

MINUTES

MONTANA HOUSE OF REPRESENTATIVES 51st LEGISLATURE - REGULAR SESSION

SELECT COMMITTEE ON EMPLOYEE COMPENSATION

Call to Order: By Chairman Addy, on March 11, 1989, at 1:04 p.m.

ROLL CALL

Members Present: All members were present.

Members Excused: None.

Members Absent: None.

Staff Present: Judy Waldron, LFA
Lois Menzies, Legislative Council
Mary Liedle, secretary

Announcements/Discussion: Rep. Addy announced that the committee would hear three bills, SB 152, HB 755 and HB 770.

HEARING ON SENATE BILL 152

Presentation and Opening Statement by Sponsor: Sen. Beck opened the hearing on SB 152 saying that SB 152 provides a pay increase that was originally started to be a step increase for all state employees effective retroactive to January 1, 1989 and continuing on. When it got into the senate committee it was amended severely and it was said that it would only be effective from January 1 through June 31 of this year. The point was that there was a little money left in the budget from last year. I thought that due to the dedication of the state employees and how hard they work for us, I felt we certainly could share in that excess if there was some to be shared. The fiscal note looked like there was only going to be about \$2 million for this year. The sad part about the bill is that it didn't give all people a raise. I was concerned about that after I looked into the note. Those people who were at the top of their steps were not going to get a pay raise in this. At this time I would like to throw my support behind Representative Menahan's bill. There just isn't enough in the senate bill. I feel the state employees deserve more. Maybe we are shooting for the moon with Representative Menahan's bill, but it's worth a try.

Testifying Proponents and Who They Represent:

None.

Proponent Testimony:

None.

Testifying Opponents and Who They Represent:

None.

Opponent Testimony:

None.

Questions From Committee Members: No questions were asked.

Closing by Sponsor: Sen. Beck closed the hearing asking the committee to make their decision as rapidly as possible so the state employees can see what direction they are going.

HEARING ON HOUSE BILL 755

Presentation and Opening Statement by Sponsor: Sen. Farrell opened the hearing saying the intent of HB 755 is to give every state employee a flat dollar increase each year of the biennium. The bill has a clause to provide for increases in the health insurance plan. Under this bill step increases would be frozen.

Testifying Proponents and Who They Represent:

None.

Proponent Testimony:

None.

Testifying Opponents and Who They Represent:

None.

Opponent Testimony:

None.

Questions From Committee Members: No questions were asked.

Closing by Sponsor: Sen. Farrell closed by stating that public employees have taken the brunt long enough. It is time to treat them fairly by giving them the raise they deserve.

HEARING ON HOUSE BILL 770

Presentation and Opening Statement by Sponsor: Rep. Menahan opened the hearing saying there is a great deal of concern

by state employees and deservedly so. This bill provides that there be a retroactive pay increase of 2% for 1988-89. In 1990-91 there is a 5% on pay plan matrices and in 1991-92 a 5% on the matrices again. There is also an institutional pay schedule that provides for a shift differential. This is about the only place you'll find anywhere where people get paid the same whether they work afternoons, nights or day shifts. I'd like to see a .50 differential for afternoon shifts and \$1.00 for night shifts. For some of the institutional educators there are proposals. These people have lost out on things that even the legislature has approved for them. In this bill classifications can be appealed and grades are negotiable. There is an insurance contribution included in the bill. This bill would send an economic message to our employees that the legislature does value their contributions and appreciates their dedicated service. I hope this legislature will consider that one of the main problems we have here is not only our education funding, but the salaries of our state employees.

Testifying Proponents and Who They Represent:

Terri Minnow, Montana Federation of State Employees
Jim McGarvey, Montana Federation of Teachers and Montana
Federation of State Employees
Dick Barrett
Rep. Vicki Cocchiarella
Rep. Mark O'Keefe
Rep. Ed Grady
Sen. Joe Mazurek
Bud Campbell
Richard Manning
Kenneth Cosby, correctional sergeant Montana State Prison
Colleen Rodgers, Federation of SRS workers
Betsy Phillips, Montana Public Employees
Nancy Rosenleaf, registered nurse at Montana State Hospital
David Hemion, Helena Area Chamber of Commerce
Patty Gunderson, Montana Public Employees Association
Henry Hislop, teacher at Montana State Hospital
Jim Horne, worker for Department of Labor and Industry
Bea Stiem, worker for Department of Highways
Julie Dahlin, worker for Montana Development Center
Robert Blotkamp
Gene Fenderson, AFL-CIO
Jim Murray, Montana AFL-CIO
Nadine Jensen, AFSCME
Gail Cunningham, state employee
Tom Schneider, Montana Public Employees Association
Krystin Deschamps, Associated Students of University of
Montana
Mike Doda, state employee
Stacey Farmer, Associated Students of Montana State
University
Patrick Foster, state employee
5 petitions with a total of over 1000 signatures supporting

HB 770 was received
Approximately 200 letters supporting HB 770 were presented

Proponent Testimony: (6A 14.44) Terri Minnow spoke in favor of HB 770 saying that state employees will not accept a token pay increase.

(6A 15.30) Jim McGarvey supported HB 770. (See exhibit 1)

(6A 26.04) Dick Barrett spoke in favor of HB 770 saying that for 17 years state employees have not kept up with the cost of living. Mr. Barrett provided a handout of selected economic indicators to support his contention. (See exhibit 2)

(6A 29.06) Representative Vicki Cocchiarella supported HB 770 saying that state employees need and deserve a pay increase that will make a positive difference in their take home pay.

(6A 30.33) Representative Mark O'Keefe spoke in favor of HB 770 saying that Montana has dropped from 12% below average in salaries in 1986 to 17% below average today. He said people are fearful for their futures and also for the state's future. They need a positive economic message.

(6A 32.51) Representative Ed Grady supported the bill saying that it is time state employees received a decent wage increase.

(6A 35.34) Senator Joe Mazurek supported HB 770. He said one of the greatest frustrations he faces is dealing with those who don't have many public employees in their districts because they pass off any comments regarding public employees. He said morale among state workers has gone to an all time low. It's not surprising considering there are fewer public employees being asked to do more work for less money.

(6A 38.26) Bud Campbell supported HB 770 for three reasons. First, it provides state employees with a reasonable pay increase. Secondly, it recognizes the hardships of shift work. Finally, it recognizes the stress levels of state employees.

(6A 39.07) Richard Manning spoke in support of the bill saying if something isn't done we'll all be sorry in more than one way. He pointed out that there is nobody working for state government who is getting rich.

(6A 40.54) Kenneth Cosby supported the bill. He gave personal examples of the hardships he, and other state workers have faced the past few years. He said he should feel proud to work for the state of Montana but instead he is embarrassed because he can't make a decent living for his

family. His children qualify for reduced lunches and his family receives other supplements because they don't make enough working for the state.

(6A 44.40) Colleen Rodgers supported HB 770. (See exhibit 3)

(6A 47.34) Betsy Phillips spoke in favor of HB 770. She said that the employees need a flat dollar increase instead of percentages. She commented that state employees are not second class citizens and they deserve to be treated better.

(6B .18) Nancy Rosenleaf supported HB 770. (See exhibit 4)

(6B 5.42) David Hemion told the committee that on January 16, 1989 the Helena Area Chamber of Commerce announced its support for a real dollar pay increase. He said the state employees need a pay increase in order to help the economy of the various communities throughout the state.

(6B 6.56) Patty Gunderson supported the bill. She said that the state employees have lost 18% in purchasing power in the last two years. HB 770 is the most appropriate bill that has been introduced this session for public employees.

(6B 11.09) Henry Hislop supported HB 770 saying that state employees have been treated less than fairly in the last five years. The state has lost many dedicated people and they have not been replaced. Most state employees are no better off than they were in 1980.

(6B 14.12) Jim Horne spoke in favor of HB 770. He said that state employees need and deserve a fair pay increase.

(6B 15.53) Bea Stiem told the committee that trying to make ends meet for families of state employees is getting harder and harder. It is time for an increase like the one provided in HB 770.

(6B 17.58) Julie Dahlin spoke in favor of HB 770. She said this bill would bring a fair and deserving increase to state employees. She said that during the 8 1/2 years she has worked for the state, the employees have received only percentage increases, percentages which mean less money to those at the lower grades of the matrix and substantially more to those in higher grades. It is now time that all state employees receive an across the board increase. An across the board increase would finally give real dollars to the workers.

(6B 18.59) Robert Blotkamp spoke in favor of the bill saying that there is a dire need for increased compensation for state employees.

(6B 19.31) Gene Fenderson supported HB 770. (See exhibit 5)

(6B 23.09) Jim Murry supported HB 770. (See exhibit 6)

(6B 26.48) Nadine Jensen spoke in favor of the bill. She said she would like to see flat dollar increases and to have personal services line-itemed.

(6B 27.51) Gail Cunningham supported HB 770.

(6B 28.28) Tom Schneider supported the bill. (See exhibit 7)

(6B 32.31) Krystin Deschamps spoke in favor of HB 770. (See exhibit 8)

(6B 33.43) Mike Doda supported the bill. He also provided the committee with a petition with 191 signatures of people who support the bill but could not appear at the hearing due to work schedules.

(6B 34.06) Stacey Farmer spoke in favor of HB 770.

(6B 35.41) Patrick Foster supported HB 770. He said quality and dedication cannot be maintained on substandard pay. Montana has been in economic straits for many years. The state workers have gone to the aid of the state budget for years. This has been done fairly willingly because of the high level of dedication present in the majority of workers. However, after the length of wage freezing and pseudo wage increases through pay manipulation, the level of quality and the belief that a worker is working for an equitable and valid system cannot be maintained. Mr. Foster said he has worked for state government for over fifteen years. He has consistently received acknowledgement for meritorious work both from supervisors and national organizations. However, without the fiscal support of HB 770 he will be re-evaluating whether or not he will remain in state government and whether he can continue to produce at higher than standard levels.

Testifying Opponents and Who They Represent:

Rod Sunsted, State Labor Negotiator

Opponent Testimony: (6B 35.19) Rod Sunsted spoke in opposition to HB 770. He said we need to bring economic reality to the situation. The cost of this bill is beyond what the state can afford. The shift differential is unclear and the administration does not support it.

Questions From Committee Members: (6B 39.40) Rep. Quilici:
Nancy, would this pay increase help the nurses' situation?

Nancy Rosenleaf said a flat dollar proposal would be a stop gap that would not solve the problem because the nurses are

so far behind other professionals in their field at this point.

(6B 41.42) Rep. Quilici: Have you looked into a minimum increase for lower grades and then looked at classifications to see if you can give an across the board percentage increase?

Tom Schneider said the problem we're facing now is different than any problem before because we've just come off a two year wage freeze. The people at the top did not get hurt as much as the lower wage people.

(6B 45.24) Rep. Spaeth: Why is page 23, lines 22 and 23 stricken? (This question is in reference to amendments, exhibit 12)

Rep. Menahan said that workers have been downgraded with no reason.

Closing by Sponsor: Rep. Menahan closed the hearing saying it is time for the dedication and effort of the state employees to be recognized. They can no longer afford to go on working under these conditions with no raise. Pats on the back are no longer enough for the work they are doing. The budget has been balanced at the expense of the state employees long enough. If we are to avoid a strike, the state employees must be fairly compensated for their services. He said he hopes the voices of the state employees will finally be heard.

ADJOURNMENT

Adjournment At: 3:28 p.m.



REP. KELLY ADDY, Chairman

KA/ml

5722scec.min

DAILY ROLL CALL

EMPLOYEE COMPENSATION SELECT COMMITTEE

DATE March 11, 1989

[illegible]



MONTANA FEDERATION OF STATE EMPLOYEES

P.O. Box 1246

AFT, AFL-CIO

Helena, Montana 59624

ARTCRAFT, BUTTE

EXHIBIT

HB

(406) 442-2123

JIM MCGARVEY
President

MARCH 11, 1989

TESTIMONY TO THE HOUSE SELECT COMMITTEE ON EMPLOYEE COMPENSATION JIM MCGARVEY

THE MONTANA FEDERATION OF STATE EMPLOYEES SUPPORTS HB 770

Chairman Addy and members of the committee, my name is Jim McGarvey, President of the Montana Federation of State Employees. **IT'S TIME FOR THE GOVERNOR, THE LEGISLATURE, AND THE STATE OF MONTANA TO SEND A STRONG ECONOMIC MESSAGE TO BOOST THE MORALE OF STATE EMPLOYEES.** I appear before you today on behalf of the members of the Montana Federation in resolute support of House Bill 770. Much has been said about the poor conditions under which state employees work and for good reason. House Bill 770 is the only real chance the Legislature will have to touch 14,000 public service providers and educators this session. We must thaw the state wage freeze.

The Montana Federation of State Employees and our members at the Montana State Hospital, Montana Developmental Center, Montana State Prison, Department of Institutions, Social and Rehabilitative Services, School for the Deaf and Blind, Montana Historical Society, Department of Family Services, Department of Administration, and the University System are committed to fighting for decent pay increases for state employees as contained in House Bill 770.

For the record we must be perfectly clear as to the lasting financial hardships faced by Montana's state employees. The fact is, state employees have been subject to partial or complete wage freezes for four years. 1983 was the last time employees received both a step increase for longevity and a cost of living increase.

For six years now inflation has eaten away at state employee's spending power. A cumulative loss of state employee real wages has actually taken place. Between 1983 and 1988, state employees have suffered a 15 percent loss in real wages. Since 1982, Montana State employee wages have fallen far below the national average and remain the lowest in the region.

House Bill 770 provides meaningful economic benefit to state employees by addressing the hardships of past freezes and the rising costs of living. Montana's state employees face increased taxation on many fronts this year: First, The Governor is proposing that employees pay a 3/10ths of a percent tax to bail out the mismanaged workers compensation system. Second, We have learned through negotiations with the state that the state's health insurance fund is in trouble and that state employees will have to pay more out of pocket for the same or reduced insurance benefits.

Third, inflation rates for each of the next two years are predicted to be five percent. Fourth, state employees fully expect to pay their share of tax increases passed by this legislature. And fifth, the use of vacancy savings to balance the budget for the last two Bienniums has added an increased work load with no additional compensation on top of the freeze. House Bill 770 addresses all of these concerns in a way that is effective and equitable. The proposals in House Bill 770 are the minimum level of commitment needed from the legislature and Governor to restore and maintain economic stability and morale for Montana's public employee workforce.

It's time to thaw this wage freeze with a meaningful increase. Because when state employees' wages are frozen, their families incomes are frozen and so are all of the local merchants who depend on them for their local business survival restaurants, real estate, grocery stores and retailers -- they're all frozen.

When state workers in Helena, Boulder, the Deer Lodge Valley, Billings and Great Falls fall behind in consumer spending power, as state employees have, the whole community feels the pressure. The same holds true for many, many, other communities across the state. Helena is just one of several of these illustrations. In Helena, state workers bring home \$84 million a year to the community. This is 36 percent of all the taxable income in this area. The past state wage freezes have cost Lewis and Clark County \$11 million in sales and 800 Jobs.

If the freeze continues, it will mean that state workers, their families, their communities, and their local economies will have taken a whopping 25 percent cut in real wages in eight years -- between 1983 and 1991. That's a cut of one fourth of their spending power. What will this do to our local economies?

The state of Montana must invest in its public work force now or we will all pay for this freeze down the road. The state will pay for this freeze when our most experienced state workers leave to find better paying jobs in other states because we failed to provide competitive compensation. The state will pay for the loss of our best and brightest sons and daughters when they turn away from public service or careers in education because we failed to invest. The state will pay for local businesses failures because we failed to stem the declining purchasing power state workers bring to their communities. Finally, the state will pay for this freeze as we fail to compete in the world economy because we haven't invested in our future by strengthening the skills of our workforce, increasing our citizen's access to technology, maintaining our infrastructure and improving the quality of life for skilled workers in Montana.

Once again, we ask you to support House Bill 770 as the vehicle for an adequate pay increase for state employees. **INVEST IN MONTANA'S FUTURE BY SENDING A STRONG ECONOMIC MESSAGE TO MONTANA'S STATE EMPLOYEES.** Thank you.

SELECTED ECONOMIC INDICATORS

MONTANA

PERCENT CHANGE 1970 - 1987

<u>INDICATOR</u>	<u>% CHANGE</u>
State govt. genl. rev. *	383
Total personal income	296
Per capita pers. income	247
Consumer prices	189
<i>Avg. state employee</i> **	177

*percent change is for the period 1970-1986

#excludes instruction

My name is Colleen Rodgers. I am President of the Federation of S.R.S. Workers, Local #4447, MFSE/MFT, AFT, AFL-CIO. I am a state employee and proud of it. The work that we do as public employees is vital, not only to state government, but to the people of this state whom we serve. It is public employees who see to it that our state runs smoothly; who see that there is safe child care for working parents, foster care homes for children in need; it is public employees who assure the education of our children; it is public employees who take care of our physically, mentally, and developmentally disabled citizens who are unable to care for themselves. It is public employees who see to it that our highways are built and maintained; public employees who insure that laws and regulations duly passed by this legislature are enforced. It is public employees who operate our human services programs; public employees who license our cars, collect and account for the taxes that are levied by the legislature. In short, it is state employees who take care of all those millions of small daily activities so necessary to maintain our state and to insure the welfare and well being of all Montanans.

Being a state employee these days is no easy job. Agencies are short on staff and the use of vacancy savings has resulted in an ever increasing workload for those employees who remain. These employees are faced with the tremendous responsibility of seeing that the work gets done, that it gets done properly, and within the time limits established.

I know of many employees who are skipping coffee breaks and lunch breaks to see that the work gets done because some work absolutely can't wait; others take work home. State employees are continually dealing with a large amount of pressure and are under constant stress.

The stress of dealing with pay checks that are inadequate is another added burden. The water bill goes up, the phone bill goes up, the power bill goes up, groceries go up, but our pay checks don't. Child care costs and the other large expenses of raising children continue to rise, yet our pay checks don't. And in effect we're being told once again that there won't be an adequate pay increase.

We have come here today to urge you to support House Bill 770. While House Bill 770 does not make up for what we've lost in the last two administrations, it is at least acceptable. And it is the only pay plan bill that we've seen that comes anywhere near the mark of being adequate. A pat on the back is not sufficient. For too long the state budget has been balanced at the expense of state employees and their families. Morale is at an all time low. We need your support to insure that state employees receive an adequate pay increase so we may continue providing those vital services the citizens of this state have mandated and continue to be proud to be state employees.



Montana Nurses' Association

P.O. Box 5718 • Helena, Montana 59604 • 442-6710

EXHIBIT

4

DATE

3-11-89

HB

770

March 11, 1989

TESTIMONY ON STATE EMPLOYEE COMPENSATION

Mr. Chairman and Members of the Committee:

My name is Nancy Rosenleaf, I am a Registered Nurse at the Montana State Hospital and Chair of the Montana Nurses' Association Local Bargaining Unit. The MNA Local Unit represents 45 professional Registered Nurses at both the Warm Springs and Galen Campuses.

Mr. Chairman, the professional Registered Nurses at the Montana State Hospital are discouraged because of the lack of support from the Stephens' administration and from past legislatures. We have suffered low wages and inflation eating away at wages and benefits long enough. It is time for the State of Montana to acknowledge the hard work and the special caring work of its institutional workers.

Our work takes no less skill, no less courage, and no less dedication than our counterparts in the private sector and we do not deserve a lessor wage. It is often dangerous work. Our patients are sometimes very violent both to themselves and to others, including staff. Patients come to Warm Springs because they are the most severely ill and cannot be safely managed in the community. Occasionally some patients need to be physically restrained to prevent them from hurting themselves and others. It is not an easy task given staffing shortages at the hospital. Some of our patients suffer from contagious diseases such as AIDS and hepatitis. We take care of all of our patients in a caring, professional manner regardless of the nature of their problems.

We currently have 15 FTE vacancies for Registered Nurses. Some of these positions have been temporarily filled by less qualified staff. These vacancies cause severe short staffing which works an extreme hardship on those of us remaining. If something is not done to retain our experienced Registered Nurses and recruit new ones, I am sure more people will leave. Who will take care of our patients? Certainly not the National Guard. The Governor's call to the Guard is a threat that we don't need right now. Morale is already low enough.

Registered Nurses can go to Missoula, Butte, or almost any other town in western Montana and make \$3.00 more per hour. No one is going to come to work here, and unfortunately, it appears that more and more staff is leaving every day. I have attached a comparison between St. James Hospital in Butte, the Anaconda Community Hospital, and the Montana State Hospital. Please note that the State of Montana does not provide for an evening or night shift differential and that combined with the low wages puts us about \$5000 behind our sisters and brothers in nearby hospitals. We need your help, the patients need your help, Montana needs your help. Please don't turn your back on us. We urge you to be more sensitive than Governor Stephens whose only

response to our cries for help is to call out the National Guard.

Representative Menahan's bill will go a long way toward restoring morale and helping with recruitment and retention problems. It does not contain everything we would like to see but it is a step in the right direction. I urge you to support his bill.

Thank you for the opportunity to offer our comments and I will be available if the committee has any questions.

Respectfully submitted by Nancy Rosenleaf, RN



Montana Nurses' Association

P.O. Box 5718 • Helena, Montana 59604 • 442-6710

WAGE COMPARISON FOR REGISTERED NURSES

Beginning annual wage for a registered nurse with a BSN working full time night shift:

Warm Springs State Hospital:	Grade 13	
	Step 1	\$18,084
	Night shift differential	0
	BSN differential	0
St. James Community Hospital:	Base	\$21,528
Butte	Night shift differential (\$.75/hour)	1,560
	BSN differential (\$.30/hour)	624
	Total	\$23,712 (\$5,628)
Anaconda Community Hospital:	Base	\$21,736
	Night shift differential (\$.40)	832
	Total	\$22,568 (\$4,484)

Beginning annual wage for a registered nurse with a BSN working full time evening (afternoon) shift:

Warm Springs State Hospital:	Grade 13	
	Step 1	\$18,084
	Evening shift differential	0
St. James Community Hospital:	Base	\$21,736
	Evening shift differential (\$.50/hr.)	1,040
	BSN differential	624
	Total	\$23,192 (\$5108)
Anaconda Community Hospital:	Base	\$21,736
	Evening shift differential (\$.30/hr)	624
	Total	\$22,360 (4,276)



MONTANA STATE BUILDING & CONSTRUCTION TRADES COUNCIL
IN AFFILIATION WITH
THE NATIONAL BUILDING & CONSTRUCTION TRADES DEPARTMENT
AMERICAN FEDERATION OF LABOR — CONGRESS OF INDUSTRIAL ORGANIZATIONS

EXHIBIT

5

3-11-89

HB

770

President John C. Ball

Secretary-Treasurer John Forkan

Testimony of Gene Fenderson before the House Select Committee on Employee Compensation, March 11, 1989

Members of the Committee, for the record, my name is Gene Fenderson. I'm here today representing the Montana State Building Trades Council and as Business Manager of Laborers' Local 254.

First, I would like to say that we fully support House Bill 770 and any other proposals that will give state employees the decent raise which they deserve.

However, I would also like to call your attention to the process of collective bargaining that we have seen so far this year. As many of you know, my personal history in labor relations goes back many years in state government. At one time, I directed labor relations for the State of Montana.

In past years, even as far back as 1945 which was before passage of the Collective Bargaining Act in 1974, the administration of state government and the Governor have reached meaningful agreements at the negotiating table with a majority of the unions representing state workers. Sometimes we left the table happily; sometimes management left the table smiling. No matter how the negotiations turned out, we generally went hand-in-hand across the street to present a package to the Legislature. The Legislature has always accepted those agreements. In short, the system worked.

This year, the system is not working. This year, there are no meaningful discussions taking place because no guidance or leadership is being given to the state's negotiators. The guidelines which they have brought to the table are so ridiculously low that they are embarrassed to put them on the table because they know that it would be meaningless.

Why is this happening? The present administration is forcing unions to file unfair labor practices because they insist that the only matter for discussion is privatization. The administration is meeting with private contractors in an effort to furnish strikebreakers should state employees take that action. The administration is offering to bring in strikebreakers at higher wages than state employees are receiving so that they will cross the picket lines.

Mr. Chairman and members of the Committee, the collective bargaining system is breaking down. I urge you to send a message to this administration to return to the negotiating table with a realistic package so that we may find agreement and return with it to this body. The only way that you can do that is to pass House Bill 770 and keep the pressure on the system.



JAMES W. MURRY
EXECUTIVE SECRETARY

Box 1176, Helena, Montana

ZIP CODE 59624
406/442-1708

EXHIBIT 6
DATE 3-11-89
HB 770

TESTIMONY OF JIM MURRY BEFORE THE HOUSE SELECT COMMITTEE ON EMPLOYEE COM-
PENSATION, MARCH 11, 1989

Mr. Chairman, members of the committee, for the record my name is Jim Murry and I am executive secretary of the Montana State AFL-CIO. I'm here today to make a brief statement of support for the public employees who need and deserve a pay raise.

As everyone here knows, the pay of state employees has been frozen for two years. What that really means, though, is that state employees have been losing real spendable income because of inflation. Even when inflation is not raging at double-digit rates, it still eats away, slowly and surely, at people's income. In 1987, according to the Montana Department of Labor, inflation ate up 3.6 percent of peoples' purchasing power. In 1988, again according to the Montana Department of Labor, it ate up 4.4 percent.

In effect, our state employees have suffered an 8 percent spendable income CUT in the last two years. And inflation this year is estimated . . . by some economists . . . to be as high as 8 percent, another serious loss to spendable income.

Frankly, we feel that no legislation has been introduced that will bring state employees back to what their spendable income was worth in 1986. The various pay plans that are being discussed here today will only serve to help recover part -- I stress PART -- of what has been lost by these employees in the last two years. House Bill 770 by Rep. Menahan comes the closest to addressing the needs of our state employees.

The question before you is, how much are state employees worth?

We think they're worth a lot.

Studies have rated Montana's workforce as one of the most productive in the nation. They've also shown them to be the most highly educated, and one of the most literate. That speaks well of all working people in Montana, including our state employees.

That makes their value even greater, especially for public employees. Public employees are being saddled with more and more work with fewer and fewer people to do the work, and yet they keep going. That's our Montana worker productivity.



THOMAS

BTAC

State employees have been saddled with pay freezes and lost spending power. And yet they maintain that high level of productivity. And now, they're burdened with the fear of privatization, which could cost jobs and income for anyone affected. And yet our state employees keep right on plugging away.

I'm proud of the people who serve this great state as public employees. They're good workers, they're productive, and they're suffering an unfair economic burden. Let's correct that problem. Let's grant state employees a well-deserved and long-overdue pay raise.

MONTANA

1426 Cedar Street • P.O. Box 5600

Helena, Montana 59601

Telephone (406) 442-4600

PUBLIC

March 11, 1989

EMPLOYEES

EXHIBIT 7

ASSOCIATION

DATE 3-11-89

HB 770

TO: Select Committee on State Employee Compensation

FROM: Thomas E. Schneider, Executive Director

SUBJECT: House Bills 770 and 755; Senate Bill 152

MPEA's 7000 members support House Bill 770. We do, however, want to comment on the other two bills. We support the flat dollar application approach of HB 755.

Senate Bill 152 was introduced by Senator Beck for MPEA. The reason for the bill was to provide all state employees with the same pay increase that was being requested for Senate employees as of the first legislative day. While that situation has been resolved we strongly support a retro-active increase to "thaw the freeze" early.

For the past six months, we have been asked what our "bottom line" is for salaries. I think you have heard the answer today. FAIRNESS State Employees are asking to be treated FAIRLY. No more - no less.

MPEA has been working with individual legislators since last fall to produce a fair salary package. At the same time we have attempted to negotiate one with both the Schwinden and the Stephens Administration.

We stand ready to work with this committee, the legislature and the administration to reach an agreement through either the negotiations process, the legislative process or a combination of both.

We asked for your support in passing House Bill 770.



HB 770 hearing

March 11, 1989

Testimony of Krystin Deschamps, Associated Students of the
University of Montana

Good afternoon Mr. Chairman and members of the
committee. My name is Krystin Deschamps, and I represent
the Associated Students of the University of Montana.

~~ASSN continues with its Farmers' demands.~~ It is easy
to think that a University can get by with just students and
faculty. However, we must recognize the worth of the
men and women, many of whom never set foot in a classroom,
who help to keep our colleges and universities running.
These people, many of them dedicated professionals, deserve
to maintain a decent quality of life.

A University System already reliant on student
tuition can scarcely afford more morale problems and the
accompanying bad publicity. As 1987 proved, internal strife
and negative headlines do result in decreased enrollment.
The wounds have begun to heal. Enrollment projections are
on the rise.

Today, I hope you will act to help keep things
moving in the right direction. A vote for House Bill 770 is
a vote for a stronger, better University system; and that
means a brighter future for Montana's next century.

EXHIBIT 9
DATE 3-11-89
HB 770

STATE OF CITY

1989

MAYOR RUSSELL J. RITTER

JANUARY 16, 1989

IN ACCORDANCE WITH OUR CITY CHARTER, APPROVED BY THE VOTERS BACK IN 1975, I AGAIN APPEAR BEFORE YOU THIS EVENING AS YOUR MAYOR TO OBJECTIVELY EVALUATE OUR CITY, ITS OPERATION OVER THE PAST YEAR AND, MORE IMPORTANTLY, ITS FUTURE.

IT IS SOMEWHAT REMINISCENT OF BRINGING HOME MY REPORT CARD AND DISCUSSING IT WITH MY PARENTS, SPENDING A LOT OF TIME EMPHASIZING THE A's AND B's AND AS LITTLE TIME AS POSSIBLE ON THE C's AND D's. BUT, LIKE MY PARENTS, YOU COMMISSIONERS AND STAFF AND ESPECIALLY THE CITIZENS OF THIS COMMUNITY, WANT THE TOTAL PICTURE -- IN PERSPECTIVE -- OF OUR CITY.

1988 WAS A GOOD YEAR FOR THIS COMMUNITY. MOST OF THE GOALS AND OBJECTIVES I ADDRESSED TO YOU LAST YEAR WERE IMPLEMENTED.

FOURTH, LET'S ACTIVELY PROMOTE THE COMPONENTS OF ECONOMIC DEVELOPMENT, SUPPORT OUR CHAMBER OF COMMERCE EFFORTS TO PROMOTE NEW BUSINESS, THE BUSINESS IMPROVEMENT DISTRICT'S ONGOING PLAN TO FILL THE EMPTY SPACES IN THE CENTRAL BUSINESS DISTRICT, EFFECTIVE TAX INCREMENT FINANCING PROJECTS, CONTINUE TO ENCOURAGE THE ACTIVITIES OF HAEDCO, IT'S BUSINESS INCUBATOR, AND OTHER MEANINGFUL ECONOMIC DEVELOPMENT PLANS. ISN'T IT TIME FOR US, AS A COMMISSION, TO PROVIDE ACTIVE LEADERSHIP AND SUPPORT BY GETTING IN THE GAME RATHER THAN WATCHING FROM THE SIDELINES?

FIFTH, I RECOMMEND THAT WE, AS A COMMISSION, GO ON RECORD IN TOTAL SUPPORT OF PAY INCREASES TO STATE WORKERS WHOSE SALARIES HAVE BEEN FROZEN OVER THE PAST FOUR YEARS. THE LOSS OF PURCHASING POWER AS A RESULT OF THE PAY FREEZE IS ESTIMATED TO BE SOMEWHERE NEAR 20 % IN SPENDABLE DOLLARS. YOU CERTAINLY DON'T NEED TO HAVE A DEGREE IN ECONOMICS TO REALIZE THE IMPACT THIS HAS HAD ON THE HELENA ECONOMY.

WHETHER IT BE RETAIL SALES, HOME PURCHASES OR MORE MEMBERSHIPS AT THE GOLF COURSE, ECONOMIC DEVELOPMENT HAS TO BEGIN WITH BASE INDUSTRY AND, IN HELENA, STATE GOVERNMENT IS ONE OF THE KEY COMPONENTS OF OUR ECONOMIC BASE.

CAROLYN R. "CARI" GOEBEL AGE: 29 1/2 MARITAL STATUS: SINGLE DATE 3-11-89

EMPLOYMENT: TRAFFIC TECHNICIAN, MONTANA DEPT. OF HIGHWAYS, HELMSBURG, MONTANA 770

ORIGINALLY HIRED OCT. 1984 AS A DRAFTER, GRADE 8 STEP 1

TOOK POSITION OF DRAFTER II, GRADE 9 STEP 2 MAY 1985 (\$1166.00 per month)

TOOK POSITION OF TRAFFIC TECH I, GRADE 10 STEP 3 APRIL 1987 (\$1330.25 per month)

CURRENTLY STILL AT GRADE 10 STEP 3. NO MORE POSITIONS ARE OR WILL BE

AVAILABLE IN MY AREA OF EXPERTISE, EXCEPT FOR POSITIONS VACATED.

DURING THE PAST 2 1/2 YEARS, ONE ENGINEER AND TWO TECHNICIANS FOUND

EMPLOYMENT ELSEWHERE; THESE POSITIONS WERE NEVER FILLED DUE

TO VACANCY SAVINGS. THE WORK LOAD HAS INCREASED AND WE

ARE UNDER GREAT STRESS TO COMPLETE ALL WORK WITHOUT EXTRA HELP.

EDUCATION: GRADUATE OF NORTHERN MT. COLLEGE, HAURE. A.S. & B.T. DRAFTING, B.S. SECONDARY ED., GRAD. WORK. MINOR: TRAFFIC & SAFETY

FINANCIAL DATA: 1984-85 1986-87 1988-89 \$ INCREASE SINCE '85

RENT: \$300.00/mo. 1985 bought house + lot 205.00 house payment 95.00 lot rent 112.00 37.00 per mo. / 444.00 per yr. \$300.00/mo. \$337.00/mo.

PHONE: 9.56/mo. 17.29/mo. 20.48/mo 10.92 per mo. / 131.04 per

MT. POWER: Jan. 59.09 Jan. 63.31 Jan. 58.25 10.86 per mo. / 130.32 p
Feb. 56.20 Feb. 53.68 Feb. 69.75
Mar. 41.15 Mar. 59.93 Mar. 61.04
52.15 average 58.97 average 63.01 average

LIFE INSURANCE 37.60/mo 37.60/mo 37.60/mo NO INCREASE

MOTORCYCLE & CAR LICENSE 42.94/yr 47.50/yr 36.38/yr. DECREASE \$6.56

CAR INSURANCE 135.84/6 mo. 118.79/6 mo. 168.82/6 mo. 65.96/yr.

HOME INSURANCE 88.75/yr. 166.00/yr. 178.00/yr. 89.25/yr.

PROPERTY TAX none 203.14/yr. 209.02/yr. 209.02/yr.

POST OFFICE BOX 22.00/yr. 22.00/yr. 28.00/yr. +6.00 per year

LIVING EXPENSES [EXCLUDING FOOD, GASOLINE, HOME OR AUTO REPAIR, LAUNDRY,

LONG DISTANCE PHONE CALLS, DOCTORS & PRESCRIPTIONS, CHURCH & OTHER CONTRIBUTIONS,

ORGANIZATION & UNION DUES, EYE GLASSES, NEWSPAPER, CABLE T.V., PET CARE,

CLOTHING, VACATION, HAIR CUTS, LAWN CARE, PERSONAL ITEMS & MAKE-UP, & GIRL

SCOUT COOKIES] HAVE RISEN WITH INFLATION. MY INCOME HAS NOT. THESE ITEMIZED

COSTS ARE \$1069.03 MORE IN 1988/89 THAN 1984/85.

1984 - Splurge meant to go out for a nice dinner

1989 - Splurge means buying meat.

1984 - I could afford to leave the thermostat set at 72°

1989 - The thermostat is set at 60° when not at home or ^{am} sleeping. I use a portable heater if staying in one room, or set the thermostat at 65°-70°

1984 - went on 10 - 15 ski trips. lift tickets began at \$5.00

1989 - went skiing 3 times. lift tickets were \$14.00. Luckily, my date paid for

1984 - could buy a new dress or pair of jeans when a sale came on.

1988 - it's got to be some fantastic sale.

1984 - I could get a good hair cut for \$3.50 to \$5.50 and a perm for \$15.00

1989 - My hair is now long. Can't justify a haircut for \$15.00 or a perm for \$85.00

Since working for the state, I have developed varicose veins in my legs. The chair I have has very poor quality cushion & causes poor circulation to my legs & feet. Support hose was recommended to hinder spreading.

1984 - support hose cost \$4.99 per pair.

1989 - Support hose cost \$8.49 and now I rarely wear dresses.

1984 - I could afford to buy 2 boxes of Girl Scout Cookies from every Scout who came to my door. They were only \$1.50 per box

1989 - I still buy Girl Scout Cookies, but not as many at \$2.50 per box.

To: House Select Committee on
Compensation

EXHIBIT 11
DATE 3-11-89
HB 770

From: Food Service Employees, Montana State
Hospital.

We are asking you to seriously
consider Rep. Red Menaland's "Pay Plan Bill"
#770. We can no longer shoulder the
State's Budget problems. Our own Budget
problems are at the crisis point.

The average monthly, Food Service,
Take Home pay is approx.: \$592 to \$1100.
Our Expenses far out weigh our wages:

Average, 4 member, family expenses:

\$100 - \$300 House Payment, Insurance, upkeep)

\$300 - \$400 Groceries

\$100 - \$250 Montana Power

\$20 - \$30 Phone

\$100 - \$300 Car (Payment, Gas, upkeep, License, insurance)

\$50 - \$100 Medical (Doctors, Dentist, Eye Care, Hosp, Insurance)

\$60 - \$120 Student Lunches

\$40 - \$60 Property Taxes

\$75 - \$125 Clothing

\$20 - \$20 Cable

~~\$25~~ Recreation - Non-existent

\$86.5 - \$1975 expenses

No Money Left

As you can see we are in the Red every Month. Unlike the Government, a Household can-not function in the Red.

If a State Employee, in Food Service, is single with 1 to 2 Dependents they can easily qualify for Food Stamps. In many cases they can make more on Welfare, than as a State Employee. At least on Welfare you have decent Medical Insurance. Welfare Children receive free # lunches, a child of a State Employee receives no assistance for lunches. As State Employees we do not want to go on Welfare, but unless you do something drastic ~~of~~ about our wages, many will have to do just that-go on Welfare. Because the State will pay us more on Welfare than ~~if~~ if we are on the State Payroll.

signed Cindy Thompson

The State
Employees
at
Warm Springs

EXHIBIT 12
DATE 3-11-89
HB 770

Amendments to House Bill No. 770
First Reading Copy

Requested by Representative Menahan
For the Select Committee on Employee Compensation

Prepared by Lois Menzies
March 11, 1989

1. Page 1, line 20.
Following: "(1)(b)"
Insert: "and (2)"
2. Page 3, line 1.
Strike: "5.50"
Insert: "5.78"
3. Page 3, line 2.
Strike: "5.80"
Insert: "6.09"
4. Page 3, line 3
Strike: "6.20"
Insert: "6.51".
5. Page 3, line 4.
Strike: "6.66"
Insert: "6.99"
6. Page 3, line 5.
Strike: "6.90"
Insert: "7.25"
7. Page 3, line 6.
Strike: "7.40"
Insert: "7.77"
8. Page 3, line 7.
Strike: "7.90"
Insert: "8.30"
9. Page 3, line 8.
Strike: "8.50"
Insert: "8.93"
10. Page 3, line 9.
Strike: "9.00"
Insert: "9.45"
11. Page 3, line 10.
Strike: "9.70"
Insert: "10.19"
12. Page 3, line 11.
Strike: "10.40"

Insert: "10.92"

13. Page 3, line 12.

Strike: "11.30"

Insert: "11.87"

14. Page 3, line 13.

Strike: "12.20"

Insert: "12.81"

15. Page 3, line 14.

Strike: "13.20"

Insert: "13.86"

16. Page 3, line 15.

Strike: "14.40"

Insert: "15.12"

17. Page 3, line 16.

Strike: "15.60"

Insert: "16.38"

18. Page 3, line 17.

Strike: "17.01"

Insert: "17.86"

19. Page 3, line 18.

Strike: "18.55"

Insert: "19.48"

20. Page 3, line 19.

Strike: "19.43"

Insert: "20.40"

21. Page 3, line 20.

Strike: "20.77"

Insert: "21.81"

22. Page 3, line 21.

Strike: "22.23"

Insert: "23.34"

23. Page 3, line 22.

Strike: "23.80"

Insert: "24.99"

24. Page 3, line 23.

Strike: "25.48"

Insert: "26.75"

25. Page 3, line 24.

Strike: "27.30"

Insert: "28.66"

26. Page 3, line 25.

Strike: "29.26"
Insert: "30.72"

27. Page 4, line 6.
Strike: "5.78"
Insert: "6.07"

28. Page 4, line 7.
Strike: "6.09"
Insert: "6.40"

29. Page 4, line 8.
Strike: "6.51"
Insert: "6.84"

30. Page 4, line 9.
Strike: "6.99"
Insert: "7.34"

31. Page 4, line 10.
Strike: "7.25"
Insert: "7.61"

32. Page 4, line 11.
Strike: "7.77"
Insert: "8.16"

33. Page 4, line 12.
Strike: "8.30"
Insert: "8.72"

34. Page 4, line 13.
Strike: "8.93"
Insert: "9.38"

35. Page 4, line 14.
Strike: "9.45"
Insert: "9.92"

36. Page 4, line 15.
Strike: "10.19"
Insert: "10.70"

37. Page 4, line 16.
Strike: "10.92"
Insert: "11.47"

38. Page 4, line 17.
Strike: "11.87"
Insert: "12.46"

39. Page 4, line 18.
Strike: "12.81"
Insert: "13.45"

WITNESS STATEMENT

NAME Patrick Foster BILL NO. 770ADDRESS 339 W. Lawrence HelenaWHOM DO YOU REPRESENT? Self/CoworkersSUPPORT YES! OPPOSE _____ AMEND _____

COMMENTS: Quality and dedication cannot be maintained on substandard pay. Montana has been in economic straits for many years. The state worker has gone to the aid of the state budget by "biting the bullet" for years. It is my opinion this has been fairly willingly because of the high level of dedication present in the majority of workers. However, after the length of wage freezing and pseudo wage increases through pay manipulation, the level of quality and the belief that a worker is working for a equitable and valid system, cannot be maintained. I have worked for state government for over 15 years. I have consistently received accolades for meritorious work both from supervisors and national organizations and agencies. I have to admit that without the fiscal support of Bill #770, I will be reevaluating both whether I wish to remain in state government and if I do whether I can continue to produce at higher than standard levels. Thank you.

-Patrick Z. Foster

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

WITNESS STATEMENT

NAME Julie Dahlin BILL NO. 770

ADDRESS Box 728 Boulder MT 59632

WHOM DO YOU REPRESENT? AFSCME Locals 971 & 1620

SUPPORT X OPPOSE _____ AMEND X

COMMENTS: My name is Julie Dahlin and I have
worked at the Montana Developmental Center for 8½ years.
I represent approx. 475 people at MDC and Galen
State Hospital. I ask you to support HB 770. This
bill would bring a fair and deserving increase
to state employees. During the years I have been
a state employee we have received only percent-
age increases, percentages which mean less
money to those at the lower grades of the matrix
and substantially more to those in higher
grades. It is now time that all state employees
receive an across the board increase. An
across the board increase would finally give
real dollars to the workers.

Thank you

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

VISITORS' REGISTER

STATE PAY PLAN

COMMITTEE

BILL NO. HB 770DATE 3-10-89SPONSOR Red Menahan

NAME (please print)	RESIDENCE	SUPPORT	OPPOSE
Jim Tompkins	725 PYRITE - HELENA	HB 770	
John W. Herrin	29 South Alta Helena	"	
David A Kaste	3510 Canyon Ferry Rd.	770	
Ken Peterson	1024 Peosta Helena	770	
Carl Karteluck	Anaconda	770	
John Patton	Deer Lodge Md.	770	
Dan Evans	453 H. Parman	770	
Joe Ayersville	1019 EAST COMIT ST.	770	
Louise L. McDonnell	1483 Beaverhead Rd - Helena	770	
Waco Steen	2995 Prospect #22 Helena	770	
Joanne Austin	1480 Canyon Helena	770	
Bob Post	3 Kevin Ct Helena	770	
Yvonne Vanson	3 Kevin Ct Helena	770	
John Holbrook	705 Saddle Dr. Helena	770	
Karen Wagner	3 Michael Ct	770	
Verle Evans	453 Parman Helena	770	
Barb Sumner	622 So California #416	770	
Jewell Henson	107 Spencer	770	
Charles Gustafson	Anaconda	770	

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

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

VISITORS' REGISTER

SELECT COMMITTEE ON EMPLOYEE COMMITTEE
COMPENSATION

BILL NO. 770DATE 3/11/89SPONSOR MENAHAN

NAME (please print)	RESIDENCE	SUPPORT	OPPOSE
JUE JACKSON HB 770	1621 Leslie Helena	X	
CHRISTIAN FRABA HB 770	1226 WILDER HELENA	X	
MARTHA GEAGAN	423 W. ALUMINUM BUTTE	X	
Winfred Holman	1632 Phillips Ave Butte	X	
TEYRL ROUSE	1508 STEWART AVE	X	
RALPH ROUSE	1508 STEWART AVE	X	
DOUG ROUSE	HANISER ST. ANA THE OPPORTUNITY	X	
Roland NEUSSENDORFER	705 CEDAR ANACONDA	X	
John B. Cain	200 Putnam Anaconda	X	
Kay L. Cain	" " "	X	
Marlene Ken Rima	P.O. Box 192 Warm Springs MT	X	
Walter Sheregay	535 N. Franklin St	X	
Karla G. Scha	2 Michael Ct. Helena, MT	X	
Quella Mitter	201 E 6th AVE Helena Butte	X	
Joe Tobiness	1460 Holmes Ave. Mont.	X	
Earl Zuni	Galena New Lodge	X	
Pot Zuni	Galena New Lodge	X	
Marlene Chandler	411 Elm Ana.	X	
Walter Bolhoritz	RT GALEN	X	

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

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

VISITORS' REGISTER

Select Committee on COMMITTEE
Employee Comp.

BILL NO. 770DATE 3/11/89SPONSOR MENAHAN

NAME (please print)	RESIDENCE	SUPPORT	OPPOSE
Susan R. NEAR	934 8th Helena	X	
Kirby LAMBERT	517 HARRISON, Helena	X	
Frank F. Mason	Boulder	770 X	
Donna Mason	Boulder	770	
Eugene Fendler	MT St Bly trader	✓	
Shirley Vermillion	1216 UNIVERSITY	✓	
Steve Farmer	ASMSU	✓	
Brian Harlin	ASMSU	✓	
Mike Craig	ASUM	✓	
Barbara Greene	Boulder	✓	
Carol Greene	Boulder	✓	
John Macdonald	204 Simons Mesa	✓	
Kristin Deschamps	ASUM, Mesa	✓	
Bruce L. Arnold	3000 Villard #21, Helena	770 ✓	
Sen. Joe Maguire	Sen. Dist 23	✓	
Rae Sundsted	LABOR RELATIONS		X
DAVID HEMMON	HELENA CHAMBER		
Mark O'Neil	HD 45	✓	
Keith Parker	933 S. Washington, Dillon	X	

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

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

VISITORS' REGISTER

House Select Comm. on State Emp. Comp. COMMITTEE

BILL NO. HB 770DATE 3/11/89SPONSOR Rep. Menahan

NAME (please print)	RESIDENCE	SUPPORT	OPPOSE
Chra Bauerman	Bailede	✓	
Opil Cunningham	Bozeman	✓	
Gerson, or Branscom	Bozeman	✓	
Barb Blum	Bozeman	✓	
Mary Lou Shelton	Helena	✓	
Ken Mitchell	Anaconda	✓	
Shirley Stankus	Stockett	✓	
Lois Mills	Great Falls	✓	
Dynda Strong	Anaconda	✓	
James Strong	ANACONDA	✓	
Mica Pavlakovic	Anaconda	✓	
Ann Pavlakovic	Anaconda	✓	
Helenise Voorhis	Anaconda	✓	
Carol Kumske	Opportunity		
Robert J. Klesinski	Butte	—	
Shirley Greich	Helena	✓	
Beverly CARLIN	Clancy	✓	
Thomas Carlin	Clancy	✓	
Shan Zupar	Great Falls		

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

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

VISITORS' REGISTER

Select Committee on Employee COMMITTEE
Comp.

BILL NO. 770DATE 3/11/89SPONSOR Menahan

NAME (please print)	RESIDENCE	SUPPORT	OPPOSE
Dave Whitney	Dear Lodge	X	
Pat Leary	Anacosta	X	
Sophi Fennel	Dear Lodge	X	
Dave Huller	Anacosta	X	
Caryl Huller	Anacosta	X	
Rose Fucini	Anacosta	X	
Arden Clark	Dear Lodge	a	
Sandy Mitchell	Anacosta	X	
Dale Miller	Anacosta	X	
Henry Bishop	Butte	X	
Shirley Kelly	Anacosta	X	
Scott Wagner	Anacosta	X	
FRED DOBRINEN	ANACOSTA	X	
Madison Jensen	AFSCME	X 770	
Julie Dahlin	AFSCME	770 X	
Marcin Dunlap	Levittown		
Jamie Richard Manning	Signal Dist 18	770	
Jack Manning	U.F.C.W. Local #8	770	
Thomas Schneider	WPEA	770	

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

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

VISITORS' REGISTER

Select Committee on Employee Compensation
COMMITTEE

BILL NO. 770DATE 3/11/89

SPONSOR _____

NAME (please print)	RESIDENCE	SUPPORT	OPPOSE
CAROLYN Barbara HAWKEY	4618 NORTH CABLE RD ANACONDA, MT	YES	
Deborah Harris	3002 Lost Creek Rd ANACONDA, MONT	Yes	
Pick Davis	3002 Lost Creek Rd Anacanda	yes	
COLLEEN RODGERS	922 BUTTE AVE HELENA	YES	
Barbara Sene	1343 Willow Road Deer Lodge	Yes	
ANN BETHKE	602 HICKORY ANACONDA	Yes.	
Juanita Weist	817 E 5th ANACONDA	yes	
ALAN HARBAUGH	3709 LEWIS EAST HELENA	YES	
Marion D'Ancy	1046 Broadway, Helena	Yes	
Ruth Ann Hatcher	7653 Canyon Ferry Rd. Helena, Mt.	Yes	
Tom Siskens.	3000 Villard # 165A Helena.	yes	
Jim Murry	Mont. State AFL-CIO	✓	
Lisa Huotte	211 W SIXTH ANACONDA MT	Yes	
FRANCIS P HUOTTE	211 W 6TH ST ANACONDA, MONT.	YES	
Carl Voolman	1508 Humboldt Ave. Anacanda, Mt.	Yes.	
Nancy Rosenkoj	1817 W Park Anacanda, Mt	yes	
Rebecca Kohl	716 8th Ave Helena 59601	Yes	

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

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

WITNESS STATEMENT

NAME _____

BILL NO. 770

ADDRESS

WHOM DO YOU REPRESENT?

SUPPORT

OPPOSE

AMEND

COMMENTS:

[illegible]

Form CS-34A

Rev. 1985

VISITORS' REGISTER

Select Comm. on State Emp Comp COMMITTEEBILL NO. HB 770DATE 3/11/89SPONSOR Red Menahan

NAME (please print)	RESIDENCE	SUPPORT	OPPOSE
Jackie McPhail	Warmsprings	✓	
Steve Nelson	Helena	✓	
Bob O'Brien	Helena		
Shirley Muir	Helena	✓	
Jarvis Spring	Helena	✓	

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

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

State Pay Plan COMMITTEE

DATE 3/11/89

[illegible]

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

VISITORS' REGISTER

COMMITTEE

BILL NO. #8770DATE 3-11-89SPONSOR Rep. Menahan

NAME (please print)	RESIDENCE	SUPPORT	OPPOSE
Victor Sample	800 W. Maryland Deer Lodge	✓	
Dorise Bordanz Dorise Bordanz	1580 Williamsburg Helena	✓	
Erangelina J. Mack	3155 Meagher Rd Helena	✓	
Lois Williams	3868 Valley Drive	✓	
Robert Miller	1423 Helmer Rd	✓	
Robert Miller	2525 Lake Helena Dr. E. Helena	✓	
Dave Repen	814 N. Rodney Helena	✓	
Nancy Rosenkay	WMA Warm Spring	✓	
STEVE ROHDANZ	1580 WILLIAMSBURG, HELENA	✓	
Deanna Zogge	26 Border Lane BZN	✓	
Wilbur Rehman	Helena	✓	
Siana McGraw			
Ed Sensler	Helena 845 E. 6th Ave	✓	
James W. Aron	E. Helena 501 Front St	✓	
MATTHEW THIEL	Helena	✓	
Beth O'Halloran	Helena	✓	
Bud Campbell	Deer Lodge	✓	
JEANNE Doney	Helena	✓	

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

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

VISITORS' REGISTER

~~SELECT COMMITTEE~~ ^{COMMITTEE}BILL NO. 770DATE 3 / 11 / 85

SPONSOR _____

NAME (please print)	RESIDENCE	SUPPORT	OPPOSE
JAMES HAWKINS	1212 ELaine Drive	X	
Margaret Damschen	206 Pintler	X	
Estelle Nage	2645 Placer Butte	X	
CHARLES W LINDSEY	2645 PLACER BUTTE	X	
ROBERT Nereham	203 HOWE anaconda	X	
James E. Leiter	P.O. Box 582 Townsend	X	
Nita M. Leiter	" "	X	
Linda Chapman Davisson	1212 8th Ave Helena	X	
Larry Roberts	1513 Wilder Helena	X	
Linda Grezulis	Lost Creek, Ana. MT	X	
Charles Wandler	Lost Creek, Ana. MT	X	
ROBERT O. MulsKE	1203 E. 4TH ANA. MT.	X	
Julie MulsKE	1203 E. 4TH ANA. MT.	X	
Virginia Gallagher	Box A Warm Springs	X	
Linda Carmichael	1703 Waukena	X	
Larry Fidler	4745 N. Mt. Ave	X	
STANLEY V. GUILD	Box 33 WARM SPRINGS MT	X	
Deborah A. Grabse	PO Box 456 Boulder	X	
Joy Parkinson	1121 N. Hannaford - Helena	X	

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

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

VISITORS' REGISTER

Select Committee on Employee Compensation COMMITTEE

BILL NO. 170DATE 3/11/89SPONSOR MENAHAN

NAME (please print)	RESIDENCE	SUPPORT	OPPOSE
Miss Malone	421 Oak Anacapa Mt	X	
Bill Morgan	WARM SPRINGS	X	
Linda Taylor	Deer Lodge	X	
Lucinda Galsworthy	517 Birch	X	
Cindy Thompson	109 WARREN AVE	X	
Sharon Streifel	209 POWELL AVE	X	
Margaret A. W. W. W.	410 Madison Avenue	X	
Julia M. Christensen	217 Second St. Helena	X	
Charlotte M. M. M.	1505 E 4th Helena	X	
LaDonna Whiteside Hendricks	636 N. Davis Unit B Helena	X	
Peter P. P.	339 W. Lawrence Helena	Yes!	
KEN PETERSON	4085 DAKOTA BUTTE	X	
Nick PAVLAKOVICH	623 E. Park Overlook	X	
Beverly A. Roberts	1513 Wilder	X	
Nancy Rising	Rt 1, Box 132 Anacapa, Mt.	X	
Rhonda M. M.	227 Pintler Overlook, Mt.		
Bertha M. Poor	1208 Highland Helena	X	
Sharon L. L.	" " "	X	
Richard Havel	909 Hancock Helena	X	

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

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

VISITORS' REGISTER

State Pay Plan COMMITTEE

BILL NO. HB 770

DATE 3/11/89

SPONSOR Mena han

NAME (please print)	RESIDENCE	SUPPORT	OPPOSE
B. J. Sample	902 11 th Ave	✓	
Mike Whitney	1130 E. 6 th	✓	
Lillian Slayman	39 South Rodman	✓	
Jerilee Brooks	East Helena	✓	
Cheryl Brant	615 S Sanders	✓	
BRENDA LEE SPURLOCK	1119 DARTER	✓	
Mickey Street	926 Cole Helena	✓	
FRANK FITZPATRICK	702 E COM ANA	✓	
Dave Whitney	Deer Lodge 911 th	X	
Robert McDonnell	1483 Beavertail Rd Helena	✓	
Peggy Bobel	2480 E Broadway	✓	
Robert W. R.	2410 Sunlight Circle	✓	
Genevieve	4 13 th Street	✓	
Charles Miller	504 Lemmon Street Helena	✓	
Margaret Keating	Box 295 Boulder	✓	
Tia Popp	2690 Bander Dr.	✓	
Maurice Carz	800 E 5 th (Ana)	✓	
Sandra W. Horpestad	1724 Lincoln Road E	✓	
Chuck Homen	908 Fth Ave	✓	

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

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.