

## **MINUTES**

### **MONTANA HOUSE OF REPRESENTATIVES 52nd LEGISLATURE - REGULAR SESSION**

#### **COMMITTEE ON LABOR & EMPLOYMENT RELATIONS**

**Call to Order:** By **CHAIR CAROLYN SQUIRES**, on January 24, 1991, at 3:00 p.m.

#### **ROLL CALL**

**Members Present:**

Carolyn Squires, Chair (D)  
Tom Kilpatrick, Vice-Chairman (D)  
Gary Beck (D)  
Steve Benedict (R)  
Ed Dolezal (D)  
Jerry Driscoll (D)  
Russell Fagg (R)  
H.S. "Sonny" Hanson (R)  
David Hoffman (R)  
Royal Johnson (R)  
Thomas Lee (R)  
Mark O'Keefe (D)  
Bob Pavlovich (D)  
Jim Southworth (D)  
Dave Wanzenried (D)

**Members Excused:** Tim Whalen (D)

**Members Absent:** Fred Thomas (R)

**Staff Present:** Eddy McClure, Legislative Council  
Jennifer Thompson, Committee Secretary

**Please Note:** These are summary minutes. Testimony and discussion are paraphrased and condensed.

#### **HEARING ON HB 44**

#### **Presentation and Opening Statement by Sponsor:**

**REP. JOHN COBB**, House District 42, stated that HB 44 is an act to require new premium rates for the state mutual fund to rebate what was done July 1, 1990. During the Special Session of 1990, the State Fund was told it was a state agency. It was to adopt rules for the procedure for classifications and premium rate increases. The State Fund did the rate increases on July 1, 1990. They had no rules or rates. The rates were changed without any public hearings or by any rules. The State Fund made the rate increases even though the Legislature specifically said to adopt rules and have a fair hearing process on how rate

increases are to be decided. Emergency rules could have been adopted if there wasn't time to get the regular rules prepared. Because this was done illegally, the money can't be collected and has to be returned. In December a hearing was held on adopting rules. The rules must be retroactive to July 1, 1990. Employees of the State Fund could be held liable for official misconduct.

Proponents' Testimony: None

Opponents' Testimony:

Pat Sweeney, President, State Fund, stated there was no intent by the State Fund to break any rules or laws. EXHIBIT 1

Questions From Committee Members:

REP. STEVE BENEDICT, said the fiscal note states it's a revenue neutral bill which brings in millions of dollars where a rebate is done first and then a premium increase is charged in order to recover that. This bill could have disastrous effects on the employer. He asked Mr. Sweeney to elaborate. Mr. Sweeney said for employers who received a rate increase, it was done illegally. Those that received a decrease are okay. The State Fund will have to rebate money to employers who had a rate increase. If that money has to be rebated, an amount in excess of \$10 million, the State Fund is not operating actuarially sound. The rate increase for next year actuarially would have to make up that \$10 million again. It would be a double hit on the employers next year.

REP. BOB PAVLOVICH, asked REP. WILLIAM BOHARSKI to speak about the bill. REP. BOHARSKI, said during the Special Session, it was agreed that the State Fund would follow certain provisions under Montana Administrative Procedures Act (MAPA) requirements when it adopted rates and classifications. The Administrative Code Committee (ACC) had ruled that the State Fund was a state agency, and the State Fund disagreed. There was concern that employers were being charged discriminatory rates, which is why there was to be a public hearing. The State Fund set rates without a public hearing. A Board meeting was held on July 31, 1990, and the new rates were adopted in September. An attorney general's ruling was requested; the ruling stated that the rates are illegal because the State Fund says they were adopted before July 1 and were subject to all provisions of MAPA. They didn't go through the MAPA process if they were adopted before then. If they were adopted after July 1 when the new legislation came through then they would have only had to comply with the portions of MAPA that were adopted during the Special Session.

REP. JERRY DRISCOLL, asked Mr. Sweeney if the money were refunded to everyone and then a large employer with most of the people in a class code buys private insurance, the class has a loss ratio of over 100 percent. What is the new rate going to be to make up the loss ratio. Mr. Sweeney said when the financial condition of

the Fund is jeopardized and experiences a loss of revenue in an individual class, possibly the rates will go higher. REP. DRISCOLL said in HB 428 the language said to run the State Fund like a business and to be actuarially sound at all times. If the money is returned would the actuarially sound portion be violated? Mr. Sweeney said yes, without a legal opinion.

Closing by Sponsor:

REP. COBB stated during the Special Session the State Fund was clear that it did not want to be a state agency. It could have adopted emergency rules. Even though the rate increases went in on July 1, the Board had not okayed the increases until end of July. The Legislature is always bailing out Workers' Compensation (State Fund) when something goes wrong. In this case it would be terrible to have to rebate that money but nothing is ever going to happen to that agency for doing wrong if the Legislature looks the other way.

HEARING ON HB 141

Presentation and Opening Statement by Sponsor:

DAN HARRINGTON, House District 68, stated in 1985, through action of a federal mandate, the State of Montana removed unemployment compensation to nonprofessional workers. People affected were low income and nonprofessional workers with incomes from \$5,000 to \$10,000 employed by the school districts. The bill was changed in Montana because of the threat from the federal government; the threat is no longer there. He then read a letter from the Elk Grove Unified School Districts in Sacramento, California, to verify employees do receive unemployment during the summer. EXHIBIT 2. California felt that the school district employees deserve the unemployment because it was impossible to find another job for two and a half months out of the year. School district employees work for nine months, and on the last day of school they sign up for unemployment. Many other people are entitled to unemployment benefits including seasonal workers who make a great deal more than this group of people. It was a discriminatory action. Administrators say that nonprofessional workers are given assurance that they will have jobs the next school year. If they don't have a contract, they don't have assurance.

Proponents' Testimony:

Terry Minnow, Montana Federation of Teachers, stated support for HB 141. EXHIBIT 3

Tom Schneider, Montana Public Employees' Association, stated that the reason the law was changed originally was because the federal law mandated it. It is now known that it hasn't been true nationwide, and the people in Montana shouldn't be treated any differently than other places. During the time when employees

could draw unemployment in the summer, if the district had work available it was offered to employees because they couldn't draw unemployment if there was work available. Now temporary people can be hired at lower salaries and these employees are not approached. If this law went back into effect, it would put some of the employees back to work in the summer when the work is available.

Phil Campbell, Montana Education Association, stated that it is unfair that the nonprofessional workers are excluded from receiving unemployment benefits. Winter finds many construction workers in Montana unable to work, and they are entitled to benefits. The nonprofessional workers are low income wage earners; what they would be eligible for in terms of unemployment benefits wouldn't break the bank. They are unemployed through no fault of their own.

REP. JERRY DRISCOLL, stated he had received 25 letters from his district on this bill. On page 2, lines 20 through 22 it says if these people are not rehired even though the school district gave them a verbal maybe or promise, they still must file timely claims. Every two weeks a card must be filed to the Unemployment Division even though there are no payments unless that employee is not rehired in the fall. During the budget crunch in the Billings School District, the nonprofessional employees were told they would probably get their jobs back, the cards were not signed, they did not get rehired, and they did not get unemployment. There is \$90 million in the fund, and this is one of the most unfair laws that has ever passed the Legislature.

Gene Fenderson, Montana State Building Construction Trades Council, stated that on university campuses that changed from the quarter to semester system, some of the maintenance people and janitors will be laid off and will not be able to draw unemployment. It's the oldest insurance scam in the world. Insurance is sold to everybody. Under the law it is required to be available, but if a group is found who is going to use it, they are cut out because it might get expensive.

Linda Gordon, Special Education Bus Monitor, Butte School District, stated she had worked with multiple handicapped children for 14 years. It is hard to find work for three months out of the year. The majority of bus drivers and monitors are sole supporters of their families. These employees are dedicated to the district and to the employer. This is discrimination; there are other states whose school district employees receive unemployment benefits. The federal bill says if there is assurance of a job, then the employees aren't entitled to unemployment. When this bill was first passed, employees couldn't get a definition from the Federal Government on what assurance was. There is no assurance from the last day of school until it starts. "They say maybe." The jobs are contingent on funding and mill levies.

**Marcia Dias, Montana Low Income Coalition**, stated that those most affected are low income wage earners. Summertime is one of the hardest times for low income families. Hunger is more of an issue; children who were provided lunches by the school system now have lunches at home which often times people can't afford. Many times these people can't afford child care, so the children are unsupervised in the summer.

**Lucina Durkin, School Bus Monitor, Butte School District #1**, stated that the employees have given a great majority of their lives to the care of "your children and mine." They are school bus drivers, bus monitors, school monitors, and playground monitors. Some of the people have worked for as many as 20 years. Their dedication is to be admired. Picture being in a school bus for an hour and a half with 33 five-year-olds; these people are very dedicated. The school district is losing nonprofessional employees because they can't survive the three months in the summer that their own jobs do not exist.

**Bob Heiser, United Food Commercial Workers**, stated his support for HB 141.

**Don Judge, AFL-CIO**, stated his support for HB 141. **EXHIBIT 4**

#### Opponents' Testimony:

**Chuck Hunter, Department of Labor and Industry**, stated that he was not an opponent to the concept, but there is a technical problem of noncompliance with the Federal Unemployment Tax Act (FUTA) which governs what states may do in their own unemployment insurance programs. Typically, FUTA does not get into who benefits are paid to on the state level, but section 3304 of the Federal Unemployment Tax Act specifically prohibits paying benefits to school employees both professional and nonprofessional between school terms if they have reasonable assurance of work in the subsequent term. If the bill was to pass, it would put Montana out of compliance with that federal provision. For a state to be out of compliance on one benefit standard issue, the administrative money that the state receives to run the Unemployment Insurance (UI) program is in jeopardy. FUTA could raise the effective rate of tax to employers in the state from .08 to 6.2 percent. That is a raise an employer pays on an employee from about \$56 to about \$434. This bill would be out of compliance with the FUTA.

#### Questions From Committee Members:

**REP. THOMAS LEE**, asked **Mr. Hunter** if the bill could be worded to comply. **Mr. Hunter** said there are tightly regulated ways to provide for the payment to nonprofessional school employees. California requires school districts to provide each employee, within 30 days before the end of a term, a written statement whether they have reasonable assurance or not. That helps provide what claimants need in order to draw benefits. There is

a specific program in California where the state educational schools, for example, Vocationally Handicapped or School for the Deaf and Blind have been put into their own separate program. Benefits for those employees are funded out of money that is not appropriated from UI funds but from the state's education budget.

REP. DRISCOLL asked Mr. Hunter regarding the federal compliance issue, if there is \$9 billion in the FUTA account. Mr. Hunter said there was more than that in the account. REP. DRISCOLL asked if the federal government gives the states until the next session of the Legislature to come into compliance before the 5.4 tax rate is started. Mr. Hunter said it is a multi-step process if there is a compliance problem. It typically takes several years. He wasn't sure how it would be dealt with. REP. DRISCOLL said the language in the bill that is being removed was passed in 1985. What year did the federal government say the states had to do this? Mr. Hunter said 1983. REP. DRISCOLL said Montana didn't comply until 1985. Did the federal government force the employers to pay the 5.4 percent during 1983 and 1985. Mr. Hunter said no. When the federal government passes these acts, it gives states a certain amount of time to comply with the change.

REP. JOHNSON referred to Mr. Hunter's testimony about the rate going from about \$56 to over \$400. At what range was the fiscal note figured? Mr. Hunter said the fiscal note represents the amount of benefits that would be paid out of the Unemployment Insurance Trust Fund; that is the only issue identified in the fiscal note. The impact to employers, should this be out of conformity, wasn't addressed in the fiscal note other than to raise the technical objection. REP. JOHNSON asked if he knew the total cost. Mr. Hunter said he didn't know. The potential cost per employee to go from a rate of \$56 to over \$400 gives a sense of the magnitude when there are 24,000 employers in Montana covered by the UI system.

REP. JOHNSON referred to Mr. Campbell's previous testimony about employees who make less than \$10,000 and that wouldn't break the bank in terms of unemployment benefits. He asked Mr. Campbell what the total cost would be. Mr. Campbell said he didn't have a figure. Unemployment benefits are calculated on the amount of income, which in this case is a percentage of low income employees for a few weeks in the summer. REP. JOHNSON said employees of the school district are paid state taxpayers. The impact would not only be a loss in premiums but also the amount of money the employers would pay to make up the difference. How would that work? Mr. Campbell said the rates as appear in the fiscal note would rise, and the employer would pay those.

#### Closing by Sponsor:

REP. HARRINGTON stated that many states did not comply. It is an inequity that a teacher, who makes more money than a nonprofessional, is not given a contract or is not rehired by the

time school is out, can file for unemployment and the nonprofessional can not.

REP. BENEDICT is absent at this time.

EXECUTIVE ACTION ON HB 44

Discussion:

REP. PAVLOVICH proposed this bill be set aside so the attorney general's opinion could be reviewed. CHAIR SQUIRES deferred executive action on HB 44 until next week.

EXECUTIVE ACTION ON 60

Motion: REP. O'KEEFE MOVED HB 60 DO PASS.

Discussion:

REP. WANZENRIED asked if REP. THOMAS talked to legal counsel about his concerns. Ms. McClure stated she had talked with Leon Stalkup but doesn't have clearance from REP. THOMAS how to proceed.

CHAIR SQUIRES asked REP. FAGG if he had amendments. REP. FAGG said the bill should be more discretionary between employer and employee. He referred the amendment to be read by Leon Stalkup. Mr. Stalkup said the amendment states a meal credit is allowed not to exceed \$1 per day or \$.125 per hour worked. The credit could only be taken if the employee is informed of the price of the meal, the amount of the credit per hour, and signs a statement acknowledging the meals were received. If the employee did not want nor take the meal, there would be no credit; but if the employee desired and received the meal, a credit could be taken.

REP. BECK stated he opposed the amendment because many times young people work for minimum wage in the food service business and they are coerced to take meals.

REP. O'KEEFE said he didn't see a need for the amendment. The bill doesn't preclude any type of agreement being established between the employer and the employee regarding cost of meals. REP. FAGG stated the amendment states if the employee wants the meal, the restaurant gets the tip credit. Under this bill the restaurant cannot take the tip credit even if the employee wants the meal.

REP. DOLEZAL stated that if it were set up as an agreement between an employer and employee, it could be a coercive or discriminatory agreement where the employer could say, if you don't want the meals, then you won't be hired.

Motion/Vote: REP. FAGG moved to amend HB 60. Motion failed 4 to 11. EXHIBIT 5

Vote: HB 60 DO PASS. Motion carried unanimously of the members present.

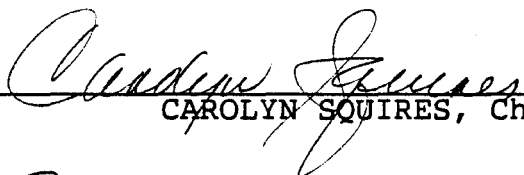
ANNOUNCEMENTS:

REP. O'KEEFE stated the subcommittee was reviewing the minimum wage bills and will bring a recommendation to the full committee on Tuesday.

CHAIR SQUIRES deferred Executive Action on HB 141.

ADJOURNMENT

Adjournment: 4:15 p.m.

  
CAROLYN SQUIRES, Chair

  
Jennifer Thompson, Secretary

CS/jt



**HOUSE OF REPRESENTATIVES**

**LABOR AND EMPLOYMENT RELATIONS COMMITTEE**

**ROLL CALL**

**DATE** 1/24/91

NAME	PRESENT	ABSENT	EXCUSED
REP. JERRY DRISCOLL	✓		
REP. MARK O'KEEFE	✓		
REP. GARY BECK	✓		
REP. STEVE BENEDICT	✓		
REP. VICKI COCCHIARELLA	✓		
REP. ED DOLEZAL	✓		
REP. RUSSELL FAGG	✓		
REP. H.S. "SONNY" HANSON	✓		
REP. DAVID HOFFMAN	✓		
REP. ROYAL JOHNSON	✓		
REP. THOMAS LEE	✓		
REP. BOB PAVLOVICH	✓		
REP. JIM SOUTHWORTH	✓		
REP. FRED THOMAS		✓	
REP. DAVE WANZENRIED	✓		
REP. TIM WHALEN			✓
REP. TOM KILPATRICK, V.-CHAIR	✓		
REP. CAROLYN SQUIRES, CHAIR	✓		

HOUSE STANDING COMMITTEE REPORT

January 28, 1991

Page 1 of 1

Mr. Speaker: We, the committee on Labor report that House  
Bill 60 (first reading copy -- white) do pass .

Signed: \_\_\_\_\_  
Carolyn Squires, Chairman

*HAT Sweeney*  
*STATE FUND*

HOUSE BILL 44

Sponsor: John Cobb

EXHIBIT	1
DATE	1/24/91
HB	44

Repeal July 1990 State Fund Rate Increase and Require Refunds.

It would appear that House Bill 44, as presented to this committee, indicates the State Fund inappropriately increased rates on July 1, 1990, due to the failure to comply with the Montana Administrative Procedures Act. The State Fund position with regard to this Bill stems from the May 1990 Special Session in which the Legislature amended Section 39-71-2316, MCA, which enumerates the powers of the State Fund to specifically require the State Fund to adopt Administrative Rules for adopting and changing premium rates. The effective date of this amendment was July 1, 1990, and was signed by the Governor on June 19, 1990. The State Fund did not have administrative rules governing premium rates when the legislation was passed, but is currently in the process of adopting administrative rules in order to comply with the new statutory requirement, prior to rate making for F/Y '92.

The State Fund, historically, has changed premium rates on July 1, the beginning of the fiscal year. The State Fund did so this year following the same procedure as in previous years, which involves the utilization of an actuary in arriving at the premium needed for the next fiscal year. The State Fund also gave a 30-day Notice to policyholders. Prior to July 1, 1990, the State

11/24/91  
HB 44

Fund was subject to the insurance statutes in Title 33. The State Fund's insurance contract with its policyholders, as well as Section 33-15-1106, requires a 30-day notice of rate changes. The State Fund complied with these requirements.

As you are aware, the State Fund was separated into two entities by the Special Session, in new Section I of House Bill 2. In essence, a new State Fund was created effective July 1, 1990, with no liabilities and \$12 million dollars for initial operating expenses. However, Section 39-71-2311, MCA, requires the State Fund to be self-supporting. Therefore, in order for the "new" State Fund to begin business on July 1, 1990, on an actuarially sound basis, the rate notices had to go out 30 days before July 1, 1990.

The State Fund, at the time the rate notices went out in late May, was not yet subject to the amendments in Section 39-71-2316, MCA, requiring that administrative rules for adopting and changing rates. In addition, there was no time to go through the rulemaking process if rate notices were to be sent with sufficient notice to make the rate increases effective July 1, 1990.

The State Fund, by taking the action it did, balanced the statutory requirement of being self-supporting while following the statutes in effect at the time of the rate notices.

If House Bill 44 is to pass the Legislature, the State Fund would be impacted by the loss of approximately \$10 million dollars. In

addition, that amount plus any other rate increases would need to be made up in F/Y '92. A dramatic rate increase could affect the State Fund market share, which would further impact the State Fund financially. The State Fund is mandated to operate in an actuarially sound fashion. The loss of revenue under House Bill 44 would have to be made up in future rate increases. The minimal short-term gain under this Bill results in a substantial impact in the future.

---

DATE 1/24/91  
HB 141

This letter is to verify that the Elk Grove Unified School District Sacramento, California does recieve unemployment during the summer. This bill was passed by the Federal Goverment and was left open to each state to enact as they wanted. Our state felt the school district employees deserved the unemployment because of thier wages and they knew it was impossible to find another job for two and a half months of the year. The school district employees work the 9 month school year and then at the last day of school they sign up for thier unemployment and they qualify immediately.

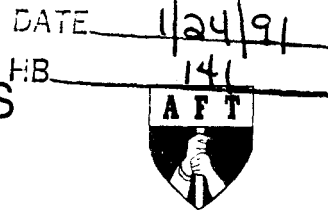
I know that we are not the only school district that does recieve this during the off school time, almost every school district in California has the same provision and also other states have this. I think that if one does recieve this it could be discrimination if all aren't treated the same. Thank You.

Elk Grove Unified School DRistrict  
8820 Elk Grove Boulevard  
Amalgamated Transit Union Local 256  
2829 O Street  
Sacramento, California 95816



# MONTANA FEDERATION OF TEACHERS

AMERICAN FEDERATION OF TEACHERS, AFL-CIO



Box 1246

Helena, Montana 59624

(406) 442-2123

Jim McGarvey  
President

January 24, 1991

TO: Members of House Labor and Employment Relations Committee

From: Terry Minow, Legislative Coordinator  
Montana Federation of Teachers

Re: HB 141, providing unemployment benefits for classified  
school district employees

The Montana Federation of Teachers, AFT, AFL-CIO strongly supports HB 141.

House Bill 141 would allow nonprofessional school employees such as aides, janitors and secretaries to receive unemployment benefits during the summer months if those employees are actively seeking employment. It would also require school districts to pay classified employees during the time that schools are closed due to an emergency declared by the Governor. Both components of the bill are fair and are extremely important to school employees.

Montana, in the past, allowed classified or nonprofessional school employees to receive unemployment benefits during the summer months. In response to a Federal law, Montana changed its law to no longer allow these payments. In the 1989 Legislative Session a bill similar to HB 141 was passed by the House Labor Committee after being amended to include the emergency closure provision found in this bill. The bill went to the floor of the House, where it failed by a one vote margin.

The issue remains the same. Nonprofessional school employees, like loggers and other seasonal employees, need and deserve the ability to apply for unemployment benefits during the months they are out of work. It is extremely difficult, particularly in towns like Browning and even Missoula, to find a job for the two or three months these employees are laid off. As you know, in order to be eligible for unemployment an employee must be actively seeking work. Also, unemployment benefits can only be received after a one week waiting period, and amount to approximately half of the employee's average salary.

Many of our members are single parents, with limited resources to draw on. Wages and benefits vary widely, with some nonprofessional school employees receiving little more than minimum wage. The summer months without a paycheck are difficult at best. This bill would be very helpful to many working people and their families.

Democracy in Education — Education for Democracy

1/24/91  
HB 141

Last legislative session Montana schools were closed due to an emergency declared by the Governor. The closure was due to extreme weather conditions. However, some schools chose not to pay their nonprofessional employees for the days school was closed. The schools received the same amount of revenue as if they had been open, and teachers continued to be paid their full salaries. For some classified school employees, harsh weather resulted in a two-day loss of pay.

The Montana Federation of Teachers and our members throughout the state urge the House Labor and Employment Relations Committee to give HB 141 a "Do Pass" recommendation. This is a fair bill and a long overdue bill. Thank you.





DATE 1/24/91  
HB 141

DONALD R. JUDGE  
EXECUTIVE SECRETARY

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

(406) 442-1708

TESTIMONY OF DON JUDGE ON HOUSE BILL 141, HEARINGS OF THE HOUSE LABOR AND  
EMPLOYMENT RELATIONS COMMITTEE, JANUARY 22, 1991

-----

Madam Chair and members of the Committee, for the record, I am Don Judge representing the Montana State AFL-CIO and we are here today to support House Bill 141 which would allow payment of unemployment insurance benefits or wages and benefits to non-instructional educational system employees during times of emergency closure.

In 1985, the state of Montana was forced by the federal government to exclude these workers from unemployment benefits. The 1989 legislature considered, but did not pass a bill that would have allowed payment of unemployment insurance benefits to nonprofessional school district employees, and other non-teaching staff of educational institutions. This missed opportunity can now be corrected and these workers can be reinstated under our Act's protection.

Unemployment compensation insurance was created to provide a buffer for main street merchants during an economic slowdown by helping to sustain customer buying power. It was also created to help workers temporarily unemployed by providing a partial wage replacement until a job could be found. This useful tool assists the economy in several ways during economic lows.

Such workers include, but are not limited to, cooks, custodians, bus drivers, teachers aids, and clerical workers. These workers face unemployment during holidays, vacations, between academic terms, and during emergency school closures. HB 141 would provide these vital workers with unemployment benefits, or wages and benefits during such times.

Many of these workers serve as the sole financial support of a household. The expected times of unemployment, such as Christmas and summer vacation, are long enough to cause major financial straights, but are not long enough to seek other employment, due to the fact that few employers are willing to hire workers who are only available for a short period of time. They face a choice of trying to make it through a slow time without pay, or seeking other full time employment. The latter choice makes for loss of experienced personal in our schools and other educational institutions.

Today, these workers continue to face temporary unemployment and unexpected loss of pay without a means to combat the related difficulties. House Bill 141 gives these workers the financial security that is needed against expected seasonal employment and Montana's unpredictable weather. It is the extra effort that needs to be made for our educational employees.

For these reasons, we urge your favorable consideration of House Bill 141.

EXHIBIT 5  
DATE 1/24/91  
HB 60

HOUSE OF REPRESENTATIVES

LABOR AND EMPLOYMENT RELATIONS COMMITTEE

ROLL CALL VOTE

DATE 1/24/91 BILL NO. 60 NUMBER \_\_\_\_\_

MOTION: Amendment

NAME	AYE	NO
REP. JERRY DRISCOLL		✓
REP. MARK O'KEEFE		✓
REP. GARY BECK		✓
REP. STEVE BENEDICT		
REP. VICKI COCCHIARELLA		✓
REP. ED DOLEZAL		✓
REP. RUSSELL FAGG	✓	
REP. H.S. "SONNY" HANSON	✓	
REP. DAVID HOFFMAN	✓	
REP. ROYAL JOHNSON	✓	
REP. THOMAS LEE		✓
REP. BOB PAVLOVICH		✓
REP. JIM SOUTHWORTH		✓
REP. FRED THOMAS		
REP. DAVE WANZENRIED		✓
REP. TIM WHALEN		
REP. TOM KILPATRICK, VICE-CHAIRMAN		✓
REP. CAROLYN SQUIRES, CHAIR		✓
TOTAL	4	11



## HOUSE OF REPRESENTATIVES

## VISITOR'S REGISTER

LABOR & Employment Relations

COMMITTEE

BILL NO. 141SPONSOR Dan HARRINGTONDATE 1/24/91PLEASE LEAVE PREPARED TESTIMONY WITH SECRETARY.WITNESS STATEMENT FORMS ARE AVAILABLE IF YOU WANT TO SUBMIT WRITTEN TESTIMONY.

PLEASE PRINT

PLEASE PRINT

NAME AND ADDRESS	REPRESENTING	BILL	SUP- PORT	OPP- OSE
Terry Minar	MT Ed of Teachers	141	X	
Chet Kinsy	MLIC	141	X	
Jay Beardon	<sup>Hefew</sup> Big Sky Central Labor Council	141	X	
Lucina D. McKin	A.P.U. #381	141	X	
Linda Gordon	ATU #381	141	X	
MARK LANGDORF	MT #9 AFSCME	141	X	
Tom Schneider	MEPA	141	X	
Marcia Dias	MLIC	141	X	
Dick Colmell	Montana Social Justice	141	X	
E FENDERSON	mt State Bldg Workers	141	X	
Phil Campbell	MEA	141	X	
CHUCK HUNTER	DEPT. LABOR & IND.	141		
Bruce W. Moerer	MSBA	141		X
Al Breck Bales	MONTANA CHAMBER	141		X
Bob Heiser	UFCW	141	X	
Don Judge	MT STATE AFL-CIO	HB 141	X	