

MINUTES OF THE MEETING  
STATE ADMINISTRATION COMMITTEE  
50TH LEGISLATIVE SESSION  
HOUSE OF REPRESENTATIVES

February 23, 1987

The meeting of the State Administration Committee was called to order by Chairman Sales on February 23, 1987 at 8:00 a.m. in Room 437 of the State Capitol.

ROLL CALL: Reps. Moore and Whalen were excused. All other committee members were present.

CONSIDERATION OF HOUSE BILL NO. 793: Rep. Squires, House District #58 and sponsor of the bill, stated the purpose of the bill is to eliminate the titles of "school district clerk" and "school administrator" from the definition of what "public employee" does not mean under the law that allows public employees to bargain collectively. There is no reason for the titles to be in the law. Employees that are school district clerks and serve the school boards in the capacity of a confidential employee would be excluded from being a public employee as found on page 2, line 14. She submitted written testimony (Exhibit #1). This bill will not give school clerks or school administrators any more rights to bargain than they have currently. Employees should be included or excluded from the right to bargain by what they do on the job, and not by the title of the job they have.

PROPOSERS: Phil Campbell, representing Montana Education Association, stated support for the bill and reiterated Rep. Squires' purposes for submitting the legislation. He asked the committee's favorable consideration.

OPPOSERS: None

DISCUSSION OF HOUSE BILL NO. 793: Rep. Peterson asked Mr. Campbell how many people are affected by this, and he replied that he is aware of three situations in the last year and a half where people wanted to be involved in the bargaining process and could not be. He proceeded to explain that in some districts, the school clerks fall under the definition of confidential employee and, as such, would be excluded by definition on line 10, page 2. An administrator would be a supervisory employee and would be excluded from the meaning of public employee on line 6, page 2. No one should be excluded from bargaining because of the title of his/her position. Rep. Jenkins asked Mr. Campbell for an explanation of what the employees will lose or gain by this legislation. He replied that changing this language will probably not change much of anything.

Discussion of HB 793 was closed by Rep. Squires.

CONSIDERATION OF HOUSE BILL NO. 819: Rep. Nathe, House District #19 and sponsor of the bill, stated the bill would allow the Superintendent of Public Instruction the discretion to employ certain supervisors and professional staff. The bill is needed for flexibility in hiring.

PROPOSERS: Judy Johnson, Assistant Superintendent of the Office of Public Instruction, stated HB 819 will give flexibility in who is hired to meet the needs of the schools.

OPPOSERS: None

DISCUSSION OF HOUSE BILL NO. 819: None

Discussion of HB 819 was closed by Rep. Nathe.

CONSIDERATION OF HOUSE BILL NO. 798: Rep. Simon, House District #91 and sponsor of the bill, stated the bill would require that state employee collective bargaining agreements would not be negotiated or settled until the legislature has established funding levels for operation of state government agencies. The legislature has the authority and the constitutional obligation to appropriate funds. We have a chicken and egg situation here. First, the administration and the unions negotiate a wage agreement; then the legislature is pressured to ratify the agreement. I would prefer the process to be reversed.

PROPOSERS: None

OPPOSERS: Phil Campbell, representing Montana Education Association, stated this bill would negate the individuals' right to bargain on salaries. If the bargaining comes after the appropriation has been made, you might as well eliminate the part of the bargaining law that states the employees have the right to bargain collectively on wages.

Terry Minnow, representing the Montana Federation of Teachers and the Montana Federation of State Employees, stated opposition to HB 798. The system that is currently set up is not perfect by any means, but this bill would require that we negotiate with the legislature. Right now, the legislature has delegated authority to the Department of Administration to negotiate. If the union refuses to accept a settlement, the only way we can avoid an impasse is to come back into a special session of the legislature. This bill will clutter the system unnecessarily.

DISCUSSION OF HOUSE BILL NO. 798: Rep. Roth asked Rep. Simon if the dates of contract negotiations would have to be changed, and he replied that the contract would be negotiated after the legislature has set up the funding. Rep. Cody asked Rep. Simon when the contracts are negotiated, and he replied that some of the negotiating process has been going on for quite sometime. Rep. Cody's question was redirected to Terry Minnow who explained the pre-budget negotiations begin in the fall. Laurie Ekanger from the State Personnel Division further explained that generally speaking the pre-budget negotiations are designed to help set the executive budget. The final pay proposals need to be at the Fiscal Analyst's Office by November 15th. She submitted a handout to committee members outlining the collective bargaining laws for the public employees of the state of Montana (Exhibit #2). Rep. Cody asked Doug Denler, representing the Labor Relations

and Employee Benefits Bureau, State Personnel Division, if it is normal procedure for the state to sign these agreements before the legislature convenes and he said, "yes, all the contracts expire on July 1st and negotiations take the better part of a year". Rep. Fritz asked Rep. Simon how this would effect the special sessions of the legislature, and he replied that it doesn't change the situation as far as the special sessions are concerned. Rep. Jenkins asked what happens if there is a signed contract and the legislature determines it cannot fund the increases. Doug Denler stated that all collective bargaining agreements are contingent upon legislative approval and negotiations would have to be reopened if appropriations could not be allocated.

Rep. Simon closed the discussion on HB 798 and stated that it is not the intent of this legislation to take away the rights of collective bargaining.

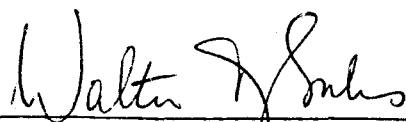
The committee went into executive action at 8:30 a.m.

DISPOSITION OF HOUSE BILL NO. 819: A DO PASS motion was made by Rep. O'Connell, seconded by Rep. Peterson. Motion carried by unanimous voice vote.

DISPOSITION OF HOUSE BILL NO. 798: A DO NOT PASS motion was made by Rep. Cody, seconded by Rep. Fritz. Rep. Cody stated she understands what Rep. Simon is trying to accomplish by this bill, but it is a moot point as we are already doing what this law says since the contingency is there. The collective bargaining agreements will not be signed until the legislature allocates funding to begin with. This points out the necessity for annual sessions to me. Rep. Fritz stated this bill does not solve the problem. Rep. Nelson stated "this sounds like a hurry-up, let's-get-it-done-thing". It's too late in this session to finish this. We need to work out something for the next session. A SUBSTITUTE MOTION TO TABLE HB 798 was made by Rep. Peterson, seconded by Rep. Nelson. Motion carried 15-2, Reps. Sales and Stratford voting no.

DISPOSITION OF HOUSE BILL NO. 793: A DO PASS motion was made by Rep. Nelson, seconded by Rep. Cody. Motion carried 16-1, Rep. Roth voting no.

ADJOURNMENT: There being no further business to come before the committee, the hearing adjourned at 8:55 a.m.

  
Walter R. Sales, Chairman

DAILY ROLL CALL

State Administration

COMMITTEE

50th LEGISLATIVE SESSION -- 1987

Date 2/23/87

NAME	PRESENT	ABSENT	EXCUSED
Walt Sales	✓		
John Phillips	✓		
Bud Campbell	✓		
Dorothy Cody	✓		
Duane Compton	✓		
Gene DeMars	✓		
Harry Fritz	✓		
Harriet Hayne	✓		
Gay Holliday	✓		
Loren Jenkins	✓		
Janet Moore			
Richard Nelson	✓		
Helen O'Connell			
Mary Lou Peterson	✓		
Paul Pistoria	✓		
Rande Roth	✓		
Tonia Stratford	✓		
Timothy Whalen			

# STANDING COMMITTEE REPORT

February 23 19 97

Mr. Speaker: We, the committee on STATE ADMINISTRATION

report HB 819

do pass  
 do not pass

be concurred in  
 be not concurred in

as amended  
 statement of intent attached

\_\_\_\_\_  
Chairman

**Allow Superintendent of Public Instruction Discretion To Hire  
Certain Staff**

**FIRST**

**WHITE**

\_\_\_\_\_  
reading copy ( \_\_\_\_\_ )  
color

HOUSE BILL 743

EXHIBIT #1  
DATE 2/23/87  
HB 743

THE PURPOSE OF THIS BILL IS TO ELIMINATE THE "TITLES" FROM THE DEFINITION OF WHAT A "PUBLIC EMPLOYEE" DOES NOT MEAN UNDER 39-31-103 (2) (b).

THERE IS NO REASON FOR THE TITLES TO BE IN THE LAW.

EMPLOYEES THAT ARE "SCHOOL DISTRICT CLERKS" AND SERVE THE SCHOOL BOARDS IN THE CAPACITY OF A CONFIDENTIAL EMPLOYEE WOULD BE EXCLUDED FROM BEING A "PUBLIC EMPLOYEE" AS FOUND ON PAGE 2, LINE 14.

EXAMPLE 1:

1. A PERSON IS HIRED TO BE A BOOKKEEPER ONLY.
2. DOES NOT SERVE THE SCHOOL BOARD AS A CONFIDENTIAL EMPLOYEE.
3. IS NOT CALLED A SCHOOL CLERK

THIS PERSON CAN BE PART OF A BARGAINING UNIT.

EXAMPLE 2:

1. A PERSON IS HIRED TO BE A BOOKKEEPER ONLY.
2. DOES NOT SERVE THE SCHOOL BOARD AS A CONFIDENTIAL EMPLOYEE.
3. HAS THE TITLE OF "SCHOOL CLERK".

THIS PERSON CANNOT BE IN A BARGAINING UNIT BECAUSE OF THE TITLE.

THE SAME IS TRUE OF "SCHOOL ADMINISTRATOR". EMPLOYEES THAT ARE "SCHOOL ADMINISTRATORS" AND SERVE THE SCHOOL BOARDS IN THE CAPACITY OF A "SUPERVISORY EMPLOYEE" WOULD BE EXCLUDED FROM BEING A "PUBLIC EMPLOYEE" AS FOUND ON PAGE 2, LINE 15.

EXAMPLE 1:

1. A PERSON IS HIRED TO TEACH SWIMMING AND IS THE ONLY PERSON IN SUCH A POSITION.
2. DOES NOT HAVE SUPERVISORY DUTIES
3. IS NOT CALLED A SCHOOL ADMINISTRATOR

THIS PERSON CAN BE INCLUDED IN A BARGAINING UNIT.

EXAMPLE 2:

1. A PERSON IS HIRED TO TEACH SWIMMING AND IS THE ONLY PERSON IN SUCH A POSITION.
2. DOES NOT HAVE SUPERVISORY DUTIES
3. IS ~~NOT~~ CALLED A SCHOOL ADMINISTRATOR

THIS PERSON CANNOT BE INCLUDED IN A BARGAINING UNIT BECAUSE OF THE TITLE.

THIS BILL WILL NOT GIVE SCHOOL CLERKS OR SCHOOL ADMINISTRATORS THE ANY MORE RIGHTS TO BARGAIN THAN THEY HAVE CURRENTLY.

EMPLOYEES SHOULD BE INCLUDED OR EXCLUDED FROM THE RIGHT TO BARAIN BY WHAT THEY DO ON THE JOB AND NOT BY THE TITLE OF THE JOB THEY HAVE.

## SUMMARY OF COLLECTIVE BARGAINING FOR PUBLIC EMPLOYEES OF THE STATE OF MONTANA #2

EXHIBIT

DATE 2/23/87

HB 798

## I. THE LAWS

In 1969 the Registered Professional and Licensed Practical Nurses were afforded the right to bargain collectively by the Forty-first Legislative Assembly. Only minor changes to the original statute have been made in subsequent legislative sessions; the most notable change being the delegation of authority to administer the Nurses' Act and determine the appropriate units, to the Department of Labor and Industry (specifically the Board of Personnel Appeals). The rest of the Act remains essentially in tact from the original. (See Attachment A.)

The teachers were the next group allowed by Montana law to bargain collectively in the public sector. The Professional Negotiations Act for Teachers was passed by the Forty-second Legislature in 1971. This Act was repealed in 1975 (Section 3, Chapter 117, Laws of 1975), at which time teachers and the university were included in the Act adopted in 1973, entitled "Collective Bargaining for Public Employees," (Section 39-31-101, M.C.A., et seq. See Attachment B.)

The laws governing collective bargaining have remained essentially unchanged since 1973. There are two sections of the collective bargaining law which deserve highlighting because they have greatly influenced the collective bargaining process.

39-31-102. Chapter not a limit on legislative authority. This chapter does not limit the authority of the legislature, any political subdivision, or the governing body relative to appropriations for salary and wages, hours, fringe benefits, and other conditions of employment.

39-31-305. Duty to bargain collectively -- good faith.

.

(3) for purposes of state government only, the requirement of negotiating in good faith may be met by the submission of a negotiated settlement to the legislature in the executive budget or by bill or joint resolution. The failure to reach a negotiated settlement for submission is not, by itself, prima facie evidence of a failure to negotiate in good faith.

These two sections have dictated the historical collective bargaining procedure whereby negotiations take place prior to and during the legislative session and the tentative agreements are presented to the legislature in bill form for approval.

Another factor which has influenced the collective bargaining process is Executive Order No. 12-81 and its predecessors. Executive Order No. 12-81 states, in part:



(3) The Chief Negotiator shall schedule negotiations under the Collective Bargaining for Public Employees Act so that full and complete negotiations can be concluded prior to the construction of the Executive Budget. Any negotiated wage settlement will be included as a part of the Executive Budget submitted biennially to the State Legislature.  
(Emphasis added.)

The 1978-1979 negotiations commenced during November, 1978, and ended at the conclusion of the AFSCME Institution Strike during the 1979 session. The negotiated settlements were adopted in bill form by the legislature.

The 1980-1981 negotiations commenced in September, 1980, and concluded in December, 1980. The negotiated settlements were not adopted by the legislature, and instead, a lump sum of money was appropriated and the negotiated settlements were established by Executive Order.

In 1979, AFSCME filed an unfair labor practice complaint against the State, claiming, among other charges, that the State did not commence negotiations soon enough to allow full negotiation to take place prior to the construction of the Executive Budget. In 1982, the Board of Personnel Appeals ruled that the State did commit an unfair labor practice by not starting negotiations until November, 1979. The Board Order included a Cease and Desist Order against the State.

As a result of this Board Order, the State commenced the 1982-1983 negotiations during late August and early September, 1982. The first settlement was reached on December 28, 1982. The negotiated settlements were adopted in bill form by the legislature.

The most significant change since the 1982-1983 negotiations was the passage of Senate Bill No. 235, which states in part:

17-7-111.

.

(3) The Budget Director must also prepare and submit to the Legislative Fiscal Analyst in accordance with 17-7-112:

.

(8) The proposed pay plan schedule for all executive branch employees with the specific cost and funding recommendations for each agency. Submission of a pay plan schedule under this subsection is not an unfair labor practice under 39-31-401.

17-7-112.

.

(4) The proposed pay plan schedule required by 17-7-111(3) must be submitted to the Legislative Fiscal Analyst no later than November 15 in the year preceding the convening of the legislature.

This change has the effect of further accelerating the time period in which negotiations must be completed so that agreements, if reached, can be submitted to the Legislative Fiscal Analyst by November 15 in the year preceding the convening of the legislature.

## II. BARGAINING UNITS

A breakdown of bargaining units, their bargaining agent, location and composition are included in this report as Attachment C. The State Personnel Division, Labor Relations and Employee Benefits Bureau, negotiates 69 of the 93 labor agreements found in state government. The remaining 24 are the responsibility of the University System. Fifty-five bargaining units were "grandfathered in" since they were in existence prior to the passage of the 1973 Act. In the nine years since the passage of the Act, an average of four bargaining units have been added each year.

The size of the units (number of covered employees) range from two members to approximately 800 members. Professionals, white collar, blue collar, crafts and law enforcement personnel are included in the various units (see Attachment C), with approximately 5,250 organized employees, or approximately 50% of the state's workers.

## III. COLLECTIVE BARGAINING AGREEMENTS

There are four basic types of contracts negotiated by the Personnel Division.

### A. Master Agreements

1. The Montana Public Employees' Association (representing approximately 3,000 state employees) negotiates a master agreement which is applicable to 18 of their 23 units. This agreement establishes working conditions, etc., for all the covered employees except that the terms of this master agreement may be modified by the various "supplemental" agreements. Supplemental agreements will be discussed later in this section.
2. The American Federation of State, County and Municipal Employees (representing approximately 1,000 state employees) negotiates a master agreement which covers the employees represented by their organization at two institutions. Boulder River School and Hospital and Montana State Hospital (Galen). AFSCME has two other units which are not affected by their master agreement.
3. The Montana Nurses' Association has a master agreement which covers the professional nurses at Montana State Hospital (Galen and Warm Springs Campuses).

### B. Supplemental Agreements

1. The Montana Public Employees' Association has twenty supplemental agreements to their master contract. These agreements, as previously mentioned, modify their master contract. They are negotiated separately

from the master negotiations and are applicable to only specific bargaining units.

2. The American Federation of State, County and Municipal Employees has two supplementals which are applicable to the two institutions previously mentioned, Boulder River School and Hospital and Montana State Hospital. These are negotiated separately from the master.

C. Contracts in Common

Several of the craft unions have common contracts which cover employees in several units. As an example, the Electricians in Boulder River School and Hospital, Montana State Prison, and Montana State Hospital belong to separate bargaining units, but have identical contracts. The bargaining for these agreements is done on a coalition basis. For more detail, please see Attachment C.

D. Separate Contracts

Those organizations which have master agreements, as well as all other unions, have separate contracts for various units. These, of course, are negotiated separately and are not affected by the master contracts previously discussed.

#### IV. NEGOTIATIONS

The 55 collective bargaining agreements in existence prior to 1973 were negotiated in various ways. The now defunct Board of Examiners negotiated several contracts and pay plans, as did various agencies and local managers. Negotiations were handled in a hodge-podge manner at best. No one agency had the responsibility to oversee the labor relations aspect of state government.

Both collective bargaining and classification and pay plan legislation were adopted by the 1973 Legislature. The Collective Bargaining Act of 1973 granted organizational and bargaining rights to all state, county, and municipal employees. Teachers and university faculty were later included under the Act. In enacting Senate Bill 411, the 1973 Legislature directed the Department of Administration to develop a classification and pay plan for state employees. In 1975, the Legislature implemented the classification and pay plan by passing House Joint Resolution 37.

Prior to the adoption of the classification and pay plan, each department or agency maintained their own separate plans. Some of the plans were formalized, others were not. It was not uncommon for two employees performing similar duties in two different departments to be making considerably different salaries.

In Executive Order #12-81, the Governor designated the Chief of the State Labor Relations Bureau, State Personnel Division, in the Department of Administration as the State's representative in collective bargaining with exclusive representatives of certified employee bargaining units. The State Personnel Division negotiates contracts for all state agencies, except the University System. The State Personnel Division is also responsible for the implementation and maintenance of the state classification and pa

plan; in this regard, the State Personnel Division has jurisdiction (and responsibility) over all classified state employees, including those in the University System.

There are some conflicting elements in the collective bargaining and pay plan process. The primary conflict is between: (1) the obligation of the employer to bargain with each bargaining unit on wages, hours, fringe benefits, and other conditions of employment, and (2) the obligation of the employer to provide equal benefits to all employees regardless of whether they are organized or unorganized.

The Labor Relations Bureau in the State Personnel Division will therefore, generally negotiate each contract twice; once for economics, and second for the "other terms and conditions of employment." The economic negotiations begin in late summer prior to the legislative year, after extensive conferences with the Office of Budget and Program Planning and the Governor's Collective Bargaining Policy Task Force. The result of these conferences is the establishment of guidelines for the economic round of negotiations. After the guidelines have been developed, the initial proposals drawn up and the bargaining tactics discussed, the state's negotiators begin meeting with the various units considered to be the "trendsetters." The Montana Public Employees' Association, American Federation of State, County and Municipal Employees, and the Warm Springs Independent Union have often been the trendsetting units for the general state pay matrix. The other three matrices (blue collar, teachers, and liquor division) have had other unions as their trendsetting, "bell weather" units. Negotiations with all trendsetters generally take place simultaneously.

At the conclusion of the economic negotiations, usually in the spring, the state's negotiators begin negotiating the parts of the contract which are considered to be non-economic, primarily the working conditions. The majority of the contracts negotiated by the State Personnel Division expire on July 1, and the Division is generally through with the non-economic negotiations by that date. Naturally, some contracts may take longer than others to complete; it depends upon many variables. Additionally, those contracts which were less difficult to complete one year may be the most difficult in a subsequent year. There are no absolutes when it comes to predicting the outcome or duration of negotiations.

LABOR RELATIONS STATUS REPORT  
#20

March 1, 1986

State of Montana  
Department of Administration  
Personnel Division  
Labor Relations & Employee Benefits Bureau  
Room 130, Mitchell Building  
Helena, Montana

Compiled By: Peggy Barnekoff, Secretary  
Labor Relations & Employee  
Benefits Bureau  
State Personnel Division

NEW UNITS (1985)

Department of Administration  
Laborers - Maintenance Workers

Department of Institutions  
Montana Youth Treatment Center - MFT - Professional Employees  
Montana Youth Treatment Center - MFT - Non-Professional Employees  
Corrections Division, Central & District Offices - MFT - Community Correction  
Specialists

DISCONTINUED UNITS (1985)

None

COMBINED UNITS (1985)

Department of Institutions  
Eastmont Training Center - Licensed Practical Nurses Unit Combined  
with Service Unit - Both MPEA

ANTICIPATED NEW UNITS (1986)

Unknown

CHANGE OF AFFILIATION

Department of Institutions

Montana State Hospital (Warm Springs) - Changed from MPEA to MFT  
(Professional Unit)

Montana State Hospital (Painters) - from International Brotherhood of Painters  
to Maintenance Painters Local #1 (Independent)

Eastmont Training Center (Developmental Specialists) - Changed from MEA  
to MPEA

Justice Department

Registrar's Bureau - Changed from AFSCME to MPEA

Social and Rehabilitation Services

Social and Rehabilitative Services, Central & District Offices - Changed  
from MPEA to MFT

See pages 5 and 6 for full names or bargaining agents.

Agency & Agent*	File Code Number	Number of Employees Covered	Type of Unit (See keys, page 4)	Pay Plan
<b>Department of Administration</b>				
1. MFT-Data Processing	043	57	w	ST
2. Montana Maint. Painters	045	4	c	BC
3. MPEA-Pub. Emp. Ret. Div.	064	15	w-p	ST
4. Laborers-Security Guards	062	9	b	ST
5. Laborers-Custodians	074	14	b	ST
** 6. Carpenters-Carpenters	076	2	c	BC
7. Laborers-Maintenance Wkr.	026	6	b	ST
<b>Department of Agriculture</b>				
8. MPEA Department Wide	041	53	w-p	ST
<b>Board of Education</b>				
<u>MT School for Deaf &amp; Blind</u>				
9. MFT	072	47	p-w	0
<u>MT Historical Society</u>				
**10. Carpenters	076	1	c	BC
11. MFT	066	41	p-w	ST
<b>Department of Fish, Wildlife &amp; Parks</b>				
12. MPEA-Game Wardens	040	80	l	ST
13. MT Assn. of Fish/Wildlife Biologists	073	108	p	ST
<b>Department of Health</b>				
14. Montana Nurses Assn.	054	6	n	ST
15. MPEA	034	162	p-w	ST
<b>Department of Highways</b>				
16. AFSCME-Maintenance	001	388	b-c	BC
17. Craft Council-Maint.	002	329	b-c	BC
18. MPEA Non-Maintenance	035	795	p-w-1	ST
<b>Department of Institutions</b>				
<u>Center for the Aged</u>				
19. MPEA	059	77	p-b-w	ST
<u>Corrections Division</u>				
20. MFT-Community Correction Specialists	015	53	p-w	ST
<u>Eastmont Training Center</u>				
21. MPEA-Dev. Specs.	029	6	p	ST
22. MPEA-Aides,LPNs,Serv.	056	61	b-c	ST
<u>Montana Developmental Center</u>				
23. AFSCME	003	313	p-c-w-b-n	ST
24. Carpenters	021	5	c	BC
25. Electricians	060	1	c	BC
26. MFT-Teachers	048	19	p	ST-T
27. MFT-Hab.Train.Spec.	057	8	0	ST

\* See pages 5 and 6 for full names of bargaining agents.

\*\* Carpenters have one unit in common for Dept. of Admin. and Board of Education

Agency & Agent*	File Code Number	Number of Employees Covered	Type of Unit (See keys, Page 4)	Pay Plan
<u>Montana Developmental Center (Cont)</u>				
***28. Machinists	047	1	c	BC
29. Operating Engineers	007	8	c	BC
****30. Montana Maint. Painters	044	4	c	BC
<u>Montana State Hospital</u>				
31. AFSCME (Galen)	004	145	p-c-b-n	ST
32. Carpenters	020	5	c	BC
33. Electricians	011	3	c	BC
34. Hotel/Motel & Rest. Employees (Wm. Springs)	023	35	b	ST
+35. MFT-Independent Union (Wm. Springs)	025	258	b-w-c	ST
36. MFT (Warm Springs)	049	36	p	ST-T
*** Machinists	047	2	c	BC
37. MFT-Alc/Drug Couns. (Galen)	065	8	w	ST
38. MNA	013	39	n	ST
39. Operating Eng.	008	11	c	BC
40. Maint. Painters Local #1	014	5	c	BC
41. Plumbers	017	5	c	BC
42. LPN's (Wm. Springs)	024	43	p	ST
43. Teamsters	027	13	b	BC
<u>Montana Youth Treatment Center</u>				
44. MFT-Professional Emp.	009	9	p	ST
45. MFT-Non-Professional Emp	010	44	b-w	ST
<u>Mountain View</u>				
46. MEA	053	10	p	T
47. MPEA	039	46	p-b-w-c	ST
<u>Pine Hills</u>				
48. MEA	051	14	p	T
49. MPEA-Cottage Life Atts.	068	35	p-w	ST
50. MPEA-Professional Unit	069	8	p	ST
<u>Prison</u>				
51. MPEA	005	267	p-c-w-b-n	ST-T
52. Carpenters	022	1	c	BC
53. Electricians	012	1	c	BC
*** Machinists	047	1	c	BC
54. UFCW-Meatcutters	052	0	c	BC
55. Plumber/Boilermakers	018	3	c	BC
56. Teamsters	028	2	b	BC
57. MFT-Social Workers	050	7	p	ST
**** Montana Maint. Painters	044	1	c	BC
<u>Swan River Forest Camp</u>				
58. Teamsters	006	11	p-w	ST

\* See pages 5 and 6 for full names of bargaining units.

\*\*\* Machinists have one unit in common (with exception of Dept. of State Lands).

\*\*\*\* Painters at Mt. Developmental Center and Prison are in combined unit.

+ Warm Springs Independent Union changed to MFT.



Agency & Agent*	File Code Number	Number of Employees Covered	Type of Unit (See keys, Page 4)	Pay Plan
<u>Department of Institutions (Cont.)</u>				
<u>Veterans' Home</u>				
59. MPEA	070	61	p-w-b	ST
60. MPEA - Nurses	075	18	n	ST
<u>Department of Justice</u>				
61. MPEA-Registrar's Bur.	030	60	w	ST
62. MPEA-Highway Patrol	036	160	l	ST
63. MPEA-Driver Examiners	058	22	w	ST
<u>Department of Labor &amp; Industry</u>				
64. MPEA-Cent.Serv./Job Serv) Training/U.I.	038	429	p-w	ST
65. MPEA-Workers' Comp.	067	141	p-w	ST
66. Labor Relations & Appeals Union - Personnel Appeals Div.	071	8	p	ST
<u>Department of Revenue</u>				
67. MPEA-Liquor Warehouse	031	8	b	BC
68. MPEA-Income Tax Division	037	78	w	ST
69. UFCW-Clerks-Liq. Div.	032	121	b	LS
70. UFCW-Managers-Liq. Div.	033	51	w	LS
<u>Department of Social &amp; Rehabilitative Services</u>				
71. MFT-Central/Dist. Off.	061	281	w-p	ST
72. MPEA-County Welfare Off.	042	360	w-d	ST
<u>Department of State Lands</u>				
73. Machinists-Forestry Div.	046	11	c	BC
<u>Office of Superintendent of Public Instruction</u>				
74. MPEA	063	109	p-w	ST
<u>Total Number of Employees Covered</u>		<u>5,659</u>		

KEYS

Types of Unit

p - professional  
w - white collar  
b - blue collar  
c - craft worker  
l - law enforcement  
n - nurse

Pay Plan

ST - State Matrix  
BC - Blue Collar Plan  
LS - Liquor Store  
T - Teacher's Salary Schedule  
O - Other

\* See pages 5 and 6 for full names of bargaining units.

APPROXIMATE TOTALS BY AGENT

AGENT	UNITS	# COVERED	RANK
AFSCME (American Federation of State, County & Municipal Employees, AFL-CIO)	Highways, Montana Developmental Center, Montana State Hospital (Galen),	846	3
CARPENTERS (United Brotherhood of Carpenters, AFL-CIO)	Administration, Historical Society, Montana Developmental Center, Montana State Hospital, Prison	14	15
CRAFT COUNCIL* (Public Employees Craft Council)	Highways	329	4
ELECTRICIANS (International Brotherhood Electrical Workers, AFL-CIO)	Montana Developmental Center, Montana State Hospital,	5	19-20
HOTEL/MOTEL (Hotel, Motel & Restaurant Employees)	Montana State Hospital (Warm Springs)	35	9
LABOR RELATIONS & APPEALS UNION	Labor & Industry	8	17-18
LABORERS (Laborers' International Union, AFL-CIO)	Administration (Security Guards, Custodians, and Maintenance Workers)	29	10
MACHINISTS (International Association of Machinists, AFL-CIO)	Montana Developmental Center, Montana State Hospital, Prison, State Lands	15	14
MAINTENANCE PAINTERS LOCAL #1	Montana State Hospital	5	19-20
MONTANA ASSOCIATION OF FISH & WILDLIFE BIOLOGISTS	Fish, Wildlife and Parks	108	6
MEA (Montana Education Association)	Mountain View, Pine Hills	24	12

\*Voluntary coalition consisting of: Laborers (LIU), Machinists (IAM), Operating Engineers (IOOE), Painters (IBPAT), and Teamsters (IBT).

APPROXIMATE TOTALS BY AGENT (Cont.)

AGENT	UNITS	# COVERED	RANK
MFT (Montana Federation of Teachers, AFT, AFL-CIO)	Administration, Montana Developmental Center, Montana State Hospital (Warm Springs Independent, Warm Springs Professional, & Galen), School for Deaf & Blind, SRS (Central & Dist. Off.), Historical Society, Dept. of Institutions (Corrections Div.), Montana Youth Treatment Center	868	2
MONTANA MAINTENANCE PAINTERS	Administration, MT Developmental Center, and Prison	9	16
MPEA (Montana Public Employees Association)	Admin.(P.E.R.D.), Agriculture, F.W. & Parks, Health, Highways, Center for Aged, Veterans' Home, Mountain View, Pine Hills, Prison, Eastmont, Highway Patrol, Driver Examiners, Labor & Industry, Liquor Warehouse, Income Tax, County Welfare, O.P.I., Workers' Comp., Registrar's Bureau	3,051	1
MNA (Montana Nurses Association)	Health, Montana State Hospital	45	7
OPERATING ENGINEERS (International Union of Operating Engineers, AFL-CIO)	MT Developmental Center, Montana State Hospital	19	13
PLUMBERS/BOILERMAKERS (United Association of Plumbers, AFL-CIO/International Brotherhood of Boilermakers, AFL-CIO)	Prison, Montana State Hospital	8	17-18
UFCW (United Food & Commercial Workers, AFL-CIO)	Liquor Division, Revenue - Meatcutters, Prison (AFL-CIO)	172	5
TEAMSTERS (International Brotherhood of Teamsters)	Prison, Montana State Hospital, Swan River Youth Camp	26	11
WARM SPRINGS PRACTICAL NURSES (Licensed Practical Nurses Assn.)	Montana State Hospital (Warm Springs)	43	8
		<hr/>	
		5,659	

# STANDING COMMITTEE REPORT

February 23

19 87

Mr. Speaker: We, the committee on STATE ADMINISTRATION

report HB 793

do pass  
 do not pass

be concurred in  
 be not concurred in

as amended  
 statement of intent attached

\_\_\_\_\_  
Chairman

**Grants Certain School Employees The Right To Bargain Collectively**

FIRST

WELLES

\_\_\_\_\_ reading copy ( \_\_\_\_\_ )  
color

VISITORS' REGISTER

STATE ADMINISTRATION

COMMITTEE

BILL NO. 793

DATE 2/23/87

SPONSOR Squires

NAME (please print)	REPRESENTING	SUPPORT	OPPOSE
Phil Campbell	MEA	X	
Bob Ambisa	MSBA		X

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

VISITORS' REGISTER

STATE ADMINISTRATION COMMITTEE

BILL NO. 819

DATE 2/23/87

SPONSOR Wittke

NAME (please print)	REPRESENTING	SUPPORT	OPPOSE
Judy Johnson	OPI	X	

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

VISITORS' REGISTER

STATE ADMINISTRATION

COMMITTEE

BILL NO. 798

DATE 2/23/87

SPONSOR Semin

NAME (please print)	REPRESENTING	SUPPORT	OPPOSE
Eileen Robbins	Montana Nurses Assoc		X
<del>Phil Campbell</del>	MEA		X
<del>Thomas Schneider</del>	TUPEIT		X
Jay Muraw	MEF		X

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

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.