

HOUSE BILL 58

Introduced by Harper, et al.

12/03 Introduced
12/03 Referred to State Administration
12/03 First Reading
12/04 Fiscal Note Requested
12/09 Hearing
12/09 Tabled in Committee
12/09 Fiscal Note Received
12/09 Motion Failed to Take From Committee and
Place on 2nd Reading
(3/5 Vote Required for this Motion to Pass)
12/17 Motion Failed to Take From Committee and
Place on 2nd Reading
(3/5 Vote Required for this Motion to Pass)

1 House BILL NO. 58
2 INTRODUCED BY Stan Evers Mike Hillard
3 Carolynella A Spencer
4 A BILL FOR AN ACT ENTITLED: "AN ACT ENHANCING SEVERANCE
5 BENEFITS FOR INVOLUNTARILY TERMINATED STATE EMPLOYEES;
6 EXEMPTING SEVERANCE PAY FROM CERTAIN WITHHOLDINGS; AMENDING
7 SECTION 2-18-622, MCA; AND PROVIDING AN IMMEDIATE EFFECTIVE
8 DATE."
9
10 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:
11 **Section 1.** Section 2-18-622, MCA, is amended to read:
12 "2-18-622. (Temporary) Reduction in force -- severance
13 pay and retraining allowance. (1) If a reduction in force is
14 necessary, the state shall provide severance pay, as
15 provided in subsection (2), and may provide a retraining
16 allowance. Within a collective bargaining unit, severance
17 pay and the retraining allowance are negotiable subjects
18 under 39-31-305.
19 (2) A state employee whose employment is terminated
20 because of a reduction in force is entitled to 1 week of
21 severance pay for each year that the employee has been
22 employed by the state, ~~not to exceed a total of 2 weeks of~~
23 ~~severance pay.~~ Payment of the severance pay is to be made in
24 a lump sum to the employee on the employee's termination
25 date. The severance pay is not subject to withholding for

1 state benefits, including retirement, group benefits,
2 unemployment insurance, or workers compensation insurance.
3 (3) A state employee who chooses to accept severance
4 pay as provided under subsection (2) is not eligible for any
5 of the benefits provided for in 2-18-1201 through 2-18-1206
6 except those provided in 2-18-1203(1)(b). (Terminates June
7 30, 1995--sec. 15, Ch. 640, L. 1993.)
8 2-18-622. (Effective July 1, 1995) Reduction in force
9 -- severance pay and retraining allowance required. If a
10 reduction in force is necessary, the state may provide
11 severance pay and a retraining allowance. Within a
12 collective bargaining unit, severance pay and the retraining
13 allowance are negotiable subjects under 39-31-305."
14 NEW SECTION. **Section 2.** Effective date. [This act] is
15 effective on passage and approval.

-End-