee. He said two things were brought out tonight which are worthy of consideration: (1) a flat-rate increase; and (2) the proposal of the University System on health insurance (see Exhibit 11).

(Tape 4:A:000)

Representative Bardanouve closed on his House Bill 375. He said the Legislature always has to look at available money; and very rarely has he supported bills to reduce revenue. Mr. Fenderson, he said, made some very good points on raising revenue which would not impact workers of Montana nor place on them the burden of a sales tax. Montana is a state of raw materials - sawmills, agriculture, mining - and so far, has not had good recovery from the recession. The powerful unions in the nation have had to lay off hundreds of thousands of workers and there have been voluntary cut-backs in pay. By contrast, state employees have jobs and have not had cuts in pay. OBPP projected oil revenue based on predictions of Chase Econometrics that oil prices will rise, but a couple of days ago the Governor had to repudiate those figures. Chase Econometrics also predicted an increase in the rate of inflation, but the rate appears to have leveled off, at least for the present, so the state cannot depend on Chase Econometrics predictions on inflation either. When comparing the pay of Montana employees with surrounding states, Montana is a little lower; but state employees are fairly close to what private industry pays in the surrounding states.

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The lower-grade matrix workers come closer to the market value than the professional workers. In closing, he said people of good will usually find a solution and while the Legislature may not settle on the exact pay plan proposed by the Administration, the bottom line will not be far from that of House Bill 375.

Adjourn: The meeting adjourned at 8:45 p.m.


FRANCIS BARDANOUVE, Chairman

DAILY ROLL CALL
HOUSE STATE ADMINISTRATION COMMITTEE

49th LEGISLATIVE SESSION -- 1985

Date January 25, 1985

NAME	PRESENT	ABSENT	EXCUSED
SALES	X		
O'CONNELL	X		
CAMPBELL	X		
COMPTON	X		
CODY	X		
FRITZ	X		
GARCIA		X	
HAYNE	X		
HARBIN	X		
HOLLIDAY	X		
JENKINS	X		
KENNERLY	X		
MOORE, JANET			X
NELSON	X		
PETERSON	X		
PHILLIPS	X		
PISTORIA	X		
SMITH	X		

DAILY ROLL CALL

APPROPRIATIONS

COMMITTEE

49th LEGISLATIVE SESSION -- 1985

Date January 25, 1985

NAME	PRESENT	ABSENT	EXCUSED
BARDANOUE	X		
DONALDSON	X		
BRADLEY	X		
CONNELLY			X
ERNST	X		
HAND	X		
LORY	X		
MANUEL	X		
MENAHAN	X		
MILLER	X		
MOORE	X		
NATHE	X		
PECK	X		
QUILICI	X		
REHBERG	X		
SPAETH		X	
SWIFT	X		
THOFT	X		
WALDRON			X
WINSLOW	X		

WITNESS STATEMENT

Name Mark Blewett Committee On APH STA
 Address _____ Date 1/25/85
 Representing Assoc Students UofM Support _____
 Bill No. 376 Oppose _____
 Amend X

AFTER TESTIFYING, PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

Comments:

1. The students have an interest in the funding of a state pay plan. It will affect the quality of the
2. faculty and support staff at UofM.
Money would guarantee quality, but it does provide an incentive for attracting and retaining a faculty and staff that will provide the quality education Manitowans and students deserve.
- 3.
- 4.

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

EXPLANATION OF HB 375

Pages 6, 7, 8, and 9 of HB 375 contain the general state matrices for Fiscal Year 1986 and Fiscal Year 1987. Approximately 8,400, or 90% of all state employees are on this matrix. The two largest bargaining agents are the Montana Public Employees Association, which represents approximately 3,000 employees on this matrix, and the American Federation of State, County, and Municipal Employees, which represents approximately 600 employees on this matrix.

The matrices on pages 6, 7, 8, and 9 are the negotiated agreements with the three AFSCME units and reflect the following changes each year:

1. An increase in the present state contribution for group insurance from the present \$100 per month to \$110 per month during Fiscal Year 1986, and \$120 per month during Fiscal Year 1987.
2. An increase in the base salaries of 2 percent in July each year of the biennium.
3. The elimination of the provisions which allowed employees to advance one (1) step on the matrix on their anniversary date each year.
4. The total increase (including insurance) amounts to approximately 2½% each year.

The Institution Teachers' Matrices on pages 10, 11, 12, 13, and 14 cover approximately 48 employees and reflect the following:

1. An increase in the present state contribution for group insurance from the present \$100 per month to \$110 per month during Fiscal Year 1986, and \$120 per month during Fiscal Year 1987.
2. An increase of 2% in the base salaries each year, with a freeze on experience steps over the biennium. Educational movement will continue to be allowed.
3. The total increase (including insurance) amounts to approximately 2½% each year.

The pay schedules on pages 15 and 16 are the journeyman rates for those employees in Liquor Store Occupations. Approximately 145 employees are covered by these schedules, and they reflect the following:

1. An increase in the present state contribution for group insurance from the present \$100 per month to \$110 per month during Fiscal Year 1986, and \$120 per month during Fiscal Year 1987.

2. An increase of 2% in the base salary at each grade.
3. The total increase (including insurance) amounts to approximately 2½% each year.

The pay schedules on pages 17, 18, and 19 are the schedules for Blue Collar Occupations, and they cover approximately 740 employees.

The pay schedules reflect:

1. An increase in the present state contribution for group insurance from the present \$100 per month to \$110 per month during Fiscal Year 1986, and \$120 per month during Fiscal Year 1987.
2. An increase of \$.20 per hour each year of the biennium.
3. The total increase (including insurance) amounts to approximately 2½% each year.

The \$17,400,000 appropriation contained in HB 375 covers the cost of the increases for all state employees including the University System, Legislative Branch, Judicial Branch, Vo-Tech Centers, and Community Colleges.

RS/pb

PUBLIC

EMPLOYEES

ASSOCIATION

January 25, 1985

House Hearing HB's 375, 376, & 377

Presentation by:
~~Thomas E. Schneider,~~
Executive Director

For the first time since the passage of collective bargaining in 1973 the Montana Public Employees Association stands before the Legislature without a negotiated settlement on the pay plan. Just yesterday we received the State's rejection of our final offer through a mediator. It is and has always been MPEA's position that the proper procedure for determination of the salary issue is the collective bargaining process with those settlements being forwarded to the Legislature and the Legislature then has the constitutional powers to make the final decision.

WITH THE STATE'S DECISION TO REJECT MPEA'S FINAL PROPOSAL IT IS OUR POSITION THAT WE ARE UNDER NO OBLIGATION TO SUPPORT THE POSITION OF THE STATE WHICH IS THE RESULT OF A SETTLEMENT WITH ANOTHER UNION. FOR THAT REASON WE FEEL FREE TO SUPPORT HB 376 AS IT FULFILLS THE PRIORITIES OF THE 4700 MEMBERS OF MPEA WHO ARE CURRENTLY COVERED BY THE PAY PLAN.

STEPS

The priority of MPEA membership is the continuation of a step on the pay plan until the employee reaches step 13. As you know, the present pay plan was adopted by the Legislature and implemented on January 1, 1975. The plan, at that time, included 13 steps as it does today. Our position is that the State and the Legislature created the image with its employees that they would receive a step each year until they reached Step 13 and they would then only receive cost of living increases. One of the advantages of the step system is that when a majority of the employees reach step 13, the cost of giving step increases become virtually nothing and then the steps can be given at no cost and the salary money can be put into cost of living increases. Montana's plan is just reaching the point when step costs will drastically reduce.

Eastern Region

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Billings, Montana 59102
(Phone) (406) 256-5915



Over 1400 additional positions will reach step 13 during the next biennium. HB 375 and HB 377 will not allow that to happen as both bills freeze the advancement on the steps. It is MPEA's position that the state and the legislature have the moral obligation to allow employees who have not reached step 13 the chance to do so. It may also be a legal obligation and MPEA will research that possibility if steps become frozen.

Two years ago we negotiated the change in step 13 to raise it from basically, a 2% step to a 4% step. In fact, that was the change which was finally agreed to that brought about an agreement. The major reason for that priority on the part of MPEA was the fact that we had a large group of employees who would reach step 13 in this coming biennium and we wanted to deal with that problem in advance. Now the state is refusing to grant those step increases. We think that constitutes an unfair labor practice and are currently drafting one.

DIFFERENTIAL

New Section 9, page 18 requires a differential pay for employees who work evening and night shifts. MPEA, strongly, supports this provision. In 1974 when the original pay plan was submitted to the legislature, we were told by the state personnel division that if we would hold off on our demand for shift differential it would help to get the pay plan passed. They stated at that time that they totally agreed with the need for differential but we had to take one step at a time. It was agreed that differential and hazardous duty pay would be included in 1977. When 1977 negotiations took place that promise was forgotten and it wasn't until 1981 that we were able to negotiate differential pay. The money was included in the pay plan bill that session and was subsequently deleted by the legislature. Eleven years after the promise of differential pay the employees who work 24 hour a day, 7 day a week operations still have nothing but promises.

FREEZE

A freeze is not the answer to the problems. Just because you freeze state salaries you don't stop cost increases that the employees have to pay for. Telephone rates, utility rates, groceries, autos and all of the other items they have to have to exist on continue to go up. In fact, one of the advantages of giving raises to employees is that the money is spent locally and multiplies as it circulates through the economy. MPEA is opposed to a wage freeze.

SUMMATION

MPEA realizes the financial considerations which must be made by the Governor and the Legislature, however, the state budget or anyone's budget, for that matter, should never be balanced on the backs of the employees. We, as a responsible representative of over 7000 Montana public employees, stand willing at all times to assist, discuss, compromise or whatever it takes to enhance governments delivery of services to the people of the state of Montana. In doing that we will not, however, allow public employees to bear the burden unfairly.

MPEA knows that the issue of the budget and state employee salaries has a long way to go yet and your reaction to our presentation in support of HB 376 should not be made on the basis of how much HB 376 will cost as presently written but rather we hope you will look at our priorities of steps, differential and consider the across the board increases. I, also want to make it clear that our remarks are directed toward the general state matrix.

Please feel free as a committee or as an individual legislator to call on me at any time to assist you in anyway possible in dealing with this most important subject matter. YOUR EMPLOYEE'S WELFARE.....

DEPARTMENT OF ADMINISTRATION
PERSONNEL DIVISION



TED SCHWINDEN, GOVERNOR

ROOM 130, MITCHELL BUILDING

STATE OF MONTANA

(406) 444-2971

HELENA, MONTANA 59620

TESTIMONY OF DENNIS M. TAYLOR, ADMINISTRATOR
STATE PERSONNEL DIVISION, DEPARTMENT OF ADMINISTRATION
PRESENTED TO A JOINT MEETING OF THE HOUSE APPROPRIATIONS
AND STATE ADMINISTRATION COMMITTEES IN SUPPORT
OF HOUSE BILL 375.

Mr. Chairman, Committee members, my name is Dennis Taylor and I am the Administrator of the State Personnel Division in the Department of Administration. I appear before you today in support of HB 375, the Department of Administration's recommendations for a modest and affordable salary increase for state executive employees for fiscal years 1986 and 1987 consistent with negotiated agreements reached during collective bargaining. The four pay matrices established in HB 375 are:

1. The statewide pay schedule (general matrix). Excluding the University System, the general schedule covers approximately 8,400 positions or about 90% of the state executive branch work force.
2. The institutional teachers pay schedule. This pay schedule covers approximately 48 positions, less than one percent of the state work force.
3. The liquor store occupations pay schedule which covers approximately 145 positions or 1.6% of the affected work force.
4. The blue collar plan which covers approximately 740 positions or a little less than 8% of the work force of the executive branch.

HB 375 would increase state employees pay and benefit contributions approximately 2.5% each fiscal year of the biennium. Rod Sundsted, Chief of the Labor Relations and Employee Benefits Bureau and the state's chief negotiator, will present a detailed overview of each proposed pay schedule together with a brief status report on negotiations with state unions. Before he begins his presentation, I would like to bring your attention to the findings of the 1984 Salary Survey, conducted by the State Personnel Division. I have passed out copies of the 1984 Salary and Benefit Survey for your information. A summary of the general findings is contained on page 46/47 of the report. The Salary and Benefit Survey indicates that Montana executive branch state employees' salaries are near or slightly above market averages in the state and around the region at classified grades 10 and below. Grades 11 and above tend to be below market averages. The salaries of most of the state's professional and managerial positions remain slightly below market averages. Due to pay increases being

calculated on a percentage basis rather than with a flat dollar adjustment during the last biennium, we have prevented our market position from deteriorating. The state's group insurance contribution remains about in line with those surveyed employers in Montana and the region. In summary, the state pay and benefit increases during the previous biennium maintained the state's market position for experienced professionals and managers and improved the state's market position for lower graded employees. HB 375, if adopted as negotiated and proposed to you, would maintain the state's relative market position. It would do little, however, to improve our market position for professionals and managers. The pay proposals contained in HB 375 reflect a compensation philosophy of affordability, that is "ability to pay", viewed in the context of overall budgetary priorities with serious consideration given to the cumulative affects of biennial pay decisions on the state's competitive position in the labor market and the degree of pay equity fostered. I urge you to give HB 375 a "Do pass" recommendation to ensure a fair rate of compensation for the affected state executive branch employees that is consistent with Montana taxpayers ability to pay.

Thank you for your attention and the opportunity to appear before you today. I will be happy to address your questions should you have any.

STATE EMPLOYEE SALARY AND BENEFIT SURVEY 1984

by
**Department of Administration
Personnel Division**

Researchers:
**Joseph Michaud
and
Violet Pigman**

DEPARTMENT OF ADMINISTRATION
PERSONNEL DIVISION



TED SCHWINDEN, GOVERNOR

ROOM 130, MITCHELL BUILDING

STATE OF MONTANA

(406) 444-3871

HELENA, MONTANA 59620

TESTIMONY OF [REDACTED] CHIEF NEGOTIATOR FOR THE
EXECUTIVE BRANCH OF STATE GOVERNMENT IN COLLECTIVE
BARGAINING, SUPPORTING HOUSE BILL 375

Mr. Chairman, Members of the Committee, my name is Rod Sundsted, and I am the Chief Negotiator for the Executive Branch of State Government in Collective Bargaining.

I appear before you today in support of HB 375, which is the Administration's proposal for state employees' salaries covering the Fiscal Year 86/87 Biennium.

Since the passage of the Collective Bargaining Act in 1973, collective bargaining has dictated the evolution of the State Employee Pay Schedules. In all but one minor instance, the negotiated settlements have been implemented.

Legislation passed by the 48th Legislature, 17-7-111 and 112, M.C.A., requires that the Budget Director submit the proposed pay plan schedule for all executive branch employees to the Legislative Fiscal Analyst no later than November 15 in the year preceding the Legislature.

The State Labor Relations Bureau started negotiations with state employee unions on September 4, 1984, in an attempt to reach tentative agreements in time for the November 15 submission deadline. To date, fifty-nine (59) collective bargaining sessions have been held, with approximately forty (40) occurring prior to the November 15 deadline. The collective bargaining negotiations have been very difficult, mainly because the expectations of state employee unions have generally exceeded the money that the administration felt could be allocated to increase state employees' salaries. The State did, however, reach a tentative agreement with the American Federation of State, County, and Municipal Employees bargaining units at Boulder River School and Hospital and at Montana State Hospital on November 10, 1984. The American Federation of State, County, and Municipal Employees bargaining unit at the Registrar's Bureau in Deer Lodge reached agreement with the State in January, 1985. All three of these agreements cover the general state matrices and are reflected in HB 375. The State has been unable to reach tentative agreements covering the Teachers, Liquor Store and Blue Collar schedules. The Teacher, Liquor Store, and Blue Collar schedules in HB 375 reflect the State's last, best, and final offer at the bargaining table.

I would now like to go through HB 375 and explain its provisions.

Pages 6, 7, 8, and 9 of HB 375 contain the general state matrices for Fiscal Year 1986 and Fiscal Year 1987. Approximately 8,400, or 90% of all state employees are on this matrix. The two largest bargaining agents are the Montana Public Employees Association, which represents approximately 3,000 employees on this matrix, and the American Federation of State, County, and Municipal Employees, which represents approximately 600 employees on this matrix.

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3. The elimination of the provisions which allowed employees to advance one (1) step on the matrix on their anniversary date each year.
4. The total increase (including insurance) amounts to approximately 2 $\frac{1}{2}$ % each year.

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2. An increase of 2% in the base salary at each grade.
3. The total increase (including insurance) amounts to approximately 2½% each year.

The pay schedules on pages 17, 18, and 19 are the schedules for Blue Collar Occupations, and they cover approximately 740 employees.

The pay schedules reflect:

1. An increase in the present state contribution for group insurance from the present \$100 per month to \$110 per month during Fiscal Year 1986, and \$120 per month during Fiscal Year 1987.
2. An increase of \$.20 per hour each year of the biennium.
3. The total increase (including insurance) amounts to approximately 2½% each year.

I believe that the matrices in HB 375 contain modest increases which strike a balance between the present economic times on one hand, and the need for the State to recruit and retain qualified employees on the other.

In closing, I again request that the pay schedules in HB 375 be passed.

RS/pb



Montana State University
Bozeman, Montana 59717

Faculty Council

Hamilton Hall 3
Telephone (406) 994-4341

January 25, 1985

My name is W. ~~Bill~~ Mitchell, and I thank the committee for this opportunity to speak to you in my capacities as chairman of the Montana State University Faculty Council and chairman of the Montana University System Faculty Coalition, a group of faculty representatives from the unions and senates of each of the 6 Montana University System campuses. I wish to address the issue of salaries, not just from the standpoint of faculty, but on behalf of all state employees. All citizens of Montana benefit from an efficient, well-run state government made up of competent, highly motivated people. In order to maintain and enhance the quality of state employees there must be adequate recognition of their vital role in the well-being the State of Montana. While salaries are not the only motivating factor for state employees, no one, no matter how dedicated, can afford to serve Montana if the buying power of their family income is continually eroded. The very least that state employees deserve is a salary that keeps up with the cost of living.

I know from my own experiences at the MSU campus that it can be difficult to attract qualified faculty members. There is fierce competition for innovative teachers and skilled researchers, a competition in which the Montana University System will find itself in a greater disadvantage if salaries, facilities, and other resources do not keep pace with other university systems. To cite just one measure of this problem of competing with other universities, the December 12, 1984 issue of the Chronicle of Higher Education reported that faculty salaries had risen an average of 7.3% nationally in 1984. But

I want to emphasize once again that I use this statistic only to illustrate the need for adequate salaries of one type of state employee, and I am strongly endorsing fair and reasonable salary increases for all state employees. No faculty member can perform optimally without the support of an excellent clerical staff, and no government agency or legislative body can represent Montana citizens well without the help of talented state employees. We owe it to the students of the Montana University System, to the residents of Montana, and to the future of the state and its economy to attract highly qualified people to administer our system of state government and education.

WITNESS STATEMENT

Name W. Bede Mitchell

Committee On Joint Committee
APH and SFH

Address Renne Library - Circulation Dept.

Date 1-25-85

Representing MSU Faculty Council

Support X

Bill No. HB ~~376~~ 376

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.

WITNESS STATEMENT

JOINT APH & STH

Name W. Bede Mitchell

Committee On _____

Address Reene Library - Circulation Dept.

Date 1-25-85

Representing MSU Faculty Council

Support _____

Bill No. HB 375

Oppose X

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.

WITNESS STATEMENT

Name Michael G. Wing Committee On _____
Address 819 2nd Ave. S.W. Date 1/25
Representing Assoc. Students NSU Support X
Bill No. 376 Oppose _____
Amend _____

AFTER TESTIFYING, PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

Comments:

1. For the record, I am speaking for the Associated Students of NSU.
2. Faculty and support staff are the heart of the university system. Good education for students with demand quality
3. instruction. To maintain our current level of excellence, these staff employees must be given fair wages.
4. I rise in support of Rep. Dorell's bill HB 376 for the future of education.

BEST COPY AVAILABLE

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

Nick Cocchiarella
Testimony from ~~University System Employees~~

On behalf of some 1500 Montana Public Employees members working for the University System, we feel that HB 376 addresses our concerns and priorities far more fairly than the other pay plan legislation in front of you. However, we feel that you are considering legislation that does not reflect any meaningful employee input; ~~the~~ ^{thru} the negotiating process. So far as the University System goes, we have not even been to the bargaining table to present our concerns regarding wages and fringe benefits. The only indication we have about an employer offer is a press-release from the Board of Regents adopting a salary position calling for a 4½% funding level for salary increases for each year of the biennium. We have mailed them a letter agreeing to settle for that amount, yet we don't see the Regents' position in front of you in the form of a House Bill.

The University System employees are frustrated and angry over the lack of involvement in this process. We feel that we have legitimate concerns regarding wages and fringe benefits and that, by law, some bargaining should be taking place with us over these matters.

TESTIMONY ON BEHALF OF THE UNIVERSITY TEACHERS' UNION, UNIVERSITY OF MONTANA, PRESENTED AT THE HEARING ON THE STATE PAY PLAN BEFORE THE HOUSE APPROPRIATIONS AND STATE ADMINISTRATION COMMITTEES, 25 JANUARY 1985.

The University Teachers' Union believes that the Legislature of the State of Montana must provide fair and reasonable salary increases for faculty, as well as other university system and public employees in the state. At a minimum, salary increases over the biennium must allow state employees to keep up with the cost of living, which will rise at a rate of 5.8% and 6.3% over the next two years according to the Governor's own experts' estimates.

We are all aware that the last session of the Montana State Legislature did not fund the state pay plan at a level that kept pace with inflation. State employees in Montana are already feeling the consequences of this sacrifice. In the higher education area, faculty at about 85% of all Ph.D granting universities in the United States received a higher average salary increase in 1983-84 than did those at U of M and MSU. At the University of Montana, faculty are now earning less than their counterparts at the other Rocky Mountain universities selected by the Legislature for peer comparison purposes. The kind of erosion in real income and comparative pay experienced last session must not be allowed to continue for the next two years.

We have entered a critical period for the future of colleges and universities in this country, as the Mortimer Committee's study on American Higher Education recently highlighted. Over half of our students are now going to college. Maintaining the quality of higher education is an important public concern. This goal cannot be achieved without a commitment to salary increases which reverse the trend toward declining real income for faculty as well as for other state employees.


Lee Von Kuster, Legis. Comm., UTU


~~Peter Koehn~~ President, UTU

WITNESS STATEMENT

Name LEE VON KUSTER

Committee On APH & STH

Address Msia

Date 1-25-85

Representing UTU (U of M)

Support _____

Bill No. HB 375

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.

WITNESS STATEMENT

Name LEE VON KUSTER

Committee On JOINT APH & STH

Address MSLA U of M

Date 1-25-85

Representing UTU

Support X

Bill No. HB 376

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.



BOARD OF REGENTS OF HIGHER EDUCATION
MONTANA UNIVERSITY SYSTEM
HELENA, MONTANA 59620-2602

Lee Romney

(406) 444-6570

JEFF MORRISON, CHAIRMAN
HELENA

Testimony on Salary and Benefit Increases
for

MARY PACE, VICE CHAIRMAN
BOZEMAN

~~University System Employees~~

BURT HURWITZ
WHITE SULPHUR SPRINGS

The Board of Regents of Higher Education supports the increase in employees' health insurance contributions of \$10.00 per month in each year of the biennium which has been proposed by the Department of Administration. If there are changes in federal tax laws, it would be advantageous to have the flexibility to make changes in our health insurance rate structure in order to minimize the impact of the tax changes on employees. The Regents therefore would support an amendment which would allow the university system as well as the Department of Administration that flexibility.

DARLA KECK
HAVRE

ROBERT KNIGHT
MISSOULA

BEATRICE MCCARTHY
ANACONDA

ELSIE REDLIN
LAMBERT

The Board of Regents recognizes the difficulty of the task facing this committee. There are many worthy programs in competition for the state's limited resources. Nevertheless, the Regents hope this legislature will not underestimate the importance of maintaining university system employee salaries at a level which enable them to attract and retain a higher quality staff. The Board of Regents does not believe the approximately 2% per year pay increase recommended by the Department of Administration is sufficient. Rather, the Regents believe increases more closely approximating the anticipated rate of inflation during the next two years are appropriate. Salary increases for university system employees are clearly dependent on an appropriation from the legislature. For employees in a bargaining unit increases are also subject to collective bargaining. The Regents recommend a 4.5% increase in the appropriation for salaries of university system employees.

EX-OFFICIO MEMBERS:

TED SCHWINDEN
GOVERNOR

ED ARGENBRIGHT
SUPERINTENDENT OF
PUBLIC INSTRUCTION

DR. IRVING E. DAYTON
COMMISSIONER OF
HIGHER EDUCATION

In closing, the Board of Regents of the Montana University System appreciates this opportunity to express its concerns and preferences relative to salary and benefits for university system employees. We believe 4.5% increases represents a fair compromise between the 2% proposed by the Department of Administration and the 7% being proposed by labor, and would ask that you give our recommendation due consideration.

WITNESS STATEMENT

Name S. J. ... Committee On _____
Address ... Date _____
Representing ... Support ...
Bill No. ... Oppose ...
Amend _____

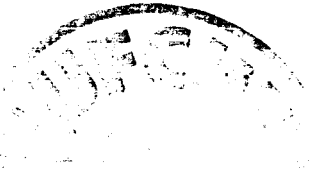
AFTER TESTIFYING, PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

Comments:

- 1.
- 2.
- 3.
- 4.

BEST COPY
AVAILABLE

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



THE STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
DIVISION OF LABOR RELATIONS
HELENA, MONTANA 59615

In behalf of the farm-affiliated local and district
unions collectively with the State of Montana, I urge every
committee member to take a very close look at the various
proposals before you.

As a representative of the United Food and Commercial
Workers Union, I want to put on the record in opposition to
both HR 375 and HR 378. I do endorse HR 376.

We believe that state employees need and deserve a fair
pay increase. This is in interest not only to the employees
but the State of Montana. The pay increases of the past
two years have not been in step with the Consumer Price Index.

We believe that the State of Montana has not made a
good faith effort to meet with the various unions that
represent state employees. We are committed to good faith
negotiations and sincerely hope that the State of Montana
will meet with us to reach a fair settlement. If a fair
and reasonable settlement can not be reached we are prepared
to work with any committee to reach a reasonable compromise.

BEST COPY
AVAILABLE

Ronald B. Kazel

Ronald L. Kazel

DEPARTMENT OF ADMINISTRATION
PERSONNEL DIVISION

1-24-85



TELEPHONE GOVERNOR

ROOM 100, MONTANA STATE HOUSE

STATE OF MONTANA

January 23, 1985

Ray Trudel, President
United Food and Commercial Workers #8
1112 - 7th West
Great Falls, MT 59401

Dear Mr. Trudel:

Thanks for your letter requesting coordinated bargaining. I am sorry if I am a few days late in responding, but I had surgery on January 14, and I was out most of that week.

I am sure you are aware that, with a few exceptions, you have the right to engage in coordinated bargaining whereby you coordinate your bargaining with other unions that may or may not accompany you to the bargaining table when you negotiate your contract. While I certainly have no objection to your engaging in coordinated bargaining, I do, however, object and will not engage in coalition bargaining if your intent is to represent the various certified units as one unit.

I must disagree that few meaningful negotiations have taken place prior to the Session. My staff and I have been available for negotiations since September, 1984, and have engaged in fifty-nine (59) negotiating sessions with state employee units to date. Progress has been made and we have reached agreement with a few state employee units.

If you want to meet and negotiate concerning your unit, just call me or the state negotiator handling your unit. I am available nearly all of next week to meet with you.

Sincerely,

A handwritten signature in cursive script that reads "Rod Sundsted".

Rod Sundsted, Chief
Labor Relations and Employee
Benefits Bureau

RS/pb

cc: Governor Ted Schwinden
Dennis M. Taylor

Handwritten initials in the bottom right corner, possibly "RS" or "pb".

592
6 UNION DUES
586
200 RENT
386
70 HEAT
316
40 GAS FOR CAR
276
15 PHONE
261
12 TV (if you have one GIVE)
249

= 4 = \$62 a week = food
Car Repair
Glasses
Soap

*BABY SITTER

NO

ENTERTAINMENT
CLOTHES

FORCED TO BUY ON CREDIT
PAY HIGHER INTEREST

MAINTENANCE MBN

TOO LATE

1) Too late THIS SESSION

TOO MANY UNIONS

2) GRADES SIX & BELOW
SHOULD BE ELIMINATED
BECAUSE IMMORAL

3) IMMORAL BECAUSE YOU
CANT LIVE ON IT

4) I HOLD 8-HOUR JOB
DESERVES LIVING WAGE

5) CLOSE PATHETIC EXAMPLE
OF GRADE SIX = \$592 (600)

~~8580~~
~~200 Rent~~
~~70 HEAT~~
~~40 GAS FOR CAR~~
~~15 PHONE~~
~~12 TV if you have one~~
~~6 Union Dues~~
~~592~~
~~343~~
~~249~~
629
343



MONTANA FEDERATION OF STATE EMPLOYEES

AFT, AFL-CIO

P.O. Box 1246

Helena, Montana 59624

(406) 442-2123



ARTCRAFT, BUTTE

TESTIMONY OF MICHAEL DAHLEM ON BEHALF OF MONTANA FEDERATION OF STATE EMPLOYEES AND MONTANA FEDERATION OF TEACHERS, AFT, AFL-CIO, PRESENTED AT THE HEARING ON THE STATE PAY PLAN BEFORE THE HOUSE APPROPRIATIONS AND STATE ADMINISTRATION COMMITTEES, JANUARY 25, 1985

On behalf of 10 affiliated local unions which bargain collectively with the State of Montana, I want to urge every committee member to take a close look at the three pay plan proposals before you tonight. We strongly believe that a pay raise which does not keep up with the cost of living will work a serious hardship on the more than 14,000 state and university system employees who are compensated either directly or indirectly according to one of the eight state pay matrices. An inadequate increase in salary will also seriously hinder the state's ability to attract and retain individuals of the highest caliber to fill state jobs.

As a union representative, I want to officially go on record in opposition to HB 375 as introduced by Rep. Bardonouve and HB 377 as introduced by Rep. Moore. While HB 375 would grant modest raises of 2% each year in salary and \$10 a month toward the cost of health insurance, it comes nowhere close to matching the anticipated rate of inflation. With all due respect to Rep. Moore, his proposal would be an unmitigated disaster. It would cripple the state's ability to attract and retain a qualified work force. We do endorse Rep. Driscoll's HB 376 fully cognizant that the 7% raises it would provide cannot be funded without a general tax increase. We endorse it because it provides wage and benefit increases which are fair and which allow the State of Montana to remain competitive in the job market.

A fair pay raise is in the interest not only of state employees, but of the people of Montana as a whole. Appropriated raises of 3.5% over the past two years have failed to keep pace with the 4% increase in the Consumer Price Index. The proposed 2.5% increase in wages and benefits comes nowhere near the projected inflation rates of 5.8% and 6.3% over the next two years established by the Governor's own economic forecasting firm, Chase Econometrics.

Today, the Department of Administration was scheduled to release a salary survey comparing the wages paid to state workers with those paid to their private sector counterparts. Since there has been insufficient time to study the findings of this survey, I will offer only one general observation about it. A wage rate which today may be comparable to a private sector rate will not be comparable by the end of the biennium unless a reasonable cost of living allowance is provided. How many state accountants, architects, computer programmers, civil engineers, forensic scientists, nurses or speech pathologists—to name only a few of the professional positions—will remain in state employment if their wages fall behind those paid to their private sector counterparts? For those who decide to stay, the effect of a diminishing standard of living on employee morale and productivity is undeniable.

A more serious objection to the salary matrices contained in HB 375 concerns the amount of money provided to employees at the lower end of the state classified matrix. A number of employees on that matrix may already be supporting families at incomes which place them below the federal poverty level. The U.S. Department of Health and Human Services has determined that in 1986 a family of 5 will need \$12,972 to live above the poverty level. In 1987 that minimum increases to \$13,620. A family of 6 will need \$14,868 in 1986 and \$15,600 in 1987 to avoid living in poverty. I do not know how many state employees support families of this size. However, based on the proposed matrix for state classified employees contained in HB 375, there are now more than 400 employees whose current grade and step would place them under the poverty level for a family of 5 in 1986. There are more than 1500 employees whose current grade and step would place them under the poverty level for a family of 6 in 1986. These numbers rise in 1987 because the proposed raises do not keep up with inflation. The fact that a growing number of state employees and their families will, in all likelihood, be living in poverty ought to cause serious examination of this proposal.

Obviously, a 2% raise will mean much less to a Grade 5 office clerk than it would to a Grade 18 Bureau Chief. Under the matrix proposed in HB 375, a Grade 5, Step 3 clerk now earning \$10,781 plus insurance would receive a pay raise of just \$242 plus insurance in 1986. A Grade 18, Step 9 bureau chief now earning \$33,824 plus insurance would receive a pay raise of \$719 plus insurance in 1986. The disparity would grow in FY '87 because of the percentage increases built into the matrix.

When we brought up this issue with the Governor's negotiators we were told that it was impossible to increase the salary of employees at the lower end of the scale by limiting the increases at the upper end because such a compression of the wage scale would destroy any incentive for employees to seek promotions. While there is no denying that a differential in pay must be maintained between each grade, the state's argument is ludicrous. A flat dollar raise, for example, would maintain the current wage differential between each grade and step and would, at the same time, provide equivalent dollar raises for state workers. The appropriation contained in HB 375 would be sufficient to provide all employees with an annual wage increase of over \$500 plus \$10 a month for insurance. A flat raise of \$1000 each year in total compensation could be funded with an additional appropriation of \$16 million for the biennium.

The point of the above remarks is not to propose any particular pay matrix. Rather, we are suggesting that the method of distributing pay plan funds is extremely important. One proposal that has been discussed would continue the step increases while freezing base salaries. Our biggest objection to such a proposal is the fact that approximately 1000 employees who reach Step 13 before the end of the biennium would receive no wage increase whatsoever in 1986. We have expressed our desire to discuss this important issue with the state's negotiators but to date have been ignored.

Finally, I need to criticize the process by which the Governor's pay plan proposal came to be embodied in Rep. Bardanoue's bill. In March, 1984 we requested joint pre-budget negotiations with the Department of Administration on behalf of our state employee locals. When we received no response we issued a second request in May, 1984. In July, a response was received rejecting our request for joint pre-budget negotiations and indicating that certain local negotiations could begin in the near future. It was not until September that the state's negotiators were ready

to meet and we did not receive their first wage offer—a zero proposal— until late September. In one of our locals the state negotiator showed up in January with no proposals at all. Considering that the Governor's budget was set by November 15, it is clear to us that the amount to be budgeted for employee pay raises was determined before pre-budget negotiations ever began. The subsequent negotiations have amounted to nothing more than going through the motions. Out of a sense of frustration, many of the affiliated AFL-CIO unions sent a letter to the Department of Administration on January 8, 1985 requesting coordinated bargaining as the best means by which acceptable settlements might be brought to you. The provisions contained in HB 375 have been accepted by only three of the approximately 70 bargaining units which negotiate with the State of Montana. We remain committed to good faith negotiations and hope that the Department will agree to meet with us in the near future. If a fair settlement is not possible, then we will attempt to work with either of your committees or with a select pay plan committee in order to forge an acceptable compromise.

Michael Dahlem

Michael Dahlem

1-25-84
7:00 P.M.

Mr. Chairman and members of the committee my name is Randy Siemers and I represent the International Union of Operating Engineers in Montana. We support equitable pay increases for state workers, for that matter all workers.

But, we do want to express a word of caution, We don't feel equitable worker pay increases should be used to justify radical changes in the Montana tax structure.

For example, this debate on fair pay should not be used to grease the way for a regressive sales tax as a new state funding source or a magic cure-all.

The legislature should talk about what we can afford and what's fair. Lets not be stampeded into making matches.

TESTIMONY OF EUGENE FENDERSON BEFORE THE HOUSE APPROPRIATIONS
COMMITTEE ON HOUSE BILLS 375, 376 and 377, JANUARY 25, 1985

Mr. Chairman, members of the Committee, for the record my name is Gene Fenderson, Business Manager of Laborers Local #254, Helena.

I come before you tonight in support of a reasonable pay increase for the people whom I represent and other state employees. I know that as the legislative process moves forward over the next few weeks that the cries in this Hall will become greater and greater with the statement of "We would like to give you a raise, but where will the money come from?". This will happen whether the pay bill contains a 7% increase, a 4% increase, or no increase at all - it will happen.

At this time I would like to share with you my thoughts on where that money could come from, not only for state employees, but also for the vital services needed in this state.

For the past two or three legislative sessions, it has been popular to give tax relief to the wealthy and to big business in the false theory that it would create more jobs and would trickle down through our society. Well, it has not worked and the burden on the worker has become greater and greater.

In order to provide a fair pay increase for state employees and to take care of other state responsibilities as well, the

Eugene Fenderson
January 25, 1985
page two

following could be done:

1. The State and Federal governments pretend that 60% of a capital gains does not exist for tax purposes. While the highest tax rate for wage income in this state is 11%, the highest possible tax rate for capital gains income is 4.4%, thus a one million dollar capital gain is taxed at the same rate as a worker earning five to six thousand dollars in taxable wages. Taxing capital gains and wage income at the same rate would bring in forty to forty-eight million dollars in revenues.
2. The 1981 Federal change in accelerated depreciation laws (ACRS) with the 1982-1983 amendments also affected Montana taxpayers because we are tied to federal tax statutes. We should not tie ourselves to that formula but go back to the old method which would create fifteen million dollars (\$15,000,000.00) in revenues.
3. Section 243 Dividends represent a tax break for multi-state corporations and bank-holding companies. This interprets into three to five million dollars per year in lost revenues. This section should be repealed.
4. Investment Tax Credits gave to corporations and wealthy individual investors tax relief amounting to 40 million dollars from 1979 to 1983. This law should be repealed.
5. Corporations have greatly benefited from slashing their

Eugene Fenderson
January 25, 1985
page three

property taxes through Montana legislative action, Federal legislation and court cases. One example of this is the Montana legislative exemption of the property inventory tax, resulting in \$39 million in lost taxable valuation for local governments, school districts and the state mill levy.

Obviously, investors and business corporations have gained millions in tax breaks while wage earners and residential property owners have carried much of the burden.

Mr. Chairman, and members of the Committee, I ask you to take these items under consideration when you have your deliberations in this body and then see if there is not enough money to give your employees a reasonable wage increase while taking care of the services of this state.

I thank you for your time.

WITNESS STATEMENT

Name Judy Gustafson Committee On Appropriations
Address Star Pt. East, Ansonia, Mt. Date 1-25-85
Representing Galen Local 1620 AFSCME Support X
Bill No. 375 Oppose _____
Amend _____

AFTER TESTIFYING, PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

Comments:

1. Mr. Chairman, Members of the Committee;
for the record my name is Judy Gustafson
2. I represent the members of Galen Local
#1620, AFSCME, AFL-CIO and I am here
3. to support House Bill 375.

Thank You

4.

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

WITNESS STATEMENT

Name Paul Kinot Committee On _____
 Address 772 Lakewood Drive Date 1/25/85
 Representing Local 941 H&SME Support
 Bill No. 315 Oppose _____
 Amend _____

AFTER TESTIFYING, PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

Comments:

1. Mr. Chairman, Members of the committee
for the record, my name is Paul Kinot
2. I am the President of H&SME Local
941, Boulder. I am here to support
3. HB 315. My local has ratified this portion
of agreement and you would appreciate your
4. support. ^{As to the match and an increased} insurance contribution.
Thank you.

Some of my local's eagerness to ratify may have been due to the uncertainty of B.R.S.&H's future.

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

WITNESS STATEMENT

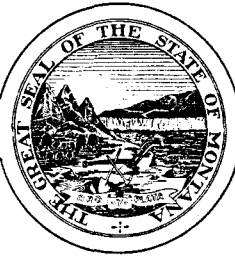
Name Melody Strickland Committee On Appropriations
Address 22 Kentucky^{#15} Deer Lodge, Mt. 59732 Date 1-25-85
Representing Registrar's Bureau Local 1064 Support X
Bill No. HB 375 Oppose _____
Amend _____

AFTER TESTIFYING, PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

Comments:
1. Mr. Chairman, Members of the Committee;
For the record my name is Melody Strickland
I am president of Local 1064, AFL-CIO, AFL-CIO,
2. Registrar's Bureau, Deer Lodge, PA & I am here
to support HB 375.
Thank you.
3.
4.

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

DEPARTMENT OF HEALTH AND ENVIRONMENTAL SCIENCES



TED SCHWINDEN, GOVERNOR

COGSWELL BUILDING

STATE OF MONTANA

HELENA, MONTANA 59620

January 24, 1985

TO: The Honorable Francis Bardanouve
Chairman
House Appropriations Committee
State Capitol

TESTIMONY

For the record, I am Dr. Donald E. Espelin on staff at the Department of Health and Environmental Sciences (DHES). I am Medical Director for the Montana Perinatal Program. I am a member of DDPAC; have practiced pediatrics in Helena, Montana since 1966; and have over the years been involved with BRSH in a medical capacity. At one time, I served as President of the medical staff of BRSH.

In general, I support the concept of deinstitutionalization of our DD clients. Specifically, I support the work of the 909 Council (blue book) and the Governor's plan for its implementation (red book), including the plan by DSRS for three resource centers.

Further, Dr. Drynan has asked me to inform you that the Department accepts the responsibility described in Objective 1.3, Sub-Objective 1.3.1 and 1.3.2.

Additionally, we feel DHES should be identified and included as a contributing agency in defining and establishing roles, responsibilities, accountabilities between executive branch agencies. (Objective 2.2, Sub-Objective 2.2.1)

DHES is already a member of the Inter Agency Planning Forum (IAPF) and should be involved with preplanning, communication, coordination and implementation of client movement within the DD system. (Objective 2.3, Sub-Objective 2.3.1)

Sincerely,

A handwritten signature in cursive script that reads "Donald E. Espelin M.D.".

Donald E. Espelin, M.D., Medical Director
Montana Perinatal Program
Health Services and Medical
Facilities Division

DEE/rsb

January 25, 1985

Dear Legislator

We, the undersigned, represent state positions ranging from clerical to professional levels.

We disagree with the Executive Pay Plan Proposal Bill for state employees. We are asking that you consider a fair raise plan for state employees. A 2½ percent salary increase is not a fair and just proposal and does not come close to keeping up with inflation levels.

We are asking that you look closely at other bill proposals, such as the Driscoll Pay Plan, before a final decision is reached on this matter.

We do not feel the Executive Bill is a just and equitable pay plan.

Sincerely,

Lynne Verellen
Fannie John
Jo Anne Heffernan
Helen Johnson
Miley Dolich
Junie Larson
Oliver Rogers
Jeannine
F. J. Goucher
Mary J. Cameron

Cynthia A Baird
Linda Anderson
Maximie Hamel
Stephanie
Elizabeth A. Keeley
Jerry Hall
Michele Hudson
Pat Reichert
Robene Benson
Leslie Samis-Fink

JOINT COMMITTEES: VISITORS' REGISTER
 HOUSE APPROPRIATIONS and
 HOUSE STATE ADMINISTRATION

COMMITTEES

BILL NO. HOUSE BILL 375

DATE January 25, 1985

SPONSOR REP. FRANCIS BARDANOUVE

NAME (please print)	RESIDENCE	SUPPORT	OPPOSE
W. BEDE MITCHELL	BOZEMAN		X
GAIL L. CRAMER	BOZEMAN		X
LEE VON KUSTER	MSLA		X
Monte Schaefer	MSLA		✓
Pat Meredith	Missoula		
Mary Rose Murren	Missoula		
Jay Ture	Missoula		
Ronald B Kugel	Helena		✓
Jay Terry	Stevensonville		
Power C. Skaggs	Missoula		✓
Paulette Bloom	Missoula		✓
Dicki Cocchiarella	Missoula		✓
Russell G. McDonald	Helena		
Gael Korney	Helena		X
Billy Brown	Helena Local 1620	✓	
Melody Strickland	Registrar's Bureau 1064	✓	
Judy Gustafson	Helena Local 1620	✓	
Debbie Wozney	Deer Lodge 1064	✓	
Quita Davis	Helena Local 1620	✓	

IF YOU CARE TO WRITE COMMENTS, ASK SECRETARY FOR WITNESS STATEMENT FORM.

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

JOINT COMMITTEES: VISITORS' REGISTER
 HOUSE APPROPRIATIONS and
 HOUSE STATE ADMINISTRATION COMMITTEES

BILL NO. HOUSE BILL 375 DATE January 25, 1985

SPONSOR REP. FRANCIS BARDANOUVE

NAME (please print)	RESIDENCE	SUPPORT	OPPOSE
Ethel Zeier	Galen	L	
Pat Zeier	Galen	X	
Therese J. Patterson	Missoula	X	
Her Willes	MISSOULA	X	
DENNIS M. TAYLOR	HELENA	X	
Jim Capps	Helena		
Ed Sunde	"	X	
Tracie Dahlem	MET BOX 1274 Helena		X
Ernst Kagan			
Yvonne Diabe	814 Cole Helena		
Edith Roberts	MONT. LEWIS ASSOC		X

IF YOU CARE TO WRITE COMMENTS, ASK SECRETARY FOR WITNESS STATEMENT FORM.
PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

JOINT COMMITTEES: VISITORS' REGISTER
 HOUSE APPROPRIATIONS and
 HOUSE STATE ADMINISTRATION COMMITTEE S

BILL NO. HOUSE BILL 375 DATE January 25, 1985

SPONSOR REP. FRANCIS BARDANOUE

NAME (please print)	RESIDENCE	SUPPORT	OPPOSE
<i>Jean McKernan</i>	<i>713 Beach - Aka</i>		
<i>Paul Kinoh</i>	<i>23 E Lapueta Bette</i>	<input checked="" type="checkbox"/>	

IF YOU CARE TO WRITE COMMENTS, ASK SECRETARY FOR WITNESS STATEMENT FORM.
PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

JOINT COMMITTEES: VISITORS' REGISTER
 HOUSE APPROPRIATIONS and
 HOUSE STATE ADMINISTRATION COMMITTEE

BILL NO. HOUSE BILL 376 DATE January 25, 1985

SPONSOR REP. JERRY DRISCOLL

NAME (please print)	RESIDENCE	SUPPORT	OPPOSE
W. BEDE MITCHELL	BOZEMAN	X	
GAIL L. CRAMER	BOZEMAN	X	
LEE VON COSTA	MSLA	X	
Thomas Schauder	MONTANA	✓	
Mark Blewett	Helena		
St. Meredith's	Missoula		
Mary Rose Murnan	Missoula		
Nicki Cocchiarella	Missoula	X	
Faith Sumner	Blain	✓	
Amy True	Missoula		
Donald B. Kaye	Helena	✓	
Yu Teng	Stevensville		
Paulette Bloom	Missoula		
Donald J. Stearns	Missoula	✓	
Joanne Murphy	Helena	✓	
Dave DePoe	MONTANA		
Russell G. McDonald	Helena		
V. Michael Carter	Missoula	✓	
J. M. Munk			

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NAME (please print)	RESIDENCE	SUPPORT	OPPOSE
JEROME SAUTER	ASUM MSCA		
Jeff Weldon	ASUM, UOTM		
Jim Stall	Montana Tech	X	
Glennie Harmon	" "	X	
Lorraine Baum	" "	X	
Liz Lee	Dept of Health	X	
Ellen Ellen Ellen England	Mont Fed Tchrs	X	
Eugene Fenderson	Labors 25'21	X	
Christina A Baird	2795 Howard Rd Helena		
Mike Dahlem	MFT Box ^{Helena} 1276	X	
Larry Minow	MT Fed Teachers	X	
Howard Pogue	Mont State Council of Educ	X	
George Brown	MSH Warm Springs	X	
Pat Leary	MSH Warm Springs	X	
Robert K. Kobayashi	Mont State Council ^{of} Professors ^{of} Professors	X	
Tim Bol	Spokane WA	X	
Larry Taylor	Butte MT	X	
Edith Robbins	Helena ^{-Montana} Nurses Assn	X	

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NAME (please print)	RESIDENCE	SUPPORT	OPPOSE
<i>Alan McKernan</i>	<i>713 Birch - Hlm.</i>		
<i>Maddie O'CONNELL</i>	<i>5820 NMT, Hlm</i>		
<i>Paul Knight</i>	<i>23 ELAPLATA BUTTE</i>		
<i>Michelle Deane</i>	<i>Berwyn</i>	<input checked="" type="checkbox"/>	
<i>Brian McAlister</i>	<i>2537 South Ridge</i>		
<i>Sally Dyett</i>	<i>603 Cannon</i>		

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NAME (please print)	RESIDENCE	SUPPORT	OPPOSE
Donald F. Meyer	Galen Montana	✓	
Willis Wood	Heer Lodge Mt.	✓	
Jennie A. Wood	Rose Lodge Mt.	✓	
Kim Flatow	Helena Mt.	✓	

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NAME (please print)	RESIDENCE	SUPPORT	OPPOSE
<i>Bill Richards</i>	<i>Helen</i>	<i>X</i>	
<i>Raymond Nunn</i>	<i>Helen</i>	<i>X</i>	
<i>Al Pison</i>	<i>Boston</i>	<i>X</i>	

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