

MINUTES

MONTANA SENATE 51st LEGISLATURE - REGULAR SESSION

COMMITTEE ON LABOR AND EMPLOYMENT RELATIONS

Call to Order: By Chairman, on Gary C. Aklestad, 1989, at 1:00 P.M. on February 7, 1989, in room 415 at the state Capitol

ROLL CALL

Members Present: All members were present. Senator Tom Keating, Vice Chairman, Senator Sam Hofman, Senator Dennis Nathe, Senator Richard Manning, Senator J. D. Lynch, Senator Chet Blaylock, Senator Jerry Devlin, Senator Bob Pipinich, and Senator Gary C. Aklestad, Chairman.

Members Excused: No members were excused.

Members Absent: No members were absent.

Staff Present: Tom Gomez, Legislative Council Analyst.

Announcements/Discussion: There were no announcements or discussion.

HEARING ON SENATE BILL 285

Presentation and Opening Statement by Sponsor:

Senator Michael Halligan, Senate District No. 29, chief sponsor of the bill, stated SB 285 is an act to allow public corporations, other than state agencies to establish, separately or jointly, a workers' compensation self-insurance fund through the issuance and sale of bonds and notes; amending section 39-71-403, MCA; and providing an immediate effective date. Halligan explained there are three exclusives for state agencies--election of plan by other public corporations--financing of self-insurance fund. (1) If a state agency is the employer, the terms, conditions, and provisions of compensation plan No. 3 are exclusive, compulsory, and obligatory upon both employer and employee. Any sums necessary to be paid under the provisions of this chapter by a state agency must be considered to be ordinary and necessary expense of the agency. The agency shall make appropriation of and pay the sums into the state compensation insurance fund at the time and in the manner provided for in the chapter,

notwithstanding the state agency may have failed to anticipate the ordinary and necessary expense in any budget, estimate of expense in any budget, estimate of expenses, appropriations, ordinances or otherwise. (2) Public corporation, other than a state agency may elect coverage under compensation plan No. 1, plan No. 2, or plan No. 3., separately or jointly with any other public corporation, other than a state agency. A public corporation electing compensation plan No. 1 may purchase reinsurance or issue bonds or notes pursuant to subsection (3) (b). A public corporation electing compensation plan No. 1 is subject to the same provisions as a private employer electing compensation plan No. 1. Senator Halligan further explained the details of the bill.

List of Testifying Proponents and What Group they Represent:

Dave Fuller, representing MACO.

Testimony:

Dave Fuller, Chairman, MACO, stated the association endorses the bill.

Norm Grosfield, Montana Association of Counties, stated we want to keep the money in the state. It is pertinent to property and casualty options. The funds would be utilized to pay bond proceeds and would be a substitute fund. The funds would also reduce Workers' Compensation for the County. We think we could do it, but the Bond Council advises Legislation should provide for rating on bonds in statute. It would protect the authority in the future. We want to extend the Workers Compensation Causality entity.

Don Judge, Montana AFL-CIO, stated the organization supports the legislation. It is a good vehicle to keep money flowing through Montana's economy. Mr. Judge recommended a favorable consideration.

Mike Sherwood, Montana Trial Lawyers Association, stated support of SB 285.

Stan Kaleczyc, Montana Municipal Insurance Authority, stated the authority funds through bond insurance. It is an additional vehicle to maintain the solvency of the state.

Bill Palmer, Workers' Compensation Interim Director, Department of Labor and Industry, stated the Department supports the legislation.

List of Testifying Opponents and The Group They Represent:

There were no testifying opponents.

Testimony:

There was no testimony.

Questions From Committee Members:

Senator Aklestad asked how this would effect Workers' Compensation funding. Mr. Grosfield stated he was sure Senator Aklestad was referring to the General Fund. As it affect the counties, there are forty-six counties that are under the self insurance program. Senator Aklestad asked if Mr. Grosfield saw more counties coming into the program, with the exclusion of Butte-Silver Bow. Could the county elect to go into self insurance. Grosfield stated there is always the possibility. Ninety-five percent of the state fund will be reduced by SB 285.

Closing by Sponsor:

Senator Halligan urged passage of Senate Bill 285.

HEARING ON Senate Bill 152

Presentation and Opening Statement by Sponsor:

Senator Tom Beck, Senate District 24, stated the bill is an act to provide a pay increase for certain state employees, amending sections 2-18-303 and 2-18-313, MCA. The new bill provides a schedule that indicates the annual compensation for the fiscal years ending June 30, 1988, and June 30, 1989, for each grade and step for positions classified under the provisions of part 2 of the chapter. Each new employee shall advance from step 1 to step 2 of the grade after successfully completing six months of probationary service. The anniversary date of an employee shall be established at the end of the probationary period in accordance with rules promulgated by the department. The compensation of each employee on the first day of the first pay period in fiscal year 1988 shall be the amount which corresponds to the grade and step occupied on the last day of the preceding fiscal year of 1987. Senator Beck went on to describe the bill in detail. The bill is for an salary increase for state employees starting January 1, 1989. The employees of the state of Montana have not had a pay increase in a substantial period of time. The bill would cost the state approximately nine million dollars.

List of Testifying Opponents and The Group They Represent.

Tom Schneider, Montana Public Employee, stated the bill

deals with the subject matter of state employee salaries which have been frozen since July 1, 1987 to June 30, 1989. The bill is an attempt to change the attitude of many state employees who think that no one really cares. The state of Montana does have a surplus or money, and the state employees have had a wage freeze for a substantial period of time. Inflation is at four percent. If there had only been a three percent pay rate, the surplus would be far less than what it is today. This bill institutes six months retroactive time into the biennium. Mr Schneider stated there is support within the legislative process to have an amendment which would provide for a sunset provision, sunsetting on July 30th. Mr. Schneider encouraged the Senate Labor Committee to look for other directions in accomplishing the wage increase, such as a single lump payment that would give the employee a substantial amount, but would only be a one time payment. The state could save administrative costs, if the increase was taken care of in such a manner. The state had a statute that prohibited a pay freeze. Mr. Schneider suggested the state take the money and use it. Employees are not staying in Montana because wages are frozen, and people do not see a future in Montana's economy. We will not have any professional workers wanting to stay in Montana, if things do not change, and change drastically. The morale of the state workers continues to be low.

Nadiean Jensen, American Federation of Counties Employees, stated she feels SB 152 should be amended.

Terry L. Minow, Montana Federation of Teachers, and Montana Federation of State Employees, spoke in favor of the SB 152.

Senator Pete Story stated support for SB 152. Senator Story stated consideration is being given to all areas concerning the funding of a state employee increase. In order to give a pay increase, or to attach an amendment for an allocation of funds to be made directly to the employees, consideration must be made so all the pieces fit together. Therefore, Senator Story stressed the committee should pass the bill. The Finance and Claims Committee can shape the funding allocation. The Finance and Claims Committee will work towards what they consider to be a fair employee pay increase.

Bob Heiser, UFCW, Billings, MT, stated the union feels the bill is past due, and he would be interested in an amendment. Although, the bill is written to include a certain part of the state employment population, the bill should encompass a larger number of employees.

Wilbur Rehmann, Montana Nurses' Association, Helena, MT,

stated when you compare hospitals, a step increase is certainly a step, but the nurses at Warm Springs will not get a substantial increase, compare to Butte, Billings and Missoula. We need to take a look at the over all pay plans and get a comparison of health care and institutions.
(Exhibit 3)

List of Testifying Opponents and What Group They Represent:

Rod Sunsted, Department of Administration, stated he would like to go on record in opposition to SB 152. This is an area that should have collective bargaining intervention.

Questions From Committee Members:

Senator Lynch asked where is the executive pay plan. Representative Cobb's bill also deals with employee pay increases. Senator Lynch stated he think it is tough to take away something that is given to the employees. This is a tremendous bill with a 10 to 11 million fiscal note.

Senator Nathe asked Minow what happened last session concerning the teachers at the girls detention center. Minow stated there was a problem that the administration costs would be taken out of the bill. Senator Nathe thinks the issue will be addressed in a more comprehensive bill coming, to the Senate Labor Committee at a later date.

One check, in the amount of X number of dollars will be given to the employees concerning the period from January 1989 to the end of the fiscal year. This doesn't go into the base, but it is a one shot cost.

Senator Pipinich asked if the bonus will hurt the worker and the worker will not get a pay increase on top of the one time money amount. It is important to consider the money will increase the employee's spending ability. No.

Senator Lynch discussed the bill strategy with Senator Pete Story. Senator Story stated the Cob Bill might not get of the House with a two thirds vote. Senator Story stated it is wise for the committee to pass the Beck Bill because if the Cobb Bill is killed in the House, the Beck Bill will be the vehicle for state employee's pay wages. Otherwise, the issue will be dead. Senator Lynch stated this is a nonpartisan issue.

Senator Pipinich stated he can't see holding out until the Cobb bill come to the Committee. Senator Pipinich asked how many bargaining units will be dealt with. The are approximately 74 units in the master agreement.

Senator Aklestad stated it appears the contracts should be in affect, as long as the salaries are lowered and could become null and void. Mr. Schneider stated he did not agree to a wage freeze. There is no language created in the legislation that deals with a wage freeze because the courts have told us we have to go along with the legislature. The surplus is because of the "no wage", but the amount is not that great. Senator Aklestad stated all contracts have a provision that allows the contracts to be open by mutual agreement.

Closing by Sponsor:

Senator Tom Beck close the hearing by stating he wants pay increases for state employee. Perhaps the morale and attitude will be changed. Senator Beck also stated he realizes that not all people will be getting a raise, but he is receptive to anything that will work towards the pay increase measure for all state employees. We will look towards the Governor's initiative on the subject, and readjust accordingly.

HEARING ON SENATE BILL 309

Presentation and Opening Statement by Sponsor:

Senator Sam Hofman, Senate District 38, chief sponsor of SB 309, stated the bill is an act to allow workdays of more than 8 hours per day in smelters, concentrators, mills for the reduction and refining of ores, cement plants, and quarries. Senator Hofman stated the issue is a big concern of his constituent, the trident operation in the Gallatin area.

List of Testifying Proponents and What Group they Represent:

Don Julius, Whitehall, MT, President of the Golden Sunlight Mine near Whitehall, stated the association takes pride in the employee-employer relationship. It is the consensus of the employee that a ten hour work week would be very beneficial to the employees working at the plant. Also, having more days off in a row and changing or rotating shifts would be to the benefit of the employees. Other states have laws that allow their population to work over an eight hour work day. The idea of having the company go to a longer work would have to be voted on by a secret ballot. There are other industries, such as a cement plant, that possibly will be included.

Mike Strawbridge, Ideal Cement Plant, Trident, Montana, stated support of Senate Bill 309. Mr. Strawbridge stated

SENATE COMMITTEE ON LABOR AND EMPLOYMENT RELATIONS

February 7, 1989

Page 7 of 11

their employees have approached management and asked to work longer hours in a shorter work week. The cement plant runs seven days a week, and twenty four hours a day. There are approximately eight shift workers working each shift. Senate Bill 309, should it pass, will have not effect on the income. Overtime would be paid accordingly, and there would be no decrease in the number of employees. It is advantageous for the plant to accept shift work, therefore the hours will be attractive to potential employees. (Exhibit 1)

List of Testifying Opponents and What Group They Represent:

John Fitzpatrick, Director of Human and Regulatory Affairs, Pegasus Gold Corporation, stated to SB 309. The bill is not intended to evade any overtime statutes. Mr. Fitzpatrick suggested an amendment. There are plants in Montana that are unionized. The bill should be drafted to include a provision to recognize the union situation. Mr. Fitzpatrick suggested an amendment: On page 1, line 22, following the word "Ballot", insert "or as provided by collective bargaining agreements."

Bob Woodworth, Whitehall, MT, stated the main reason he would like to see the law pass is because a lot of the mistakes made are during shift changes. If the employees worked longer hours, there would be 1/3 fewer shift changes.

Frank Sholey, 227 W. Silver, Butte, MT, stated he works for Golden Sun Light Mine. He would like to see twelve hour shifts, so he would have more times to spend with his family. Most of the people in the industry want twelve hour shifts.

Mike Swanson, Montana Talc Company, stated support of SB 309. Mr. Swanson stated he represents the labor force, There is a lack of communication between shifts, which causes problems. The plant would like ten or twelve hour shifts.

Marie Risher, 205 S. Division, Whitehall, stated the twelve hour shift would be more convenient for her. Ms Risher could spend more time with her children, giving them more quality time.

Mike Micone, Director of the Department of Labor and Industry, stated the department supports the legislation. It is important, not only for employment flexibility, but also for the employee to have a voice in the operation of the business. More Montana business are taking a good look at "flex time", and they are finding the idea of longer work hours and longer time to be spent with family very

appealing. The department has no objection with the amendment proposed by Mr. Fitzpatrick.

Richard Dean Robbins, 277 Parrot Ditch RD, Whitehall, MT, stated SB 309 would help morale. The employees should be able to decide on a majority vote concerning hours worked.

Dale Casebolt, 310 Granite INTN. RD, Butte, MT, stated he is an employee of the Golden Sunlight Mine in Whitehall, MT, but lives in Butte. Mr. Casebolt stated he would like to have quality time with his family. Since he is divorced, the extra time will allow Mr. Casebolt to spend more time with his daughter.

Rodney Mills, Golden Sunlight Mine, stated he would also like to have twelve hour work days.

List of Testifying Opponents and The Group They Represent.

Gene Fenderson, representing the Montana Construction Company, stated opposition to SB 309, although the amendments may help the bill. The company is concerned with the American history of the eight hour work law. Many of our ancestors works many hours a day for six and seven days a week. People need to have more time with their families, but we should be looking at four eights at the same pay level, not have a longer work day with less money. On line 22, the company proposes: between the word "the" and "employees" insert "involved" and between the words "ballot" and the word "who" insert " held a secret ballot held by the Board of Personnel Appeals"

Don Judge, Montana AFL-CIO, stated opposition to SB 309. Mr. Judge offered written testimony. (Exhibit 2)

Leonard Coleman, United Mines Workers, stated there is a potential for a loss of jobs. Mr. Coleman stated opposition to SB 309.

John Finch, Local Iron Workers, USWA, East Helena, stated he has worked in the smelter for 27 years, and has found the eight hour work week day is traditional. Safety Committee records were checked while preparing the testimony. It was found that five of the seven major accidents in the East Helena Plant involved people who were on overtime. Two were electricians working steady twelve hour shifts. The safety related data is the information the union draws from in opposing SB 309.

Len Blancher, Montana State Branch of Operating Engineers, state opposition to SB 309. Some of the employers could require 16 hour work days, not just 12 hours. Considerably

safety problems can evolved from working long hours.

Questions From Committee Members:

Senator Keating asked Dale Casebolt is there would be less commuting time on his part if he was able to go to flex time. Yes. Mr. Casebolt does not belong to bargaining unit.

Senator Keating asked Mr. Finch about accidents being caused by overtime. Mr. Finch stated one of the overtime accidents involved a man who was tired and had worked all night long.

Senator Keating asked Don Judge about the 86% increase in injuries. Is this accident rate due to flex time. Mr. Judge stated, at this time, there is no way of determining whether or not it was flex time. Perhaps, the information could be obtained.

Senator J.D. Lynch stated there are some employees who consider an eight hour day is a good full shift. The older employees would be able to put in eight hours, but the longer work day is questionable. Is the majority rule fair to the older employee. Mr. Jenkins stated the majority rules.

Senator Aklestad asked Don Judge if he is representing a unionized mine. The United Mine Workers have the mine in Troy, MT. Judge stated the AFL-CIO represents the East Helena Smelter and the cement workers in the Three Folks area. Senator Aklestad asked Mr. Judge if there was a vote cast for him to be at the hearing representing the smelter and the cement plant. The AFL-CIO contacted the operations to make sure we were presenting the right position. They do not take a vote every time an issue comes up, but we talk to the leadership of the unions, and they represent the workers. The leadership gives us the answers.

Senator Aklestad asked Mr. Judge about the 87% accident rate. Where do the statistics come from. The stats come from the state Workers' Compensation Division. The report is from the occupational employment statistics dated January 26, 1989. The report covers all employees in those industries.

Senator Aklestad asked if there was a vote taken within the unionized mine to represent the mine during the hearing today. The union man stated he was told the Troy mine opposed the legislation. The workers traditionally uphold the eight hour work day. The vote was made by a secret written ballot.

Senator Nathe asked how the statistic were handled concerning workers' compensation. Don Judge stated he is not aware of how the particular statistics are compiled.

Senator Keating asked is child care services are available at the Golden Sunset Mine. Marie Risner stated her husband helps with the child care responsibilities.

Senator Devlin spoke about the firemen in Miles City, who moonlight in the construction business.

Closing by Sponsor:

Senator Hofman stated what we are trying to do is to allow an option. Senator Hofman stated he respects the law and the traditional eight hour work day. Mines have mechanized equipment. Even though the lengths of the shifts have been lengthened, the people are going to work the same number of hours.

DISPOSITION OF SENATE BILL 128

Discussion: Senator Nathe stated there is still a conflict over the GED.

DISPOSITION OF SENATE BILL 218

Recommendation and Vote:

Senator Keating moved a DO PASS recommendation of SB 218. The motion passed. Senator Aklestad discussed the consent calendar.

DISPOSITION OF SENATE BILL 234

Recommendation and Vote:

Senator Keating made a DO NOT PASS motion.

Senator Devlin made a substitute motion to TABLE SB 234. A Roll Call Vote was taken: Senators Keating, Hofman, Lynch Pipinich, Nathe, Manning and Blaylock voted NO Senators Devlin and Aklestad voted YES.

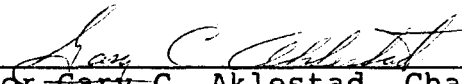
Senator Lynch stated if the bill should be kept alive, then don't table it. There will be an exemption bill on paying Workers' Comp on tips.

Senator Pipinich stated he received 15 letters against and 5 letters for the bill.

Senator Devlin stated the minimum wage law is also causing concerns. When the amount is \$125 to \$130, it will hurt.

Senator Hofman stated he is going with the Restaurateurs. A Roll Call Vote was taken on the DO NOT PASS recommendation stated previously. Senators Keating, Lynch, Pipinich, Nathe, Manning, Blaylock and Aklestad Voted YES. Senators Hofman and Devlin voted NO. The motion failed.

Adjournment At: The meeting was adjourned at 2:47 P.M.



Senator Gary C. Aklestad, Chairman

GA/mfe

minutes.207

ROLL CALL

LABOR COMMITTEE

51st LEGISLATIVE SESSION

DATE: February 7, 1989

	PRESENT	ABSENT	EXCUSED
SENATOR TOM KEATING	X		
SENATOR SAM HOFMAN	X		
SENATOR J.D. LYNCH	X		
SENATOR GERRY DEVLIN	X		
SENATOR BOB PIPINICH	X		
SENATOR DENNIS NATHE	X		
SENATOR RICHARD MANNING	X		
SENATOR CHET BLAYLOCK	X		
SENATOR GARY AKLESTAD	X		

SENATE STANDING COMMITTEE REPORT

February 8, 1989

MR. PRESIDENT:

We, your committee on Labor and Employment Relations, having had under consideration SB 234 (first reading copy -- white), respectfully report that SB 234 do not pass.

DO NOT PASS

Signed: 
Gary C. Aklestad, Chairman

H.C.
3/8/89
10:35
u.m.

Ideal Basic Industries, Inc.

Montana Division
4070 Trident Road
Three Forks, Montana 59752

406 285 3241

February 10, 1989

IDEAL

Mary Florence Erving
304 Labor & Employment Relations
Capitol Station
Helena, Montana 59604

SENATE LABOR & EMPLOYMENT

EXHIBIT NO. 1 page 1 of 2

DATE 2-7-89

BILL NO. SB 309

Dear Ms. Erving:

Enclosed is my testimony at the Senate Hearing regarding
Senate bill #309.

If you have any questions please feel free to call me.

Sincerely,

IDEAL BASIC INDUSTRIES



MIKE STRAWBRIDGE
GENERAL MANAGER

SENATE LABOR & EMPLOYMENT

EXHIBIT NO. 1 page 2 of 2

DATE 2-7-89

BILL NO. SB 309

SENATE HEARING
ON S.B. #309

Mr. Chairman and Committee members my name is Mike Strawbridge, Vice President and General Manager of Ideal Cement, Trident, Montana. I am here to support S.B. #309 which would provide flexibility in the work schedule of our employees at Trident.

Some of our employees have requested 3 or 4 day work week which would be beneficial both for the employee and the company. Since a cement plant must operate 7 days a week, 24 hours a day, this change in Montana law would also help in scheduling employees at the plant. Only a few of the employee's job would be affected (3 to 4) and it would be done only with the agreement of the employees and management.

The bill will not affect any employees regarding income, job loss and/or reduce their overtime they are currently receiving. Therefore, I would ask for your support of S.B. #309.

Thank you.



SENATE LABOR & EMPLOYMENT
EXHIBIT NO. 2 page 1 of 2
DATE SB 2-7-89
BILL NO. SB 309

JAMES W. MURRY
EXECUTIVE SECRETARY

110 WEST 13TH STREET
P.O. BOX 1176
HELENA, MONTANA 59624

(406) 442-1708

Testimony of Don Judge on Senate Bill 309 before the Senate Labor and Employment Relations Committee, February 7, 1989

Mr. Chairman, members of the committee, for the record, my name is Don Judge and I'm representing the Montana State AFL-CIO in opposition to Senate Bill 309.

The proposed changes in this bill represent a threat to basic safety for employees, employers and the general public; and a threat to economic justice and fairness for workers.

The 8-hour workday is a long-standing principle that represents a balance between safety, productivity and fair compensation. To change that basic mix would upset the balance in favor of those few employers who care more about bottom lines than about workers or about public safety.

The provisions of this bill would give uncaring employers an unfair advantage over more responsible employers who don't choose to work their employees longer days for less pay. The net result would be to force even responsible employers into reducing the quality of working conditions in order to compete with their less-responsible counterparts.

A particularly pernicious section of SB 309 is found on page 4, lines 4 through 7. This section would allow some companies to exert extreme pressure on individual employees to get them to agree to longer workdays, regardless of what their co-workers do. If the company can get one worker to buckle and agree to work longer and harder for no additional pay, then soon all workers could be forced into the same position in order to keep their jobs. In addition, as we heard publicly stated in the floor debate on SB 202 yesterday, an employer would simply have to make such an agreement a condition of employment for all new employees. This would slowly but surely erode the basic 8-hour day protection for all workers.

This bill throws the idea of uniform working conditions right out the window. It would encourage different working conditions not only from company to company within an industry, but also from plant to plant and even from person to person within the same plant.

The longer workday also represents a threat to safety, which should be a major concern in industries that make extensive use of dangerous equipment and whose employees often work in the extremes of nature.

AMERICA WORKS BEST WHEN WE SAY, UNION
VEP

SENATE LABOR & EMPLOYMENT

EXHIBIT NO. 2 page 2 of 2

DATE 2-7-89

BILL NO. SB 309

Testimony of Don Judge, February 7, 1989
Senate Bill 309
Page Two

Statistics from the Workers Compensation Division indicate that injuries are already a serious and growing problem in the mining and manufacturing sectors. In mining, injuries rose 86.1 percent from 1987 to 1988, and in manufacturing they rose by 21.6 percent in the same period. Those are shocking statistics that indicate a rising toll on the health of workers in those professions. They also indicate a rising drain on the health of our state worker compensation insurance plan, another subject of much concern in this legislative session.

There can be little doubt that accidents and injuries, as well as claims for benefits, could rise if employees were forced to work longer shifts in the kind of extreme cold that Montana has been experiencing lately. The extremes of heat and cold that can prevail in mines, quarries and plants, coupled with the physically demanding work, can have a very taxing effect on the body, making an 8-hour shift more than enough for the average worker. Adding more hours only increases the risk of serious accidents resulting in injury or even death.

To make workers bear that additional burden and to insist that they take that additional risk without additional compensation, is unfair. It upsets the basic balance that has long been represented by the 8-hour workday standard.

We urge you to give SB 309 a "do not pass" recommendation.

RN

COMPARISON OF MONTANA STATE HOSPITAL WAGES WITH COMPETITIVE PRIVATE SECTOR WAGES.

	<u>Probation</u>	<u>Top</u>	<u>Shift</u>
MONTANA STATE HOSPITAL (Grade 13) -	\$8.69	\$12.79	-2-
MISSOULA ST. PATRICKS' HOSPITAL -	\$10.84 - \$11.22	\$14.62 - \$15.11	.45/.85
MISSOULA COMMUNITY HOSPITAL -	\$10.80 - \$11.18	\$14.55 - \$15.06	.45/.80
BUTTE ST. JAMES HOSPITAL (in negotiation) -	\$10.35	\$12.50	.50/.75
ANACONDA COMMUNITY HOSPITAL -	\$10.45 - \$10.77	\$13.43 - \$13.75	.30/.40
BOZEMAN DEACONESS HOSPITAL (in negotiation) -	10.80 \$10.80	13.20 \$13.20	.40/.75
NORTHERN MONTANA HOSPITAL HAVRE -	\$10.50 - \$11.02	\$12.80 - \$13.41	.50/.65

Montana State Hospital at Warm Springs/Galen is well below the average competitive wages in the region and the MSH does not offer any shift differential.

SB 309

2-7-89

SB 309

Proposed Amendment

Page I, Line 22.

Following: ballot

Insert: or as provided by collective
bargaining agreement

John Fitzpatrick

LABOR COMMITTEE

VISITORS' REGISTER

51st LEGISLATIVE SESSION

DATE: February 7, 1989

LEAVE PREPARED STATEMENTS WITH SECRETARY! PLEASE!!!

PRINT: NAME	GIVE REPRESENTING ADDRESS IN	Check One	
		Support	Oppose
ROBERT L. WOODWORTH	SB-309 945 POINT-OF-ROCKS RD WHITEHALL	✓	
Frank Sholey	SB 309, 1227 W SILVER BUTTE	✓	
Marie Risher	SB 309 - 205 S. Division, Whitehall	✓	
Bob Heiser	S.B. UFEW 152 2224 Hwy 87E Bldg MT	SB152 ✓	
Mitre Swanson	SB 309 Montana Tale	✓	
Don Judkins	SB-309 Whitehall, mt.	✓	
Dale L. Casbolt	SB 309 310 Granite Mtn Rd, Butte	✓	
Richard Dean Robbins	SB 309 277 Parrot Ditch Rd. Whitehall	✓	
Rodney Mills	Hwy 2 west Whitehall MT.	✓	
John Finch Jr.	USWA 72 EAST Helena		✓
Don Judge	MT STATE AFL-CIO	SB 285 ✓	SB 309 ✓
Bob Jensen	Dept. of Labor & Industry		
Nadine Jensen	AFSCME	SB 152 Amend ✓	
Norm Grosfield	Montana Assn of Counties	SB 285 ✓	
Len Blancher	Mont. State Branch Oper. Eng.		SB 309 ✓
Pete Story	SD 41	SB 152	
Darren Moe	Browning, Kalispell, Burgin, Hovner	✓	
Eugene Fenderson	MT State Bldg Trade	SB 309	SB 309
DAVE FULLER	MACO	SB 285	
LARRY ZANTO	Corcoran & Blaine Mt	SB 285	
Mike Micome	DOLI	SB 309	

ROLL CALL VOTE

LABOR COMMITTEE

51st LEGISLATIVE SESSION

DATE: 2-17-89 BILL NO: SB 234 TIME: 2:12¹² p.m.

Substitute 234 to Table

VOTE:	YES	NO
SENATOR TOM KEATING		X
SENATOR SAM HOFMAN		X
SENATOR J.D. LYNCH		X
SENATOR GERRY DEVLIN	X	
SENATOR BOB PIPINICH		X
SENATOR DENNIS NATHE		X
SENATOR RICHARD MANNING		X
SENATOR CHET BLAYLOCK		X
SENATOR GARY AKLESTAD	X	

2

7

ROLL CALL VOTE

LABOR COMMITTEE

51st LEGISLATIVE SESSION

DATE: 2-7-89 BILL NO: SB 234 TIME: 2:15
234 Do Not Pass

VOTE:	YES	NO
SENATOR TOM KEATING	X	
SENATOR SAM HOFMAN		X
SENATOR J.D. LYNCH	X	
SENATOR GERRY DEVLIN		X
SENATOR BOB PIPINICH	X	
SENATOR DENNIS NATHE	X	
SENATOR RICHARD MANNING	X	
SENATOR CHET BLAYLOCK	X	
SENATOR GARY AKLESTAD	X	