## MINUTES OF THE MEETING HUMAN SERVICES AND AGING SECOND SPECIAL SESSION - 1986 HOUSE OF REPRESENTATIVES

March 26, 1986

The first meeting of the Human Services and Aging Committee was called to order by Chairman Nancy Keenan on March 26, 1986 at 3:00 p. m. in Room 312-2 of the State Capitol.

ROLL CALL: Upon roll call all members were present with the exception of Representatives Jan Brown, Marjorie Hart, and Norm Wallin who were excused.

HOUSE BILL NO. 12: Hearing commenced on House Bill No. 12. Representative Cal Winslow, District 89, sponsor of the bill, stated that the purpose of the bill is to establish a program to assist in job placement of the people that are recipients of general relief. Of those people in the 50 Montana counties on general assistance only 7% actually are involved in job training programs here in Montana. He stated that the purpose behind the bill is to develop a program that in fact is of assistance to help general assistance recipients to become employable and help them find jobs. It is working in 26 states that have coordinated work programs for general assistance. The program that I have proposed goes beyond the work fare. I have provided a graph showing what counties have done to assist these people in finding employment. The program would work with these people to make them employable. 80% have found jobs - the majority in 9 weeks. The program includes an assessment team. I think the fiscal note is out I think we will have to amend the fiscal note in of touch. some way. If it is successful like in Utah we won't need to keep those people on a full-time basis. He said we won't be dealing with 1200 people - but dealing with one or two people.

PROPONENTS: Representative Jack Moore, District 37, stated that on February 24, they had a 2-day forum dealing with problems of people on welfare. At Job Service from August through September they conducted a survey and the average was between 1500 people that were on the General Assistance program. From August through November the number that showed up at Job Service was 632. He said 85% were white and 52.5% had more than 12 years education, and nearly all of them were American citizens. 95.9% are not displaced workers. 95.1% are not on unemployment insurance. This indicated that they have been out of the job force for a long, long time. We need to teach these people how to seek a job, give them some training and get them back in the work force. He stated that two-thirds of them on General Assistance are male and mostly white. 95% of these 632 out of some 1500 during the 4-month period have not been

Human Services and Aging Committee March 26, 1986 Page 2

in the work force for over a year. He said it is imperative that we get this program as soon as possible.

Representative Tom Hannah, House District 86, appeared in support of this bill. He stated that first there is problems with self worth. This bill helps address that problem. He said he thought it was a good bill and has a lot of good features.

Representative John Cobb, District 42, stated that he supported this bill. He said eighteen states do not give any benefits and twenty-six states are now doing more work programs. They are starting to help people. There is a problem with jobs but you also have to help train and educate people.

Proponent Dave Lewis, Director of the Department of Social and Rehabilitative Services, said that they support the bill as amended. He said we think we have cleared up a lot of initial objections that we have had to the bill. One of the specific amendments that we asked for is amendment No. 9. He stated that they support the concept of moving people into employment.

Proponent Judith Carlson, of the National Association of Social Workers-Montana Chapter, stated that they support passage of House Bill 12 as a workable and reasonable alternative to the more restrictive constitutional amendment proposal contained in House Bill 9. She said the Montana Chapter of Social Workers will support any effort at providing jobs and getting people to work as soon as possible - as long as there is no attempt to circumvent minimum wage requirements and as long as they are administered in a positive helpful dignified manner. (Exhibit No. 1)

Proponent Cecil Barnier, representing Management Firm in Missoula, and Contract Manager for the Missoula Housing Authority and representing himself as an individual businessman, said he is a third generation native son of the state of Montana. He said economic problems are dictating that our tax dollar doesn't go as far. In the last 15 years he said he had witnessed a change in attitude. He said he has one man on his staff right now that he hired from Work-Fare Program. At the Missoula Housing Authority it has worked out beautiful. They have paid it all back. The proper administration of the Work-Fare Program will do the job. It will work.

Proponent Jim Smith, representing HRDC Association, said they had doubts about this bill this morning but looking at the amendments they do come before the committee in support of the bill.

Human Services and Aging Committee March 26, 1986
Page 3

He said they are real excited about what's going on in Missoula, and that this is a good step in the right direction.

Opponent Ann Mary Dussault, Missoula County Commissioner, stated she disagrees with the concept, and has serious reservations of its workability in its form. She said that it is important that the responsibliity be attached to SRS. Also, you have got to think about the whole concept of job development. She stated it is a whole other thing to find them jobs in communities that are depressed. Unless there is job development going on at the same time we simply don't have places for them to be employed. She suggested that on Page 3 of the bill and on Page 2 of the amendments, line 11 of Page 3, if you simply add "public agency" or "non-profit". Also, she referred to Page 3, line 24, "spend 32 hours a week". She said that this discrepancy needs to be worked out. Also, she stated that there is a couple of realities when working with this population - these people are going to need assistance in day care and transportation. We hope you will look at the issues before the final draft of the bill.

Opponent Sue Fifield, representing the Montana Low-Income Coalition, stated that a lot of their objections may be covered through the amendments. She said the option should be left to the client as to whether they are ready or whether they need more training. Also, they would like to see a peer support group so that they can support each other and encourage each other. (Exhibit No. 2)

Opponent Greg Sanders, representing CCC in Great Falls, stated that the job service surveys done were done very unscientifically. He said problems would be day care and transportation - and maybe AFDC can be applied to GA.

Opponent Ann Barnes, representing Missoula L.I.G.H.T., stated that they are opposed to this bill.

Opponent Lois Durand, representing the Butte Community Union, stated that they oppose this bill.

Opponent Debbie Flores, representing the Butte Community Union and MRC, stated that if you refuse a job no matter if that job will pay you enough to live on or not you will be cut off. She said this proposal would take high wage jobs away and replace them with low wage jobs for the poor. (Exhibit No. 3)

Opponent Sue Fifield, representing the MLIC, stated one

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thing that they would like to see is economic developmentthere was nothing in there. They would like to see money targeted to economic development, funded in whole or part by the state of Montana or with a federal grant. She said they have been working with the SRS on a task force trying to develop other proposals.

Opponent R. Nadine Jensen, Executive Director of the State, County and Municipal Employees, said that one problem with the bill is that there is nothing to protect the present employees.

Opponent Don Judge, representing the Montana AFL-CIO, said that some of the folks who would receive the benefits of this legislation have participated in our programs across the state. Some of the issues that were raised here today were issues we have had to approach in the development of our programs. He asked, are you going to require people to accept jobs to receive less than they do on GA. He said that for a single mother with one child at home and one in school the average salary would have to be \$6.61 per hour. He added that that is pretty substantial. He said they develop jobs that fit the skills of the clients. He referred to Line 24 on Page 1 - "able-bodied recipients" does that exclude children of pre-school age. Page 2, Line 8, "participation in actual job interviews" - from experience we know that actual job interviews are determined by the employer. He said they assume that the money that is going to be used to pay for this is not coming from the job training. He said that on Line 21 and 22, Page 2 they wanted to know what was 'available employment', - are we talking part-time employment or full-time employment. He stated that last year 31,000 Montanans were out of work. Only 29% of them received unemployment compensation benefits. There will be 8,000 job openings in Montana through 1990. We support job training programs. We ask you not to rush into something that could provide more headaches.

At this time, Representative Winslow, sponsor of the bill, said in closing that what bothers him the most is that sometimes when trying to help people they are not trying to help themselves. Some people are not willing to look at change. The very purpose of this bill is to help people. He said that 85% to 90% on GA are located in 12 counties in the state of Montana. He said we are providing not only an employability plan - we are helping them on how to apply for jobs. This very program is working in the state of Utah - 80% of them have found jobs. The average worker works about 15 hours in Missoula because of the prevailing wage. We are offering here in some cases mental health counseling, and in some cases remedial education. You have got to remember we are

Human Services and Aging Committee March 26, 1986 Page 5

talking about GA single people. AFDC is a whole another problem. He said it is better for these people to work in minimum wage and accomplish something as they are working themselves up the ladder. This is not a punitive attempt - the one in Utah is best to fit our program. I would ask that you would scratch the last amendment and change "appropriation" to "spending authority".

At this time questions were asked by a few of the committee members.

Representative Budd Gould asked about a sort of pilot project so we would get an idea if it is going to work.

Dave Lewis replied that they are proposing some pilot projects - it isn't statewide.

There were no further proponents or opponents, so hearing on House Bill No. 12 was closed at this time.

At this time Chairman Nancy Keenan stated that the committee would have to meet again tomorrow. She said that Tom Gomez, Researcher, would get the grey bill. Representative Cohen asked if possibly someone from the Budget office could be present to address the fiscal note.

ADJOURN: There being no further business before the committee, the meeting was adjourned at 4:00 p. m.

Representative Nancy Keenan Chairman

# DAILY ROLL CALL

# HUMAN SERVICES AND AGING COMMITTEE

49th LEGISLATIVE SESSION -- 1986 SECOND SPECIAL SESSION

Date 3-26-86

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# National Association of Social Workers

MONTANA CHAPTER Effective?

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TESTIMONY ON HB 12: AN ACT REQUIRING RECIPIENTS OF GENERAL RELIEF TO ENROLL IN A STRUCTURED JOB SEARCH, TRAINING, AND WORK PROGRAM: AMENDING SECTIONS 53-3-303 and 53-3-305, MCA: AND PROVIDING AN EFFECTIVE DATE.

March 26, 1986

I am Judith H. Carlson representing the Montana Chapter of the National Association of Social Workers.

We support passage of HB 12 as a workable and reasonable alternative to the more restrictive constitutional amendment proposal contained in HB 9. There has been ample evidence produced which shows that people want jobs. They want to work. The real problem is the sagging economy and the lack of jobs. Apparently we are unable to address this root problem.

Without jobs, there is some lack of realism in training people people for jobs - or for methods of finding them. However, job search and job training is a positive approach that deserves support.

There are three changes which could be made to HB 12 to make it a stronger bill:

1. In the <u>NEW SECTION</u>, the department should have the option of contracting with the department of labor or with a private non-profit entity for the job search component. This would give the HRDCs or other groups the

Testimony on HB 12

chance to operate programs where they can do it best. And a little competition never hurt anyone!

- 2. In Section 2 (4), there should be more clarification about how much work is required of recipients. This section leaves open the possibility that a person might be working 32 hours a week at workfare for his/her \$212 per month a wage of \$1.53 per hour. I don't know whether the "work for the county" mentioned is limited to the number of hours that would be worked at a comparable wage.
- 3. In Section 2 (5), there is a requirement that no payment be made to a recipient until the current biweekly performance report has been received by the office responsible for payment. This raises the possibility that the recipient may have met all requirements but if the Job Service does not forward the necessary paperwork, no payment will be made. That hardly seems fair.

The Montana Chapter of Social Workers will support any effort at providing jobs and getting people to work as soon as possible - as long as there is no attempt to circumvent minimum wage requirements and as long as they are administered in a positive helpful dignified manner. We encourage Representative Winslow and this committee to continue efforts along this line in the stead of constitutional change method.

Judith H. Carlson

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### MONTANA LOW-INCOME COALITION

### GENERAL ASSISTANCE JOBS and TRAINING PROPOSAL

### MARCH 1996

The following (in order of priority) are elements of a jobs and training proposal which the Coalition feels should be included in any plan to help General Assistance people with training and/or employment.

- 1) Options should be left to client.
- 2) All Jobs listings at Job Service should be available to anyone seeking a Job.
- 3) Target a percentage of Economic Development funds, funded in whole or part by the state of Montana or with a federal grant, including those administered by the Department of Commerce, for Jobs to be filled by low-income residents of the state of Montana (see attached Butte Community Union Proposal).
- 4) There should not be any cut in GA benefits if an adequate job is not found.
- 5) Allow college education to be pursued.
- E) Let job market determine employability.
- 7) More education of employers to the advantages of hiring of subsidized employees.
- 8) Use a support system by peers.
- 9) Heavier emphasis on Job placement
- 10) If income of the GA person is below 125% of poverty, should be allowed to maintain present benefits while employed or in training.
- 11) Do away with job screening programs.
- 12) If below 125% of poverty level, level of salary should be equal to or higher than benefits at time of employment or training (people should not be worse off while in training or employment).
- 13) Redirect JPTA funds to an organization more sensitive to the needs of the economically disadvantaged.
- 14) There should be no sanctions
- 15) Change workfare to work experience with more hours and more pay.

Montana Low Income Coaltion

General Assistance-Jobs and Training Proposal

March 1986

This proposal advocates that a training and Job placement program be implemented for general assistance recipients. The proposal does not anticipate additional funding. In fact, a reduction in expenditures is anticipated. A reduction in overall spending will result from redirecting the use of existing funds and restructuring agencies?

activities such that more people will become financially independent.

### Peer Support Group

In other states an integral part of job/training programs has been called as peer orjob-support group. It is recommended that initial activities between general assistance recipients and a training /job placement program take place within this type of group setting. It is within this group that most of the other activities of the program should occur. A group setting has proved helpful in other states because it provides group support, it allows group feedback on reasons for not finding employment and a healthy setting for recipients to exchange suggestions. It has proven elsewhere to be a motivational force (lowe, Nebreska). The group would be composed of a number of recipients and a group leader. The group leader would guide but not lecture the group. As The Montana Department of Labor's recent survey of General Assistance Recipients demonstrates, some crucial barriers to employment are transportation and lack of phones. These problems might be most effectively addressed in groups. The formation of these groups and subsequent activities would replace recipients meeting with Job

service personnel on a one-to-one basis. In some other states the program includes an intense week of meeting together and Job search, followed by weekly meetings. After a month or two, if a recipient is not employed they would then move into a different component of the program.

### Self-Direction

It is recommended that within these group settings, options such as training or job placement be decided by the client. It is desired that most of the emphasis be on job attainment, but that job training be an option.

Recipients should decide their options regarding whether, how and where to seek employment within the group process. Members of the group can provide valuable feedback to each other. Job service should provide the group with listings of Job openings, by occupation, industry and location. As in neighboring states, complete computer listings could be either accessed or printed for recipients. By doing this, a great deal of time could be redirected from formal Job placement interviews to other employment related activities. In Nebraska, it was observed that 'clients with serious barriers often found employment before a social worker ever has a chance to work with them.' About two-thirds of all clients placed themselves. Likewise, California has modified their workfare program to keep pre-time coment preparation at a minimum. The Job market should determine the employability of individuals, not the Job service counselors.

Other states have used this approach and it has proven successful.

For example, Nebraska adopted this approach when they observed that work clients were spending more time talking to case workers than to

prospective employers.

Job Creation & Subsidized Jobs

Either the creation of new Jobs or subsidized employment are appropriate and necessary for those who are not candidates for further training, and/or have some through the the job seek process and did not become employed. These recipients need to be placed upon newly created or subsidized Jobs. The workfare model needs expansion and uperading such that a better quality of jobs is incorporated, and jobs with a possibility for promotion and permancy are included. This process could be accomplished by insisting that at least half of the jobs created by Montana Economic Development and Community Development Block Grant (CDBG) funds be targeted for these recipients. (See the attached Butte comunity Union's proposal). Actually, Federal Law mandates that 51% of all Community Development Block Grant funds are to benefit moderate to low income people. However, currently, no programs using CDBG funds have any such formal requirements, nor mechanism for accountability. Therefore, because of this, CDBG funds which should, in part, assist low-income people to get a portion of the jobs created are not doing so. This proposed law would assist, as federally intended, the State in economic development, but could also help reduce welfare expenditures. In other states this has been demonstrated to be an effective means of reducing state expenditures. Minnesota, in particular, has done this successfully. With additional funds, it would be possible to restructure workfare, such that Jobs included longer hours and compensated pay, and therefore more hearly resembles a job in the private sector. Utah's program includes a 40-hour paid week, allowing 8 hours for Job search.

If a person is living below 125% of poverty level, the salary of a pospective Job should be equal to or higher than benefits at the time of employment or training. Recipients should not be forced to accept employment at an unlivable wage.

Similarly, if a person is living below 125% of poverty, a person should be allowed to maintain present benefits while employed or in training.

Job service employees should take an active role in making contact with employers and explaining the benefits to hiring under this particular plan. This type of approach has been very successful in Minnesota. Massachusetts claims a good deal of their sucess in slashing welfare rolls is attributable to finding meaningful jobs or meaningful work experience for their recipients.

### Specialized Help

If a recipient is not employed or successfully placed after completing this program, it is recommended that this recipient either recycle through the job club/job search process or that the recipient then undergo professional counseling to determine any underlying problems. It is quite plausible that some of these problems hindering employment, job service cannot address. In which case the appropriate agency needs to address them. In Utah, it has been found that after the job training process that only 5-10 percent of recipients remained unemployed. It would not be surprising if this a subgroup this size had inderlying problems; nationally it is estimated that about 10% of the population needs alcohol/drug or mental health treatment. Iowa is taking exactly this approach of letting these severe problems screen themselves out, through unsuccessful progress within the program; then

by referral to the most qualified professionals, attention is focused upon the problems. This approach is cost-effective because profesional assistance is only focused upon those a few rather than all those within the program.

### Client Choices

Particular types of training should be chosen by recipients.

Because of the low self-esteem observed, likely resulting from long term unemployment, it is not likely that they will aspire to training beyond their abilities, but more likely they will select training below their abilities; group leaders should keep this in mind. People feel better about themselves and then will be more motivated when they are making their own decisions. Giving clients options has improved the success of programs in other states. Iowa is a good example.

### Training Lenth

Length of time in a particular training program should parallel that amount of time spent in existing training programs; that is, JPTA (two years) or WIN (one year) depending upon the type of training.

On-the-job training should receive more emphasis than more formal types of training. In North Carolina when remedial education was supplied for recipients who had minimal education, those recipients became as employable as others with comparable years of education.

### College pursuits

However, higher education should be allowed as a training option. It doesn't appear that a large percentage of applicants would select this option, given the low self-esteem problem. Nevertheless for those persons desiring a higher education this option should be available, at least for the last two years of a degreed program or two years toward

an associate degree. Maine, Massachusetts, and Iowa have all allowed for a higher education option within their job training programs. Relative to other states, Montanans score high on academic tests and it would therefore be appropriate that this option be included for the state. It should be remembered that this does not mean paying for the cost of education itself; this would be paid by scholarships, fellowships, loans, etc. Instead the program would allow one to maintain themselves while participating. There are outstanding examples, particularly among AFDC recipients who have completed college, entered professions and have become high tax paying contributors as a result of their subsequent employment.

### A Just Alternative

If adequate jobs cannot be obtained by G.A. recipients following training and the efforts of job search, A GA recipient should not be cut off. As observed by Montana Job Service respresentatives, most GA recipients do not have poor attitudes toward work and would chose financial independence over welfare dependency. In fact, Labor's survey states that only 5% of the recipients had poor attitudes.

The Coaltion believes that a person should not be penalized due to the economic condition of this country ... but must be maintained until a workable solution to his employment problem is developed or that the nation's economy changes to accommodate its individuals successfully.

It is unreasonable and inhumane to expect people with no financial resources whatsoever to leave family and friends and move out of state... likely to join the unemployed of other states.

### Sources

"Broad Support buoys Clifornia's Gain" David Sweap, Public Welfare/Winter 1985 p. 24-27

"Employment Initiatives -- Third Year Report" Maryland Department of Human Resources, Office of Welfare Employment Policy, December 1985

"Inestimable--but Tansible Results in Maine" Michael Petit and Linda Wilcox, Public Welfare/Winter 1986, p. 13-15

Iowa materials for state employment and training plan, Iowa Department of Human Services

"Job Support in Rural America: A Plan to Reduce AFDC expenditures in Agricultural Settings" Dean Curtis/ Curtis and Associates

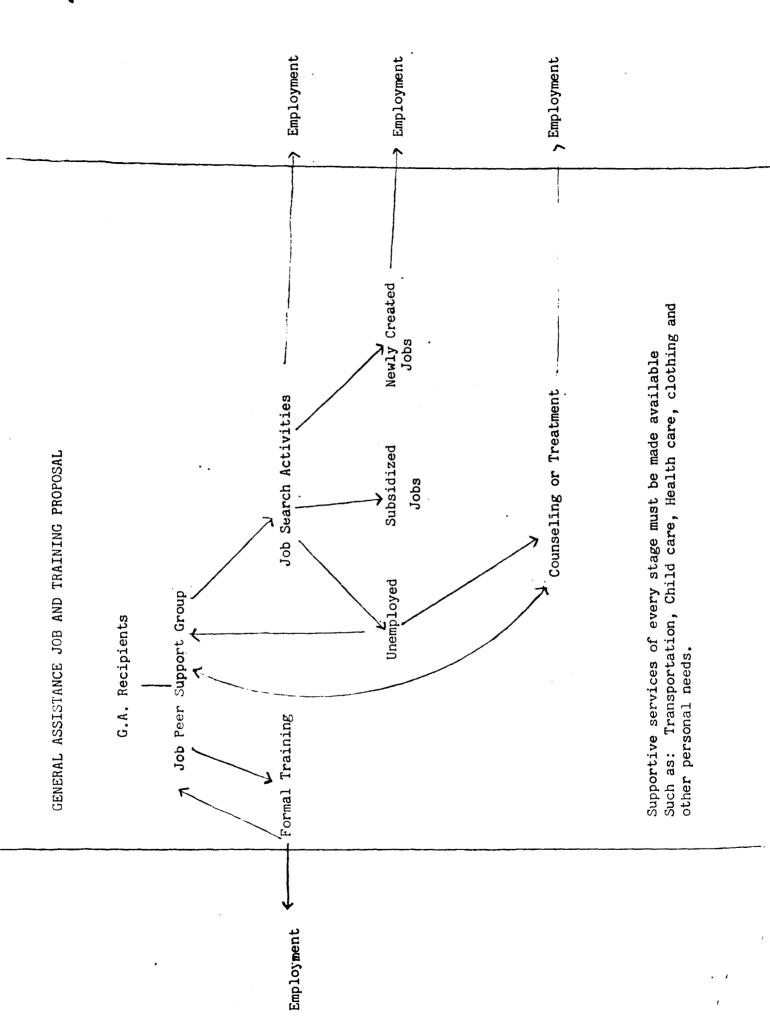
"Massachusetts Department of Public Welfare Employment and Training Program -- Amendment to Win Demonstration Project", August, 1983.

Massachusetts Department of Public Welfare, Boston, Massachusetts

Materials from Minnesota for state employment and training plan

"Report From Utah" Region VIII CAA Association

"Study Links Training and Reduced Dependence" (North Caroline), Daniel Hudgins, Public Welfare/Winter, 1986, P 18-19.



### BUTE COMMUNITY UNION P. O. BOX 724 BUTTE, MT 59703

PHONE (406) 782-0670

PROPOSED STATE OF MONTANA LAW REQUIRING HIRING PREFERENCE FOR LONG-TERM UNEMPLOYED MONTANANS IN PUBLICALLY-FUNDED ECONOMIC DEVELOPMENT PROJECTS

### MONTANA LAW PROPOSED TO READ AS FOLLOWS:

On any economic development project funded in whole or in part by State of Montana funds, or funds which, in accordance with a federal grant or otherwise, the State of Montana expends or administers, and to which the State of Montana is a signatory to the contract, the number of new jobs created at a full-time equivalent rate (in accordance with the contract documents established therewith) shall be filled as follows: at least 70% by persons whose annual income is less than the poverty level as established by the U.S. Government. Employers who contract to receive such public funds shall be required to show they have made their best effort to recruit qualified personnel who meet these criteria before the goal may be waived.

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The Montana Supreme Court has ruled unconstitutional a law enacted by the 1985 legislature which would have eliminated general relief benefits for most recipients under the age of 50. In preparation for a special legislative session to be held March 24, there is growing interest in developing a work/training program in conjunction with GR.

Butte Community Union and the Montana Low Income Coalition (MLIC) have long been calling for employment and training alternatives to welfare. The Governor and other state officials have refused to increase opportunities under the federally-funded Jobs Training Partnership Act (JTPA) for GR recipients, who last year accounted for only 6% of JTPA placements. (The state Plan continues to set a goal of only 2%.) Governor Schwinden has frequently cited his "Build Montana" economic development programs as the answer to unemployment. This proposal seeks to directly tie such public subsidies for economic development to job-creation for the long-term unemployed, including many GR recipients.

BCU offers this proposal at this time in order to begin to build support for meaningful work programs for Montanans. It is our hope that a broad coalition will support this type of legislation, and that it will be enacted in the March special session. Renewed legislative proposals to cut welfare do nothing to improve employment opportunities, and create great misery. Meanwhile, "welfare" payments are being provided to businesses as the price for creating jobs. It is appropriate that we ensure that those jobs are created and that they go to the long-term unemployed.

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1609 S. WORK WOOD HOUSE

# VISITORS' REGISTER

	HUMAN SERVICES &	AGING COMMITTEE		
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HRAC

# VISITORS' REGISTER

	HUMAN SERVICES & AGING		COMMITTEE		
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PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

### PROPOSED AMENDMENTS TO HB 12

1. Title, line 6. Following: "SECTIONS 53-3-303" Strike: "AND" Insert: "THROUGH" 2. Title, line 7.
Following: "MCA;" Insert: "PROVIDING AN APPROPRIATION TO THE DEPARTMENT OF LABOR AND INDUSTRY;" 3. Page 1, line 10. Following: "department" Insert: "shall cooperate with the department" 4. Page 1, line 12. Following: line 11 Strike: "shall" Insert: "to" 5. Page 1, line 16.
Following: "habits and" Insert: "job-finding" 6. Page 1, line 17. Following: "available" Strike: remainder of line 17 through line 20 7. Page 1, line 21. Following: "(2)" Strike: "In" Insert: "For" 8. Page 2, line 9. Strike: subsection (3) in its entirety Renumber: subsequent subsection 9. Page 3, line 2.
Following: "at" Strike: "the employment office where the recipient is registered for employment" Insert: "an employment office or other site designated by the department" 10. Page 3, line 11.
Following: "work for" Strike: "the county" Insert: "the county, the state, a federal agency, or a

private non-profit agency"

11. Page 3, line 15.
Following: "participate in"

Strike: "job search activities"

Insert: "the job search program provided in [section 1]

12. Page 4, line 2. Following: "training;" "or" Strike:

13. Page 4, line 3.
Following: "work for" Strike: "the county.

"the county, the state, a federal agency, or a Insert: private non-profit agency, as required by 53-3-304; or

Page 4, line 4. Following: line 3

Insert: "(iv) job-seeking activities."

15. Page 4, line 4. Strike: subsection (5) in its entirety

16. Page 4, line 9. Following: line 8

Insert: "Section 3. Section 53-3-304, MCA, is amended to read:

"53-3-304. Power to require recipient to perform work. (1) If the county, the state, a federal agency, or a private non-profit organization has work available which a recipient of general relief is capable of performing or the department of social and rehabilitation services is required to operate a work program under the provisions of 53-2-822, then the county department of public welfare or the department of social and rehabilitation services may require a recipient to perform work at the minimum wage or may pay a recipient at the prevailing rate of wages paid by that county for similar work, to be paid from the county poor fund or state funds, in place of granting him general relief.

(2) The county department of public welfare or the department of social and rehabilitation services, as the case may be, shall provide coverage under the Workers' Compensation Act for those recipients of general relief working under the provisions hereof and may enter into such agreements with the division of workers' compensation of the department of labor and industry as may be necessary to carry out the provisions of this section.""

Renumber: subsequent sections

17. Page 4, line 13. Following: "refuses to"

Strike: "complete"

Insert: "participate in"

18. Page 4, line 16. Following: "relief for" Strike: "1 week"

Insert: "one-fourth of the monthly benefit amount"

19. Page 4, line 17. Following: line 16 Insert: "NEW SECTION. Section 4. Appropriation. There is appropriated \$624,161 to the department of labor and industry from the department for fiscal year 1987, for the purposes of this act."

Renumber: subsequent sections

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