

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

March 26, 1985

The twenty-fourth meeting of the Senate Labor and Employment Relations Committee was called to order by Chairman J. D. Lynch at the hour of 1:00 p.m. in Room 413/415, State Capitol.

ROLL CALL: All members were present.

FURTHER CONSIDERATION OF HOUSE BILL 284:

Senator Aklestad stated this bill is an effort between the employers and the employees to correct the deficit over approximately a 33-year period of time. It was felt by many, especially the smaller employers, that getting the benefit under the old law where we raise that rate up to where the deficit employer has to go to 6.5 meant a substantial increase for the deficit employer.

Senator Blaylock moved that House Bill 284 Be Concurred In.

Chairman Lynch stated his biggest problem is when the one segment of the employees that have to give the most are the lowest paid, they being women employees.

Senator Manning stated we are abusing the female work force.

Senator Towe offered amendments on "quit to follow."
(Exhibit No. 1)

Senator Manning stated he liked Senator Towe's amendment with the inclusion of "unless the spouse moved to get a job elsewhere."

Senator Keating stated he has engaged in this experience as an employer. An unemployment insurance trust fund is for the purpose of providing for those who lose their jobs through no fault of their own.

Chairman Lynch stated that the Unemployment Trust Fund is set up for whatever the legislature should cover. The legislators are the ones who added "good cause" in 1979.

Senator Towe offered an amendment: after the language in his first amendment add: "unless the family moved because the spouse chose to leave work to accept work elsewhere of his own volition or to advance his own position."

Senator Manning asked Jim Murry about his feelings relative to ladies moving with their husbands and going into an occupation

and not declaring their wages and still trying to draw compensation. Jim Murry stated this involves a woman quitting to follow her husband; that is not always the case. Senator Manning added that a lady who follows her husband should not be entitled to collect benefits and qualify for the benefits. Jim Murry answered if a woman follows her husband and does not go back to work, she does not qualify for unemployment benefits.

Senator Blaylock asked Mr. Wanzenried about the section regarding disqualification for leaving work without good cause. He asked what it would do if we said, except in those cases where an employee leaves to care for a sick child or spouse. In reply, Mr. Wanzenried handed out a form. (Exhibit No. 2) On the first page, columns one and three are current law. If the law is changed you would go to columns two and three.

Senator Towe moved to add an amendment to his amendment #3. (Exhibit No. 3)

Senator Haffey asked Senator Towe in which letters on Exhibit No. 2, A-W, this would fall. Senator Towe replied "V."

Senator Haffey asked if "not enough money" to make a living for the family to survive would fall under "B" of Exhibit No. 2. Harold Kansier replied it means not enough money for that specific job. Senator Towe asked what is not enough money for a person to survive. Harold Kansier replied the form does not address that.

A roll call vote was taken on Senator Towe's amendment (Exhibit No. 3). See attached roll call vote sheet.

Senator Towe moved his second amendments (Exhibit No. 1a). On a roll call vote, the committee adopted the amendments. See the attached roll call vote sheet.

Senator Haffey moved to reconsider action on the amendments. On a voice vote, the committee voted, with senators Manning Lynch and Towe voting no and all others voting yes, in favor of the motion.

Senator Blaylock moved that the amendments that had been adopted be stricken. On a voice vote, with senators Manning, Lynch and Towe voting no and all others voting yes, the motion carried.

The committee then had before it the motion by Senator Blaylock that House Bill 284 Be Concurred In. On a roll call vote, the committee voting 6-2, the motion passed. See attached roll call vote sheet.

Senator Blaylock will carry the bill.

March 26, 1985

ADJOURNMENT: The committee, having no further business,
adjourned at the hour of 2:30 p.m.



J.D. Lynch, Committee Chairman

STANDING COMMITTEE REPORT

March 26

19 85

MR. PRESIDENT

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

having had under consideration **HOUSE BILL** No. **284**

third reading copy (**blue**)
color

MAKE UNEMPLOYMENT COMPENSATION TRUST FUND SOLVENT

(Senator Blaylock will carry the bill)

Respectfully report as follows: That **HOUSE BILL** No. **284**

BE CONCURRED IN

~~XXXXXXXXXX~~

~~XXXXXXXXXX~~

SENATOR J.D. LYNCH

Chairman.

Labor and Employment

COMMITTEE

48th LEGISLATIVE SESSION -- 1985

Date 3/26/85

DATE
SEAT
#

NAME	PRESENT	ABSENT	EXCUSED
1 <u>Senator Aklestad</u>	X		
46 <u>Senator Blaylock</u>	X		
9 <u>Senator Haffey</u>	X		
20 <u>Senator Keating</u>	X		
49 <u>Senator Manning</u>	X		
33 <u>Senator Thayer</u>	X		
<u>Sentor Towe</u>	X		
5 <u>Chairman Lynch</u>	X		

Each day attach to minutes.

ROLL CALL VOTE

SENATE COMMITTEE LABOR AND EMPLOYMENT RELATIONS

DATE March 26 1985 BILL NO. HB 284 TIME

NAME	YES	NO
SENATOR AKLESTAD		X
SENATOR BLAYLOCK		X
SENATOR HAFHEY		X
SENATOR KEATING		X
SENATOR MANNING	X	
SENATOR THAYER		X
SENATOR TOWE	X	
CHAIRMAN LYNCH	X	

Beth Dancy
SECRETARY

J.D. LYNCH

Motion: Senator Towe's amendments to House Bill 284.

the motion failed. (Exhibit No.3)

ROLL CALL VOTE

SENATE COMMITTEE LABOR AND EMPLOYMENT RELATIONS

DATE March 26 1985 BILL NO. HB 284 TIME

NAME	YES	NO
SENATOR AKLESTAD		X
SENATOR BLAYLOCK	X	
SENATOR HAFHEY	X	
SENATOR KEATING		X
SENATOR MANNING	X	
SENATOR THAYER		X
SENATOR TOWE	X	
CHAIRMAN LYNCH	X	

Beth Dancy
SECRETARY

J.D. LYNCH

Motion: Senator Towe's amendments to House Bill 284.

The motion passed. (Exhibit No. 1a)

ROLL CALL VOTE

SENATE COMMITTEE LABOR AND EMPLOYMENT RELATIONS

DATE March 26 1985 BILL NO. HB 284 TIME

NAME	YES	NO
SENATOR AKLESTAD	X	
SENATOR BLAYLOCK	X	
SENATOR HAFHEY	X	
SENATOR KEATING	X	
SENATOR MANNING		X
SENATOR THAYER	X	
SENATOR TOWE	X	
CHAIRMAN LYNCH		X

Brian D. Lynch
SECRETARY

J.D. LYNCH

Motion: House Bill 284 Be Concurred In. The motion passed.

Proposed amendment to HB 284, third reading blue copy.

1. Page 14, line 1.

Following: "employment"

Insert: ", except that an individual whose spouse has moved to a domicile beyond a reasonable commuting distance from the individual's work place is not disqualified if the individual leaves work to accompany the spouse"

Proposed amendment to HB 284, third reading blue copy

1. Page 14, line 1.

Following: "employment"

Insert: ", except that an individual whose spouse has moved to a domicile beyond a reasonable commuting distance from the individual's work place is not disqualified if the individual leaves work to accompany the spouse, except that an individual is not disqualified if he leaves work because of child care" problems.

2 -- VOLUNTARY LEAVING

- A. Personal Health *very few are attributable*
- B. Job Dissatisfaction
- C. Move to Another Area or Return Home
- D. Not Enough Money or Hours
- E. Disagreement with Supervisor
- F. Working Conditions
- G. Other Job Prospects
- H. Pregnancy (After Childbirth)
- I. Attend School
- J. Illness or Death of Relative
- K. Not Reporting for Work
- L. Distance or No Transportation
- M. To Take Time Off
- N. Family Problems
- O. Disagreement with Workers
- P. To Stay Home
- Q. Child Care Problems
- R. Other *(usually quit to retire)*
- S. Leaving in Anticipation of Discharge
- T. Job for Which Hired Not Available
- U. Change in Condition of Hire
- V. Quit to Follow
- W. Quit to Marry

1.	2.	3.
<i>Personal</i>	<i>Attributable</i>	<i>Both</i>
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1-28-85

Count of Voluntary Quits for C.Y. 1984 by NDA and DISQ.

Meaning: a long action

Issue (or)	NDA	DISQ	TOTAL
A	1002	391	1393
B	25	970	995
C	92	728	820
D	349	412	761
E	10	291	301
F	152	635	787
G	526	165	691
H	20	42	62
I	87	164	251
J	72	73	145
K	1	2	3
L	63	133	196
M	2	20	22
N	14	36	50
O	3	46	49
P	2	52	54
Q	11	38	49
R	484	1010	1494
S	22	20	42
T	112	1	113
U	129	12	141
V	1268	78	1346
W	9	3	12

Proposed amendment to HB 284, third reading blue copy

1. Page 14, line 1.

Following: "employment"

Insert: ", except that an individual whose spouse has moved to a domicile beyond commuting distance from the individual's work place is not disqualified if the individual leaves work to accompany the spouse, unless the family moved because the spouse chose to leave work to accept work elsewhere of his own volition or to advance his own position"