

HOUSE JOINT RESOLUTION 64

IN THE HOUSE

March 29, 1979	Introduced and referred to Select Committee on Employee Compensation.
April 5, 1979	Rereferred to Committee on Appropriations.
April 6, 1979	Committee recommend bill, do pass.
April 7, 1979	Printed and placed on members' desks.
April 9, 1979	Second reading, as amended.
April 11, 1979	Considered correctly engrossed.
April 12, 1979	Third reading, passed.

IN THE SENATE

April 13, 1979	Introduced and referred to Committee on Labor and Employment Relations.
April 20, 1979	Died in Committee.

House JOINT RESOLUTION NO. *64*

INTRODUCED BY *John P. ... Foster Kemmis ...*

A JOINT RESOLUTION OF THE SENATE AND THE HOUSE OF REPRESENTATIVES OF THE STATE OF MONTANA REQUESTING ASSIGNMENT OF AN INTERIM COMMITTEE TO STUDY THE MERITS OF EXPANDING THE USE OF PERMANENT PART-TIME EMPLOYMENT AND FLEXIBLE-TIME EMPLOYMENT IN STATE GOVERNMENT.

WHEREAS, permanent part-time employment and flexible-time employment in state government have been found to have beneficial consequences in several other states; and

WHEREAS, permanent part-time employment and flexible-time employment are important and innovative concepts that may have great potential as additional staffing options for state government; and

WHEREAS, permanent part-time employment allows greater flexibility in shifting personnel to meet fluctuating work loads; and

WHEREAS, permanent part-time employment offers the potential of expanded service hours to the public; and

WHEREAS, permanent part-time employment has potential to lower personnel costs because overtime for full-time employees may be reduced; and

WHEREAS, permanent part-time employment may enhance the

state's ability to retain experienced employees who can not or do not wish to remain full time; and

WHEREAS, permanent part-time employment may increase productivity in state government and reduce tardiness, absenteeism, break periods, errand running and fatigue; and

WHEREAS, permanent part-time employment and flexible-time employment have great potential to create greater job satisfaction and more productive use of working hours; and

WHEREAS, permanent part-time employment and flexible-time employment have the potential of recruiting individuals from a different labor pool than currently serves state government; and

WHEREAS, permanent part-time employment and flexible-time employment could allow presently unemployed handicapped persons, women, students, retired persons, and others to use their talents productively; and

WHEREAS, flexible-time employment could give full-time employees a sense of personal control and responsibility, thereby increasing morale; and

WHEREAS, flexible-time employment has potential to reduce commuter flow at peak rush hour periods and may result in further energy savings.

NOW, THEREFORE, BE IT RESOLVED BY THE SENATE AND THE HOUSE

-2- *HIR 07*
INTRODUCED BILL

1 OF REPRESENTATIVES OF THE STATE OF MONTANA:

2 (1) That an interim committee be assigned to conduct a
3 study of the potential expansion of permanent part-time
4 employment and flexible-time employment opportunities and
5 programs by the state of Montana and to determine whether
6 such employment options could be effectively used by the
7 state.

8 (2) That the study include at least the following:

9 (a) a review and evaluation of these employment
10 systems and related legislation in other states;

11 (b) a review of existing Montana laws to identify
12 potential barriers to the expansion of permanent part-time
13 employment and flexible-time employment in state government;

14 (c) an assessment of methods designed to encourage
15 managers and supervisors to implement these innovative
16 employment systems; and

17 (d) a special emphasis on problems relating to fringe
18 benefits, training costs, unemployment compensation, and
19 social security costs versus potential increases in worker
20 productivity, morale, and affirmative action goals.

21 (3) That the committee prepare a report of its
22 findings and conclusions together with its recommendations
23 and necessary legislation for submission to the 47th
24 Legislature.

-End-

Approved by Comm.
on Appropriations

House JOINT RESOLUTION NO. *64*
Donna INTRODUCED BY *James* *Kenneth* *David*
Hayne *Wendell* *Wade*

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5 REPRESENTATIVES OF THE STATE OF MONTANA REQUESTING
6 ASSIGNMENT OF AN INTERIM COMMITTEE TO STUDY THE MERITS OF
7 EXPANDING THE USE OF PERMANENT PART-TIME EMPLOYMENT AND
8 FLEXIBLE-TIME EMPLOYMENT IN STATE GOVERNMENT.

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11 flexible-time employment in state government have been found
12 to have beneficial consequences in several other states; and

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16 staffing options for state government; and

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18 flexibility in shifting personnel to meet fluctuating work
19 loads; and

20 WHEREAS, permanent part-time employment offers the
21 potential of expanded service hours to the public; and

22 WHEREAS, permanent part-time employment has potential
23 to lower personnel costs because overtime for full-time
24 employees may be reduced; and

25 WHEREAS, permanent part-time employment may enhance the

1 state's ability to retain experienced employees who can not
2 or do not wish to remain full time; and

3 WHEREAS, permanent part-time employment may increase
4 productivity in state government and reduce tardiness,
5 absenteeism, break periods, errand running and fatigue; and

6 WHEREAS, permanent part-time employment and
7 flexible-time employment have great potential to create
8 greater job satisfaction and more productive use of working
9 hours; and

10 WHEREAS, permanent part-time employment and
11 flexible-time employment have the potential of recruiting
12 individuals from a different labor pool than currently
13 serves state government; and

14 WHEREAS, permanent part-time employment and
15 flexible-time employment could allow presently unemployed
16 handicapped persons, women, students, retired persons, and
17 others to use their talents productively; and

18 WHEREAS, flexible-time employment could give full-time
19 employees a sense of personal control and responsibility,
20 thereby increasing morale; and

21 WHEREAS, flexible-time employment has potential to
22 reduce commuter flow at peak rush hour periods and may
23 result in further energy savings.

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25 NOW, THEREFORE, BE IT RESOLVED BY THE SENATE AND THE HOUSE

1 OF REPRESENTATIVES OF THE STATE OF MONTANA:

2 (1) That an interim committee be assigned to conduct a
3 study of the potential expansion of permanent part-time
4 employment and flexible-time employment opportunities and
5 programs by the state of Montana and to determine whether
6 such employment options could be effectively used by the
7 state.

8 (2) That the study include at least the following:

9 (a) a review and evaluation of these employment
10 systems and related legislation in other states;

11 (b) a review of existing Montana laws to identify
12 potential barriers to the expansion of permanent part-time
13 employment and flexible-time employment in state government;

14 (c) an assessment of methods designed to encourage
15 managers and supervisors to implement these innovative
16 employment systems; and

17 (d) a special emphasis on problems relating to fringe
18 benefits, training costs, unemployment compensation, and
19 social security costs versus potential increases in worker
20 productivity, morale, and affirmative action goals.

21 (3) That the committee prepare a report of its
22 findings and conclusions together with its recommendations
23 and necessary legislation for submission to the 47th
24 Legislature.

-End-

1 HOUSE JOINT RESOLUTION NO. 64

2 INTRODUCED BY HARPER, PORTER, KEMMIS, HIRSCH,

3 GOULD, DONALDSON, NORDTYEDT, UMDE, HAYNE
45 A JOINT RESOLUTION OF THE SENATE AND THE HOUSE OF
6 REPRESENTATIVES OF THE STATE OF MONTANA REQUESTING
7 ~~ASSIGNMENT--OF--AN--INTERIM--COMMITTEE~~ THE DEPARTMENT OF
8 ADMINISTRATION TO STUDY THE MERITS OF EXPANDING THE USE OF
9 PERMANENT PART-TIME EMPLOYMENT AND FLEXIBLE-TIME EMPLOYMENT
10 IN STATE GOVERNMENT.
1112 WHEREAS, permanent part-time employment and
13 flexible-time employment in state government have been found
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25 result in further energy savings.

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 2 NOW, THEREFORE, BE IT RESOLVED BY THE SENATE AND THE HOUSE
 3 OF REPRESENTATIVES, OF THE STATE OF MONTANA:

4 (1) That ~~an--interim--committee~~ THE DEPARTMENT OF
 5 ADMINISTRATION be assigned to conduct a study of the
 6 potential expansion of permanent part-time employment and
 7 flexible-time employment opportunities and programs by the
 8 state of Montana and to determine whether such employment
 9 options could be effectively used by the state.

10 (2) That the study include at least the following:

11 (a) a review and evaluation of these employment
 12 systems and related legislation in other states;

13 (b) a review of existing Montana laws to identify
 14 potential barriers to the expansion of permanent part-time
 15 employment and flexible-time employment in state government;

16 (c) an assessment of methods designed to encourage
 17 managers and supervisors to implement these innovative
 18 employment systems; and

19 (d) a special emphasis on problems relating to fringe
 20 benefits, training costs, unemployment compensation, and
 21 social security costs versus potential increases in worker
 22 productivity, morale, and affirmative action goals.

23 (3) ~~That--the--committee--prepare--a~~ THE DEPARTMENT OF
 24 ADMINISTRATION SHALL SUBMIT SEMIANNUAL PROGRESS REPORTS TO
 25 THE LEGISLATIVE COUNCIL, AND ITS FINAL report of its

1 findings and conclusions together with its recommendations
 2 and necessary legislation for submission to the 47th
 3 Legislature.

-End-