Sage Food Service

Names of Full-Time Laborers

August 27

Present 78

Mike Hocking
Pam Dick
Rose Johnson
Alice Kiefer

Jessie Rawlings
Bever Shumway
Lorraine Stafford
Vadi Stratton

Ethel Shuney
Helen Hanley
August 28, 1974

Mr. Frank Kondelis,
Financial Aid Officer
Montana College of Mineral Science and Technology
Butte, Montana 59701

Dear Mr. Kondelis:

I apologize for my lateness in sending you a letter on the ratification of the members employed at Montana Tech in the Culinary Unit under jurisdiction of Local 457, Culinary & Miscellaneous Employees. We have been so busy with Contract Negotiations all summer there hasn’t been enough hours in the day.

The clarifications and wage scale per Legislative decision H.B. 747 regarding State Employees were explained to the Culinary Unit at their meeting on June 6, 1974.

They were told the wage scale, retroactive to January 1, 1974 for $30.00 per month was being put into effect and the 2% to be added to the pay period starting July 1, 1974.

Also the memorandum involving Jury Duty would be put into the new Contract.

On the question about Holiday Pay, they were told their contract specifies they are to be paid two (2) times the daily wage scale for New Years Day--Independence Day--Thanksgiving Day and Christmas Day if worked--time and one-half (1½) for Lincoln's Birthday--Washington's Birthday--Memorial Day--Labor Day--Columbus Day--Veterans Day and State General Election Day if worked plus any holiday granted by State law in addition to any holiday that is granted by the Governor or the President of the United States.

Further there is no prerequisite that they work the day before or day after such Holiday in order to receive the pay for such
Holiday worked and any legal Holiday which has been amended as to a higher pay scale shall be included in the contract at such pay scale.

All other clarifications regarding P.E.R.S., Sick Leave--Insurance, etc., was spelled out in the present contract and that any permanent part-time employee would have their benefits--(vacation pay and leaves) pro-rated in accordance with the days worked in each pay period, under Section 5 "59-1008 S.B. 431.

Permanent part-time employees are entitled to pro-rated leave benefits if they have a regularly scheduled work assignment, and normally work at least twenty-(20) hours each week of the pay period, and have worked the qualifying period. (We are using this clause for pro-rated vacation language in county contracts.)

The members accepted the above clarifications by unanimous vote.

With best regards; please send copies of the new contract for our signature when you have completed them.

Sincerely,

Clela G. Sullivan
Financial Secretary-Treasurer

CGS/df
DO 7112

Victor Burt, Mont Tech, Butte, MT

Mr. VICTOR BURT
Mr. JOHN LOVADUNIC
MONTANA TECH
BUTTE, MT 59701

Dear Gentlemen:

At a recent meeting of the Women's Protective Union Local 457, the members of our union employed in your jurisdiction expressed a keen desire to have their contract come under the University System.

You suggested this at our last meeting in 1989. So we are hopeful that you will give this serious consideration.

We, the officers, also feel that there would be more advantages for these workers if they were included in the system.

We would like a meeting with you as soon as it can be arranged.

Respectfully yours,

Clela G. Sullivan
Financial Secretary

CGS/JOL

COPY
Mr. Victor Bust
Ms. Victor Bust
Mr. John Boyadzhic
Business Managers
Montana Tech
Butte, MT 59701

Dear Gentlemen,

At a recent meeting of the Women's Protective Union Local 457, the members of our union employed in your jurisdiction expressed a keen desire to have their contract come under the university system.

You suggested this at our last meeting in 1969. So we are hopeful that you will give this your serious consideration.

We, the officers, also feel that there would be more advantages for these workers if they were included in the system.

We would like a meeting with you as soon as it can be arranged.

Respectfully yours,

Cecilia G. Sullivan
Financial Secretary
STATEWIDE CLASSIFICATION AND PAY PLAN

AGENDA ITEMS

Ricard L. Davis
Labor Relations Director
Saga Corporation
Menlo Park, California 94025

Employee Representatives:

Re: Collective Bargaining Agreement
Montana College of
Mineral Science and Technology

May 16, 1974
10:00 a.m.

ITEMS:

Dear Mr. Davis:

1. Number of grade (skill) levels.
2. Steps in each grade level.

Enclosed are 3 copies of the recently negotiated contract for Montana Tech which have been proof read and signed by Mrs. Margaret Harrington and Val Webster on behalf of the Culinary & Miscellaneous Employees Union Local #457.

7. Call back pay.
8. Work area pay differential.
10. Implementation of Statewide Classification Plan.
11. Discussion of Wage Stabilization.
12. Any additional items you want to discuss.

If you or your representative cannot attend, please submit any additional comments or recommendations in writing to us before the meeting. We will bring them to the attention of those attending for consideration and discussion.

If I can be of any further help please call or write.

Yours very truly,

Financial Secretary-Treasurer

Enc. 3

CGS/ch
STATEWIDE CLASSIFICATION AND PAY PLANS

AGENDA ITEMS

May 16, 1974
10:00 a.m.

FOR:
Employee Representatives:

ITEMS:

1. Number of grade (skill) levels.
2. Steps in each grade level.
3. Probationary period.
4. Longevity Pay.
5. Standby Pay.
7. Call back pay.
8. Work area pay differential.
10. Implementation of Statewide Classification Plan.
12. Any additional items you want to discuss.

If you or your representative cannot attend, please submit any additional comments or recommendations in writing to us before the meeting. We will bring them to the attention of those attending for consideration and discussion.
Handout refers to Agenda items #1 and #2. See reverse side.

### MONTANA GRADE SCHEDULE WORKSHEET

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<th>GRADE</th>
<th>STEP 1 (90%)</th>
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AGENDA ITEM #3

RECOMMENDED TIME INTERVAL BETWEEN MERIT INCREASES

New Employee

STEP 1

6 Months (Probation)

STEP 2

12 Months

STEP 3

12 Months

STEP 4

12 Months

STEP 5

3½ Years - Minimum

(Not Automatic)
UNION AND EMPLOYEE REPRESENTATIVE AGENDA ITEMS

3. PROBATIONARY PERIOD - RECOMMENDED
   a. Recommend a uniform probationary period for all employees. Six (6) months minimum, and one (1) year maximum.
   b. Unsatisfactory performance during the probationary period must be documented in writing, and the employee should be terminated or reassigned.
   c. Satisfactory performance during the probationary period should also be documented in writing, constituting a recommendation for advancement to the next step in the Wage and Salary Plan.

4. LONGEVITY - NOT RECOMMENDED

   At this point in time, a longevity plan is not being recommended.

5. STANDBY PAY - NOT RECOMMENDED

   Standby Pay should not be incorporated into the basic Wage and Salary Plan.

6. SHIFT DIFFERENTIALS - RECOMMENDED
   a. Day Shift-----------------------------None
   b. Afternoon/Swing Shift------------------$1 per shift
   c. Night/Graveyard Shift------------------$1.50 per shift

7. CALL-BACK PAY - RECOMMENDED

   Requires a physical return to place of work. Minimum call-back would be for two (2) hours at rate authorized in Minimum Wage Law. (Excludes Professional, Executive and Administrative employees).

8. WORK AREA PAY DIFFERENTIAL - RECOMMENDED
   a. $1/Day/Shift
   b. This differential can be accommodated based on specific staffing patterns and by determining what work areas would warrant additional pay.
   c. This determination will be made by the Department of Administration (Personnel Division) in conjunction with the agency/department.
   d. Only specific work areas would be eligible. An example would be the Musigbroad Ward at Warm Springs State Hospital.
9. **HAZARDOUS DUTY PAY - NOT RECOMMENDED**

Hazardous duty will be incorporated into the classifications.

10. **IMPLEMENTATION OF STATEWIDE CLASSIFICATION PLAN**

   a. Implementation date—Approximately October 1, 1974.

   b. Implementation to be accomplished by ADP.

   c. All agencies and each employee will receive a copy of the implementation form.

11. **DISCUSSION OF WAGE/SALARY SURVEY**

   a. Conducted July/August 1974 using key positions.

   b. Survey will include private sector, counties, cities, and federal agencies in the state.

   c. For specific positions, the survey will be expanded on a regional and/or national basis.

   d. Surveys within the state will be made by job analysts through field trips.

   e. Surveys out of state will be conducted by telephone and/or in writing.
August 28, 74

Mr. Frank Kondelis,
Financial Aid Officer
Montana College of Mineral Science and Technology
Butte, Montana 59701

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With best regards; please send copies of the new contract for our signature when you have completed them.

Sincerely,

Clela G. Sullivan
Financial Secretary-Treasurer

CGS/df
TO: All State Agencies

FROM: Doyl B. Saxby
Director

DATE: March 21, 1974

SUBJECT: Position Classification Plan
Project Progress Report

The Department of Administration's Personnel Division has prepared a progress report on the Position Classification Plan Project. A copy is attached because I believe you will find it informational and of considerable interest to your employees. If you have any questions, contact Lee Tickell, Administrator, Personnel Division, Telephone 449-2743.

The Personnel Division sponsored the Montana Classification Seminar conducted from November 12 through 16, 1973, at the Army Reserve Training Center in Helena. The seminar was conducted by Bob Johnson and Ernest Marks of the Denver Region IV Civil Service Commission. A personnel classification officer was used as the instructor. The training was funded under the Intergovernmental Personnel Act and cost approximately $1,500. No charge was made to the participants.
STATUS REPORT ON CLASSIFICATION PLAN

March 20, 1974

COMMUNICATION:
Telephone contacts, formal meetings and informal meetings have been held in our continuing effort to insure that all questions relative to classification are answered, any problems which develop are resolved and as a periodic check on the progress within departments.

CORRESPONDENCE:
Since October 31, 1973, correspondence from the Personnel Division includes the following:

Letters to department heads and employee group representatives inviting interested persons to attend the Montana Classification Seminar and to advise them of briefings on the Classification and Wage and Salary Plans. Prior to scheduled field audit trips, 65 letters were sent to 18 department heads and 24 letters were sent to 13 employee groups in the Helena, Missoula, Kalispell, Miles City, Wolf Point, Glendive, Glasgow, Bozeman, Butte and Billings areas. Letters were also sent to department directors and employee groups with information regarding classification activities and asking for comments and recommendations on the Classification and Wage and Salary Plans.

MEETINGS:
Formal and informal meetings, most of which included a presentation, have been held with 951 employees from 15 departments and 3 offices of elected officials and with 172 representatives from 21 employee groups. Kits of classification information have been prepared and were distributed; pamphlets for Position Description Questionnaires and Job Audits were given to the Department Job Analysts and the Personnel Division Job Analysts.

TRAINING:
The Personnel Division sponsored the Montana Classification Seminar conducted from November 12 through 16, 1973, at the Army Reserve Training Center in Helena. The Seminar was conducted by Bob Johnson and Ernesto Norte of the Denver Region U. S. Civil Service Commission and Daniel Miller, State Classification Officer. A total of 62 persons attended the seminar. They represented 27 divisions of 13 departments and 6 employee groups. The training was funded under the Intergovernmental Personnel Act and cost approximately $1,500. No charge was made to the participants.
The topics covered were:

The relationship of classification to management and employees.
Practical exercises in writing a position description questionnaire.
Conducting a position audit.
Writing a class specification and setting up class series.
Benchmark positions, horizontal and vertical classifications and wage and salary surveys were also discussed.

A group examination was given and a panel discussion on policies and procedures concluded the seminar.
POSITION DESCRIPTIONS:
Position Description Questionnaires were distributed to all state employees on November 14, 1973. To date, 8,246 of a possible 10,692 or 77%, have been completed and returned to the Personnel Division. There are a number of valid reasons for not having all questionnaires returned to date. Follow-ups are being made to insure return of 100%.

JOB AUDITS:
To verify the position descriptions and to ascertain the duties and responsibilities of the respective employees, we are auditing specific positions within State Government. Our goal is to audit 25% (approximately 2,400) of the total positions to be classified. In addition to job audits in Helena, field audits have been conducted in the Missoula, Kalispell, Miles City, Glendive, Wolf Point, Bozeman, Butte and Billings areas. Audits have been conducted at the following departments. Also listed are the numbers of positions which have been audited and tentatively classified:

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<thead>
<tr>
<th>DEPARTMENT</th>
<th>AUDITED</th>
<th>TENTATIVE CLASSIFICATIONS</th>
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<tbody>
<tr>
<td>Justice</td>
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<tr>
<td>Secretary of State</td>
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<td>5</td>
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<td>Education</td>
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Several additional department analysts have been auditing jobs within their respective departments. Approximately 150 audits have been completed by those analysts.

Before final classifications are assigned to all jobs in any department, we will meet with the Department Head, and/or his designee, and thoroughly review the proposed job titles, series, and grade levels.
Such discussions should resolve any specific problem areas.

In addition, R.C.M. 1947 59-907 (Temporary provisions) provides in part that:

"---hearings involving affected employees and employee organizations will be held prior to finalizing a classification plan. Public hearings will be held prior to implementation of the Classification Plan."

BENCHMARK POSITIONS - CLASSIFICATION STANDARDS:
We are progressing on the establishment of benchmark positions, which will become our classification standards. Many of the first job audits were devoted to positions which will become benchmark jobs. However, the general quality of the completed Position Description Questionnaires has been low. This has resulted in the need to conduct more job audits than initially planned before the classification standards are established.

IMPLEMENTATION:
Preliminary meetings and follow-up discussions have resulted in a proposed method of implementing the Classification Plan and the Salary Plan. The need to provide all employing agencies, each employee, and units, such as Payroll, with specific data regarding classification and salaries has been identified. An "implementation module" to affect such actions and to interface with existing systems has been preliminarily designed.

COMMENTS:
We are sincerely grateful for the personal assistance provided by all Departments in our classification efforts. They have provided outstanding cooperation in scheduling and in making employees available for job audits.

The response to our many meetings with employees, supervisors and employee representatives has been very positive. Most employees are pleased by management's effort to provide uniform job titles, classification and, eventually, equal pay to all employees who have equal responsibilities. They also view the endeavor of State employees classifying state jobs as being most appropriate.

We have received many excellent suggestions from employee representatives and management regarding the Classification Plan and the Wage and Salary Plan. We anticipate further meetings and discussions on these two plans in March and April 1974.
The 1974 Legislature passed legislation concerning vacations. We pass on to you the substance of such legislation. HB 823 amended Section 59-1002, R. C. M. 1947, Accumulation of Leave, from "Annual vacation leave may be accumulated to a total not to exceed thirty (30) working days as of the last day of any calendar year" to "Annual vacation leave may be accumulated to a total not to exceed two (2) times the maximum number of days earned annually as of the last day of any calendar year".

Section 59-1001, R. C. M. 1947, provides that staff members who have been continuously employed at Montana College of Mineral Science and Technology for at least 12 calendar months will be entitled to annual leave with full pay according to the following schedule:

"(a) from the first full pay period through ten (10) years of employment at the rate of one and one-quarter (\(1\frac{1}{4}\)) working days for each month of service;

(b) from eleven (11) years through fifteen (15) years of employment at the rate of one and one-half (\(1\frac{1}{2}\)) working days for each month of service;

(c) from sixteen (16) years through twenty (20) years of employment at the rate of one and three-fourths (\(1\frac{3}{4}\)) working days for each month of service;

(d) after twenty (20) years of employment at the rate of two (2) working days for each month of service."

Section 59-1005, R. C. M. 1947, provides "Absence from employment by reason of illness shall not be chargeable against annual vacation leave."

Vacations should be scheduled, so far as possible, at times desired by the employees, providing that arrangements are made for proper operation of each department or office so affected. Each employee should submit requested vacation dates to his superior as early as possible.

Additional leave may be allowed if previously authorized by the supervisor and the President's Office.

FWD:1h
May 20, 1974

Mrs. Clela G. Sullivan
Culinary & Miscellaneous
Employees Union
125 W. Granite St
Butte, Montana 59701

Dear Mrs. Sullivan:

Please find enclosed, information pertaining to Holidays; legal Holidays; sick leave and vacations as per your request in your letter of April 26, 1974.

We will be happy to meet with you in my office, Room 218 of the Student Union Building on Tuesday, May 28, 1974 at 3:00pm.

Sincerely,

Frank Kondelis
Director of Auxiliary Enterprises and Financial Aid

FK/cn
MemTo: All Faculty and Staff

From: Victor Burt

RE: HB 747

Just a note to keep you updated on the status of House Bill 747 which was just signed by the Governor.

The purpose of this appropriation in this bill is to provide a general state employee salary adjustment. Effective January 1, 1974, all state employees with the exception of those employees with salaries set by law, are to be included. All state employees will receive a salary increase of $30 per month, pro-rated for less than full-time. In addition, all state employees will receive a 2 per cent salary increase as of July 1, 1974. This salary adjustment will apply only to employees of record as of the date of the passage and approval of this act.

This general state employee salary adjustment is intended in lieu of all forthcoming, broad-based salary increases in the 1975 biennium.

Some examples of the increases would be:

<table>
<thead>
<tr>
<th>Current Salary</th>
<th>7/1/74 Salary Base</th>
<th>2% increase</th>
<th>Total Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>$5,000</td>
<td>$360</td>
<td>$107</td>
<td>$5,467</td>
</tr>
<tr>
<td>$10,000</td>
<td>$360</td>
<td>$207</td>
<td>$10,567</td>
</tr>
</tbody>
</table>

There are many questions as yet unanswered as to when the retroactive portion will be available. It is possibly will not be until late June.

Also, there is some question as to whether faculty members will get $30 per month for nine months or for ten months.

We are attempting now to draw up salary lists for the Department of Administration and will keep you informed as to the status of this bill.
Memorandum To: All Faculty and Staff

Date: February 26, 1974

From: F. W. DeMoney

Re: Veterans' Day Holiday Changed

Section 19-107, R.C.M. 1947 has been amended by the Forty-third Legislature to change the official date of the Veterans' Day Holiday from the fourth Monday in October to November 11.

The amended legislation follows:

CHAPTER NO. 16
MONTANA SESSION LAWS 1974
HOUSE BILL NO. 687

AN ACT TO AMEND SECTION 19-107, R.C.M. 1947, CHANGING THE OFFICIAL DATE OF THE VETERANS' DAY HOLIDAY.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:
Section 1. Section 19-107, R.C.M. 1947, is amended to read as follows:

"19-107. Legal holidays and business days defined. The following are legal holidays in the state of Montana:
(1) Each Sunday.
(2) New Year's Day, January 1.
(3) Lincoln's Birthday, February 12.
(4) Washington's Birthday, the third Monday in February.
(5) Memorial Day, the last Monday in May.
(7) Labor Day, the first Monday in September.
(8) Columbus Day, the second Monday in October.
(9) Veterans' Day, November 11.
(10) Thanksgiving Day, the fourth Thursday in November.
(12) State general election day. If any of the above-enumerated holidays (except Sunday) fall upon a Sunday, the Monday following is a holiday. All other days are business days.


(1h)
The 1974 Legislature passed legislation concerning vacations. We pass on to you the substance of such legislation. HB 823 amended Section 59-1002, R. C. M. 1947, Accumulation of Leave, from "Annual vacation leave may be accumulated to a total not to exceed thirty (30) working days as of the last day of any calendar year" to "Annual vacation leave may be accumulated to a total not to exceed two (2) times the maximum number of days earned annually as of the last day of any calendar year."

Section 59-1001, R. C. M. 1947, provides that staff members who have been continuously employed at Montana College of Mineral Science and Technology for at least 12 calendar months will be entitled to annual leave with full pay according to the following schedule:

"(a) from the first full pay period through ten (10) years of employment at the rate of one and one-quarter (1 ¼) working days for each month of service;

(b) from eleven (11) years through fifteen (15) years of employment at the rate of one and one-half (1½) working days for each month of service;

(c) from sixteen (16) years through twenty (20) years of employment at the rate of one and three-fourths (1-3/4) working days for each month of service;

(d) after twenty (20) years of employment at the rate of two (2) working days for each month of service."

Section 59-1005, R. C. M. 1947, provides "Absence from employment by reason of illness shall not be chargeable against annual vacation leave."

Vacations should be scheduled, so far as possible, at times desired by the employees, providing that arrangements are made for proper operation of each department or office so affected. Each employee should submit requested vacation dates to his superior as early as possible.

Additional leave may be allowed if previously authorized by the supervisor and the President's Office.
STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION

Memorandum

TO: All State Agencies
FROM: Doyle B. Saxby, Director
DATE: March 25, 1974
SUBJECT: JURY DUTY

Management Memo 174-3

The Second Regular Session of the 43rd Legislative Assembly enacted Chapter 154 modifying Section 59-1010, R.C.M. 1947, which provides jury leave for public employees. The new jury duty and witness leave regulations are listed below. This Management Memo is effective as of March 11, 1974, and supersedes Management Memo 173-7 issued on August 14, 1973.

GENERAL REGULATIONS:

▲ Employees summoned to serve as jurors shall be granted leave WITH PAY. Juror fees collected shall be forwarded to the employing agency’s accounting office to be applied against the amount due the employee. Such fees shall be deposited to the account from which the employee is normally paid. However, employees are not required to remit to the employer any expense (per diem and mileage) allowance received.

▲ Employees subpoenaed to serve as witnesses shall be granted leave with pay. Witness fees collected shall be forwarded to the employing agency’s accounting office to be applied against the amount due the employee. Such fees shall be deposited to the account from which the employee is normally paid. However, employees are not required to remit to the employer any expense (per diem and mileage) allowances received.

▲ Agency administrators are responsible for collecting jury and witness fees from their employees.

▲ Employees may elect to charge annual leave for time taken off to serve as jurors or witnesses. In such a case, they shall remain on the State payroll and are entitled to retain all fees and allowances collected.

▲ Employees serving as jurors or witnesses shall continue to work at their regularly assigned duties whenever feasible, thus keeping their work absences to a minimum.

▲ Employers may request the Court to excuse an employee from jury duty if he is needed for the proper operation of the unit.
ACCOUNTING:

Fees collected by an agency in compliance with these regulations shall be deposited to the accounting entity(s) from which the employee was paid while on jury leave. The following accounting entry shall be made to record the deposit in behalf of the accounting entity(s) involved (via SBAS Form 241, Collection Report):

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Revenue Identification
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**DEBIT:** 1104 — Cash in Treasury
**CREDIT:** 5103 — Revenue (Non-Budgeted)

06020600 — Jury Duty and Witness Fees

Jury and witness fees collected shall NOT be transacted as an expenditure abatement.

— SUBJECT: JURY DUTY
Clela Sullivan, Secretary #457
125 West Granite Street, 2nd Floor
Butte, Montana 59701

Dear Secretary Sullivan:

This is to acknowledge your communication of April 26, 1974, in reference to your agreement covering your members employed in the Culinary Unit at the Montana College of Science and Mineral Technology. I wish to thank you for bringing the International Union up-to-date on the situation and any further developments regarding same.

With every good wish, I remain,

Respectfully and fraternally yours,

John Gibson
General Secretary - Treasurer
April 26, 1974

Mr. Frank Kondelis
Administrator of Services
Montana College of Mineral Science & Technology
Butte, Montana 59701

Dear Mr. Kondelis:

At a special called meeting on Friday April 19, 1974 the members of the Culinary Unit at Montana college of Mineral Science and Technology voted to open their Contract which expires June 30, 1974 on a clarification of 1973 contract.

Parts of such contract to be clarified and made part of these clarifications are as follows. State Law as pertains to Holidays: Legal Holidays as amended February 1974. Sick Leave, Vacations: 2080 hours set up as basis for vacations etc. Please send us copies of all State Memorandums issued since the signing of the last contract, pertaining to the above, so we can have them for a basis on clarification in our meeting with you.

Our committee will be happy to meet with you subject to your convenience and that of our Attorney.

With kind regards, I am,

Sincerely,

Clela G. Sullivan
Financial Secretary-Treasurer

CGS/df
April 26, 74

John Gibson
General Secretary-Treasurer
H & R E & B I U
120 East Fourth St., 13th Floor
Cincinnati, Ohio 45202

Dear Brother Gibson:

At a special called meeting on Friday April 19, 1974 the members employed in the Culinary Unit of Montana College of Science and Mineral Technology voted unanimously by secret ballot that their contract, which expires on June 30, 1974 on a clarification basis of the 1973 contract. Since this contract is one governed by State Law and the Legislature thru House Bill 747, granted a thirty dollar ($30) raise increase retroactive to January 1, 1974 with a two per cent (2%) increase to be granted July 1, 1974, which is intended in lieu of any contract raises for the coming Biennium for all State Employee's we are unable to negotiate on any raise increase at this time.

We will attempt to get the clarifications on the present contract regarding State Holiday Pay-Sick Leave--Vacations etc., although they are spelled out in the Contract as in accordance with State Law. A motion was made and seconded that the committee be composed of President Copenhaver, Secretary Sullivan, Business Agent VAI Webster, and the Union Attorney, to get the clarifications made.

Silver Bow Trades and Labor has been notified of our action, and the Local Joint Executive Board will be notified at their next meeting.

With Best Regards I am,

Fraternally,

Clela G. Sullivan
Financial Secretary-Treasurer
March 26, 1969

Margaret K. Harrington  
Financial Secretary  
Women's Protective Union #457  
Miners' Union Hall  
125 West Granite Street  
Butte, Montana 59701

Dear Miss Harrington,

We are in receipt of your proposal for the coming year. The areas in which we are most concerned at the present time are as follows:

Employer Contribution to the Health and Welfare Plan:

This is of great concern to our employees as we have our own plan which our employees are 100 per cent in favor of.

Holiday Pay

Wages

Employing of student help to supplement our present staff of Union employees.

We would be most happy to talk with you about the above items.

Very truly yours,

Victor Burt  
Business Manager

VB: jlk