Recommends that the FLC 
(Fed. Labor Council) 
investigate the possibility 
that the union contributed 
$500 to the "Party" fund and 
the union couldMatching major contributions to the 
Labor Committee.R.

Val Webster;

President, [#Wilson; Enclosed is your

With best regards,

Tom Tracy

Edward A. Heard
Secretary-Treasurer
Silver Bow Trades and Labor Council

DEPARTMENT OF LABOR

October 22, 1974

Dear President:

We are writing to appeal to your union for funds to be used on a "get-out-the-vote" effort November 5. In the past, labor unions have given most generously for this important effort that often means the difference between victory and defeat on Election Day. The best candidate in the world won't win if the voters are not at the polls, and the times are too critical to allow the election of those who oppose us through apathy.

The important thing about contributions for get-out-the-vote is that these funds can come directly from your union's treasury, since none of them will be used in support of candidates. Each dollar spent by labor unions is matched by the Committee on Political Education (COPE), and produces three dollars for the effort.

So won't you, once again, reach down and give to the get-out-the-vote drive we will be conducting on Election Day. Your contribution can go a long way toward making that effort the most successful one in recent years.

Make your check out to the Silver Bow Trades and Labor COPE Fund and mail it to Silver Bow Trades and Labor Council, P.O. Box 126, or drop it in as you can — it's already late. We need your help to elect COPE-endorsed candidates.

Thank you for your attention to this request. With best regards,

Sincerely & Respectfully,

Tom Tracy
President

Edward A. Heard
Secretary-Treasurer
September 29, 1974

Mr. Clate O. Sullivan, Secretary-Treasurer
Local No. 437
Cafeteria & Miscellaneous Employee
225 North Granite, 2nd Floor
Billings, Montana 59101

Dear Sister Clate:

This is to acknowledge the gift of $200.00 to the Montana State AFL-CIO CEP Special Legislative Fund.

As you know, this year's elections are vital to the continuation of the programs we have made with the legislature over the past several years. And the issues are many: women's compensation; a better unemployment compensation system; job safety; improvement of institutions and the constant battle against right-to-work laws.

Your contribution is an expression of solidarity within the state federation that we appreciate. Once again, we thank you for it and give you our assurances that it will be dedicated to furthering the campaigns of friends of labor.

With all best regards, I am

Sincerely and fraternal yours,

James V. Merry, Executive Secretary
Montana State AFL-CIO

JMM:118
August 29, 1974

TO: ALL MONTANA STATE AFL-CIO AFFILIATES

SUBJECT: SPECIAL LEGISLATIVE FUND

I have attached Resolution 58 unanimously adopted by the recent Montana State AFL-CIO Convention. It establishes once again the Special Legislative Fund of the Montana AFL-CIO and urges all affiliates of the Montana State AFL-CIO to contribute up to one dollar per member to the fund.

Your generous contributions to the past have enabled this fund to work for the election of state legislators and other candidates who are mindful of the needs of people, and we will, give your participation again, in the following way. Whether or not we continue Montana’s program on people-related issues, the results on your support. The results in the important November general election will be determined. We will all be the fighting for the rest of our lives, and only hard work and money will make those results benefici

Your Montana State AFL-CIO assumes all legal responsibility for reporting every contribution to the Special Legislative Fund. Local unions that contribute to localities that contribute to the statewide contributions that contribute to the Secretary of State contributions. If contributions are made directly to a candidate, and money is contributed to a candidate that contributes to a candidate, since not one penny of it will be spent in campaign, for federal office.

Perhaps most importantly of all, your contributions will help generate more money for the National AFL-CIO and International Unions, and we hope to get as much as two dollars from these sources for every dollar contributed by Montana unions. This is an incentive for us all to do the very best we can to make the Special Legislative Fund strong, active, and healthy.

So I invite your contributions and your support. In a year when we face so many tough issues, when inflation has depleted the resources of union members, it is a tough year to make. But the most important thing is that we continue the struggle to help those who would make the workers pay the price of bad government in for all of us to make the sacrifice.

(continued)
Please make your checks out to the Montana State AFL-CIO Special Legislative Fund as soon as you can so that we can begin the hard work that must be done between now and November 5th, and so that the job can be done right. Your checks should be sent to this office, P.O. Box 1176, Helena, Montana 59601.

With kindest personal regards, I am

Jimmie

James G. Murphy, Executive Secretary
Montana State AFL-CIO

RESOLUTION NO. 54

The Montana State AFL-CIO Committee on Political Education has traditionally established a special legislative fund to assist friends of labor seeking election to the House and Senate and other state offices. Therefore

BE IT RESOLVED, that the Eighteenth Annual Convention of the Montana State AFL-CIO approves the Committee on Political Education to establish a special legislative fund to support local affiliates to contribute up to the dollar per member to it, and

BE IT FURTHER RESOLVED, that said funds collected be expended for the election of friends of labor throughout Montana

SUBMITTED BY THE CECOM COMMITTEE AND ADOPTED UNANIMOUSLY BY THE EIGHTEENTH ANNUAL CONVENTION OF THE MONTANA STATE AFL-CIO.
February 7, 1976

James M. Berry, Executive Secretary
United States AFL-CIO

Enclosed is a receipt in the amount of $200.00 for your organization's membership contribution to our Special Legislative Fund.

Your assistance is materially aiding the Montana State AFL-CIO in carrying on the legislative responsibilities delegated to your State Federation by National officers.

Thank you.

Sincerely,

James M. Berry
Executive Secretary

February 9, 1976

Judy C. Sullivan, Secretary-Treasurer

Clyde W. Jones, AFL

Tom G. Miller, AFL/CIO

Affiliated Labor Unions

AFL-CIO
February 11, 1974

Jim Hurry, Executive Secretary
Montana AFL-CIO
Box 1176
Helena, Montana 59601

Dear Jim:

Enclosed find check in the amount of $10.00 for the Retail Clerks Strike Fund.

It was an Executive Board recommendation and concurred in by the membership at our regular meeting Friday Feb. 2, 1974 that they be sent two (10) dollars per week for a total of $50.00 unless their strike ends before the $50 is used up.

Wishing the best of luck in their struggle, we are,

Culinary and Misc. Employees
Local 457

Claude G. Sullivan
Financial Secretary-Treasurer

C05/1974
Dr. W. S. Harwood

July 14, 1952

The loss of loved ones in the recent mine disaster at the Sunshine Mine in Kellogg, Idaho, is a tragedy. Only those among you who have borne the loss of close relatives in such tragedies can fully understand the depth of heartbreak and the disruption of family life that results. Yet, all of us are saddened when disasters such as hit the people of Kellogg occur.

We know that money is only a small means of helping those who lost loved ones over the transitional period immediately ahead. Yet we are sure that in a number of cases, money will be badly needed to make that adjustment.

The Montana State AFL-CIO, special convention of the Committee on Political Education drafted a resolution of confidence to our fellow workers in the Kellogg area. The Convention also asked that Local Unions contribute generously to the Disaster Fund set up by Steelworkers Local 3089 of Kellogg, Idaho. Local 3089 is an affiliate of the Idaho State AFL-CIO.

Please help with a check at the earliest possible moment. The money will be expended in accord with the highest principles of human brotherhood; in helping a small way the many now fatherless families to adjust to new circumstances.

Contributions should be sent to:
Montana State AFL-CIO
Sunshine Mine Disaster Fund
P. O. Box 1176
Salina, Montana 59861

Sincerely and fraternaly,

James Murray
Dear Sir,

I am sure you have heard the report of the disaster at Kellogg, Idaho. Only those among you who have borne the loss of loved ones in the tragedies such as this can fully understand the depth of heartbreak and the disruption of family life that result. Yet, all of us can be saddened when disasters such as hit the people of Kellogg, occur.

We know that money is only a small means of helping those who lost loved ones over the transitional period immediately ahead. Yet we are sure that in a number of cases, money will be badly needed to make that adjustment.

The Montana State AFL-CIO special convention of the Committee on Political Education drafted a resolution of condolence to our fellow workers in the Kellogg area. The Convention also asked that Local Unions contribute generously to the disaster fund set up by Steelworkers Local 9089 of Kellogg, Idaho. Local 9089 is an affiliate of the Idaho State AFL-CIO.

Please help with a check at the earliest possible moment. The money will be expended in accord with the highest principles of human brotherhood in helping in a small way the many now fatherless families to adjust to new circumstances.

Contributions should be sent to:
Montana State AFL-CIO
Sunshine Mine Disaster Fund
P. O. Box 1176
Helena, Montana 59601

Sincerely and fraternally,

[Signature]

[Date: January 22, 1972]

Note: Montana State AFL-CIO
Annual Meeting 1972
Helena, Montana
Dear [Name],

I was so sorry to hear of the loss of your loved one. Our thoughts and prayers are with you.

Sincerely,
[Signature]
Only those among you who have borne the loss of ones dear to you in tragedies such as this can fully understand the depth of heartbreak and the disruption of family life that result. Yet, all of us are saddened when disasters such as hit the people of Kellogg occur.

We know that money is only a small means of helping those who lost loved ones over the transition period immediately ahead. Yet, we are sure that in a number of cases, money will be badly needed to make that adjustment.

The Montana State APL-CIO special convention of the Committee on Political Education drafted a resolution of condolences to our fellow workers in the Kellogg area. The Convention also asked that Local Unions contribute generously to the disaster fund set up by Steelworkers Local 5089 of Kellogg, Idaho. Local 5089 is an affiliate of the Idaho State APL-CIO.

Please help with a check at the earliest possible moment. The money will be expended to accord with the highest principles of human brotherhood, in helping in a small way the many now fatherless families to adjust to new circumstances.

Contributions should be sent to: Montana State APL-CIO
Sunnyside Mine Disaster Fund
P. O. Box 1176
Helena, Montana 59601

1. $1,000.00 check 10-29-52
2. $2,000.00 check 12-29-52
3. $5,000.00 check 12-29-52
4. $2,000.00 check 1-28-53
5. $2,000.00 check 1-28-53

Sincerely and fraternally,

[Signature]

June 23, 1952

[Handwritten note on envelope:]

[Address: 125 W. Elliott]

[Cities: Butte, Montana]
TO: All Montana State AFL-CIO Affiliates

Subject: Sunshine Mine Disaster

May 9, 1972

Last week many families in the Deep Hole mining district lost loved ones in the underground fire disaster at the Sunshine Mine in Kellogg, Idaho.

Only those among you who have borne the loss of ones dear to you in tragedies such as this can fully understand the depth of heartbreak and the disruption of family life that results. Yet, all of us are saddened when disasters such as hit the people of Kellogg, occur.

We know that money is only a small means of helping those who lost loved ones over the transitional period immediately ahead. Yet we are sure that in a number of cases, money will be sadly needed to make that adjustment.

The Montana State AFL-CIO special convention of the Committee on Political Education drafted a resolution of condolence to our fellow workers in the Kellogg area. The Convention also asked that Local Unions contribute generously to the disaster fund set up by Steelworkers Local 509 of Kellogg, Idaho. Local 509 is an affiliate of the Idaho State AFL-CIO.

Please help with a check at the earliest possible moment. The money will be expended in accord with the highest principles of human brotherhood in helping in a small way the many now fatherless families to adjust to new circumstances.

Contributions should be sent to:
Montana State AFL-CIO
Sunshine Mine Disaster Fund
P.O. Box 1176
Helena, Montana 59601

Sincerely and fraternal,

Jim Murray
Mrs. Margaret Harrington, Secretary
Women's Protective Union No. 457
123 W. Granite
Butte, Montana 59701

June 8, 1971

Dear Margaret:

Enclosed is our receipt for your Local Union's most recent per capita tax payment. As you can see, your payments for April and May have been applied as follows:

April amount due on 895 members at 25¢ per member  $226.25

Amount paid 226.25

Over payment applied to month of May 0.10

May amount due on 912 members at 25¢ per member 228.00

Less April over payment 227.00

Over payment applied to month of June 0.10

When making your per capita tax payment for the month of June, please deduct $0.10 from the total amount due.

With best regards, I am

__________________________
James W. Murry, Executive Secretary
Montana State AFL-CIO

endorse

7-7-71
Women's Protective Union No. 457, Local Union

Butte, Montana, May 11, 1971

Per Check for the month of April 1971 on 905 members. Amount of check $200.00

Signed: Margaret K. Kinnally

PLEASE enclose with payment.

MONTANA STATE AFL-CIO—Box 1178, Helena, Montana

SBN—441—A/2 Order A-1909

Women's Protective Union No. 457, Local Union

Butte, Montana, June 14, 1971

Per Check for the month of May 1971 on 912 members. Amount of check $228.00

Signed: Margaret K. Kinnally

PLEASE enclose with payment.

MONTANA STATE AFL-CIO—Box 1178, Helena, Montana

SBN—441—A/2 Order A-1909
RESOLUTION NO. 36

COPE SPECIAL LEGISLATIVE FUND

The Wyoming State AFL-CIO Committee on Political Education has traditionally established a special legislative fund to assist friends of labor seeking election to the House and Senate and other state offices, therefore:

BE IT RESOLVED, that the Eighteenth Annual Convention of the Wyoming State AFL-CIO approves the Committee on Political Education to establish a special legislative fund and urge local affiliates to contribute up to One Dollar per member to it, and

BE IT FURTHER RESOLVED, that the funds thus collected be expended for the election of friends of labor throughout Wyoming.
June 15, 1971

Ms. Margaret Harrington, Secretary
Women's Protective Union #457
135 West Granite Street
Butte, Montana 59701

Dear Margaret:

Enclosed please find a copy of the Regulations for the Montana Minimum Wage and Hour Law that have been established by the Montana Department of Labor. These regulations pertain to House Bill 395 passed by the 43rd Montana Legislature and which goes into effect July 1, 1971.

If you have any questions or need further information, please feel free to contact us.

With best regards, I am

Fraternally,

Ernest Post, COPE Director
Montana State AFL-CIO
REGULATIONS FOR THE MONTANA MINIMUM WAGE AND HOUR LAW
CHAPTER NO. 417 - MONTANA SESSION LAWS 1971 - HOUSE BILL NO. 338

The following regulations have been provided under Section 5 of this Act, to clarify certain sections which may be in question.

SECTION 27

1. The term "reasonable cost" as used in Section 2 (1) of the Act is hereby determined to be not more than the actual cost to the employer of the board, lodging, or other facilities customarily furnished by him to his employees.

2. "Reasonable cost" does not include a profit to the employer or to any affiliated person.

OTHER FACILITIES

1. "Other facilities," as used in this section, must be something like board or lodging. The following items have been deemed to be within the meaning of the term: meals furnished at company restaurants or cafeterias or by hotels, motels, or restaurants to employees; meals and dormitory rooms, and tuition furnished by a college to its students; employees; housing furnished for dwelling purposes; general merchandise furnished at company stores and commissaries; including articles of food, clothing, and household effects; fuel, light, heat, water, and gas furnished for the noncommercial personal use of the employees; transportation furnished employees between their homes and work where the travel time does not constitute hours worked compensable under the Act; the transportation is not an incident of and necessary to the employment.

2. INDIVIDUAL CONTRACTS

There is no definition that solves all problems as to the limitations of the employer-employee relationship under the Act; the determination of the relation cannot be based on "isolated factors" or upon a single characteristic or "peculiar concept," but depends "upon the circumstances of the whole activity including the underlying "economic reality." The factors which are considered significant, although no single one is regarded as controlling, are

-
SECTION 3:

DEFINITION OF A STUDENT: One who is attending an accredited school, college, or university and is employed on a part-time basis.

SEASONAL AMUSEMENT OR RECREATIONAL ESTABLISHMENTS

An amusement or recreational establishment operating on a seasonal basis must qualify with the provisions of Section 5-1-1, 2, 3, 4, and 5 and qualify as an exempt establishment from the $1.00 per hour Section 3 of the Act. Section 3-(1), (2), and (3) apply to any student employed by an establishment if (4) it does not operate for more than seven months in the calendar year. "Amusement or recreational establishments" as used in Section 3-(a) are establishments Presented by the public for the amusement or recreation and which are open for 7 months or less a year. Typical examples of such are the concessionaires at amusement parks, resorts, and ski areas.

For Seasonal Amusement or Recreational establishments to be exempt from Section 3-(a) they must meet all four (4) of the following requirements:

1. Must be amusement or recreational
2. Must be a student in an accredited school
3. Must be seasonal (7 months or less)
4. Board and room must be furnished

WEEKLY

A workweek is a regularly recurring period of 48 hours in the form of seven consecutive 24-hour periods. The workweek need not coincide with the calendar week. It may begin on any day of the week and any hour of the day. Each workweek shall be the same workweek. Employment for two or more workweeks cannot be averaged out for the purpose of figuring overtime or minimum wages. The beginning of the workweek may be changed if the change is made within a reasonable time. This Act is not designed to evade the overtime requirements of the Act.

REGULAR RATE

The "regular rate" may be more than the minimum wage; it cannot be less. An employee's regular rate includes all payments made by the employer to or on behalf of the employee. Assuming that the employer receives no compensation other than that stated, here are some typical cases:

For example only, on a maximum workweek of 40 hours,

-
1. Hourly rate. The regular rate of pay for an employee paid by the hour is his hourly rate. When he works more than 40 hours in a workweek, he is due at least 1½ times his regular rate for each hour over 40.

Example: An employee gets paid $5.00 an hour; this is his regular rate. If he worked 45 hours, he would be entitled to at least 50 hours at the rate of $5.00, or $250.00, for each hour worked over 40. Thus his total earnings would be $350.00 for the first 40 hours plus $90.00 for the 4 hours overtime, or a total of $440.00.

2. Piece rate. The regular rate for an employee paid on a piecework basis is determined by dividing the total weekly earnings by the total number of units produced in that week. The employee is entitled to be paid 1½ times his regular rate per unit for each unit produced in the overtime hours. Thus, if the employee regularly makes 80 cents per piece, and he makes 120 pieces in the overtime hours, his earnings are $180.00, or 1½ times the regular rate of 80 cents per piece. In addition to his overtime earnings, he is entitled to all weekly earnings as well as 1½ times his regular rate for each piece produced during the overtime hours.

Example: An employee is paid 50 cents per piece. In a week in which he worked 40 hours, he earned $200.00. If he worked 60 hours in the same week, his total earnings would be $300.00. In addition to the $200.00 regular earnings, he would be entitled to 1½ times his regular rate for each piece produced during the overtime hours. Thus, his total earnings for the week would be $300.00.

Another way to compensate pieceworkers for overtime, where agreed upon in advance of performance of the work, is to pay 1½ times the piece rate for each piece produced during overtime hours. The piece rate must be the one actually paid during nonovertime hours and it must be equal to or at least the minimum wage per hour.

Example: An employee is paid 80 cents for each piece. In a week in which he worked 60 hours, he earned $480.00 for the first 40 hours at this rate. In addition to this, he earned 1½ times the regular rate for each piece produced during the overtime hours. Assuming he produced 120 pieces during the overtime, his overtime earnings would be $180.00, or 1½ times the regular rate of 80 cents per piece, as overtime pay. Thus, he earned a total of $660.00 for the week.

3. Salaries. The regular rate for an employee paid a salary for a regular or specified number of hours a week is obtained by dividing the weekly salary by the hours.

Example: An employee is paid a salary of $500 for a 40-hour workweek. His regular rate of pay is $12.50 an hour (100 divided by 8 hours = $12.50 an hour). In addition to the $500 salary, he is entitled to $2.50 an hour for each hour over the 40.

If the employment agreement a salary sufficient to meet the minimum wage requirements in every workweek is paid as straight-time pay for whatever number of hours are worked in a workweek, the regular rate is obtained by dividing the salary by the hours worked each week. In such an agreement with his employer, to that he will be paid $100 a week, making him a full-time employee, 40 hours of work are required. The longest workweek ever worked by him is 60 hours. Under this pay agreement, his regular rate will be $4.84 an hour ($100 divided by 21). In addition to his regular rate, he is due 1½ times his regular rate for each of the 10 overtime hours, or a total of $150.00 for the week. If he works 65 hours, his regular rate will be $7.60 an hour ($100 divided by 13). In that case, he will be due an additional 51 cents an hour for each of the 15 overtime hours ($13.40 a total of $115.60 for the week).
If a salary is paid on other than a weekly basis, the weekly pay must be determined in order to compute the regular rate and overtime. If the salary is for a half-month, it must be multiplied by 16 and the product divided by 12 weeks to get the weekly salary. To determine the overtime, the weekly salary should be multiplied by 16 and the product divided by 12.

What "Hours Worked" Means

An employee subject to the act in any workweek must be paid in accordance with its provision for all hours worked in that workweek. In general, "hours worked" includes all the time an employee is required or is permitted to be on the employee's premises or at a prescribed place of employment, whether or not the employer uses equipment, during which he is suffered or permitted to work for the employer.

Record Keeping

Every employer shall maintain and keep in or about the premises to which any employee is employed records containing the following information for each employee to whom the Wage and Hour Law applies:

1. Name in full, and also an identifying symbol or number if such is used in place of or in addition to a name on any record kept by the employer relating to such employee.
2. Home address.
3. Date of birth.
4. Occupation to which employed.
5. Rate of pay and length of pay period.
6. Hours worked each workday and total hours worked each workweek.
7. Total daily or weekly straight-time earnings or wages.
8. Total weekly overtime compensation.
9. Total additions to or deductions from wages paid each pay period.
10. Total wages paid each pay period, date of payment, and pay period covered.

Such records shall be preserved by the employer for a period of at least 2 years.
5. A "student-learner" is a student who is receiving instruction in an accredited school, college or university and who is employed on a part-time basis, pursuant to a bona fide vocational training program.

A bona fide vocational training program is one authorized and approved by a State board of vocational education or other recognized educational body and provides for part-time employment training which may be scheduled for a part of the work day or work week, for alternating weeks or for other limited periods during the year, supplemented by and integrated with a definitively organized plan of instruction designed to teach technical knowledge and related industrial information given as a regular part of the student-learner's course by an accredited school, college or university.

Application for a special student-learner certificate: Whenever the employment of a student-learner at wages lower than the minimum wage applicable under Section 4(a) is believed necessary to prevent curtailment of opportunities for employment, an application for a special certificate authorizing the employment of such student-learner at subminimum wages shall be filed by the employer with the Commissioner of Labor.

A training program showing the hours of training in each skill to be specialized must accompany the application.

(f) HANDICAPPED WORKERS

Applications must be approved by Vocational Rehabilitation, Institutions caring for handicapped, or individuals must seek application from the Commissioner of Labor.

1. "Handicapped worker" is defined as an individual whose earning capacity is impaired by age, physical or mental deficiency or injury beyond the work he is to perform.

2. "Handicapped trainee" or "trainee" means an individual whose earning capacity is impaired by age, physical or mental deficiency or injury, and who is receiving or is scheduled to receive on-the-job training in industry under any vocational rehabilitation program administered by the Commissioner of Labor.

(g) LEARNERS

Prior approval of the Commissioner of Labor must be made by filing the type of training program to be used furnishing any previous experience. Also the number of trainees will be limited according to the amount of total employment.

RECORD KEEPING REGULATIONS

1. Name in Full. This shall be the same name as that used for Social Security purposes.

2. Home address, including zip code.
3. See and occupation in which employed (sex may be indicated by Mr., Mrs., or Miss).
4. Surnames or other identifications separately designating those employees who are members of the employer’s immediate family, hand harvest laborers, and employees principally engaged in the range of seasonal activities.

5. For each employee, other than members of the employer’s immediate family and harvest laborers, the number of non-days worked each week or each month. (A non-day is any day during which an employee does agricultural work for 1 hour or more.)

SECTION 4

(c) EXECUTIVE

The term "employee employed in a bona fide executive capacity" shall mean any individual:

1. Whose primary duty consists of the management of the enterprise in which he is employed or of a customer-recognized department or subdivision thereof, and who customarily and regularly directs the work of two or more other employees therein;

2. Who has the authority to hire or fire other employees or whose suggestions and recommendations as to the hiring or firing of employees and to the advancement or promotion of any other change in status of other employees will be given particular weight;

3. Who customarily and regularly exercises discretionary powers; and

4. Who does not devote more than 50 percent, or, in the case of an employer of a retail or service establishment, who does not devote as much as 40 percent, of his hours of work in the workweek to activities which are performed directly and closely related to the performance of the enterprise.

PROVIDED, That this paragraph shall not apply in the case of an employee who is in the charge of an independent establishment or a physically separated branch establishment, or who owns at least a 20 percent interest in the enterprise in which he is employed.

ADMINISTRATIVE

The term "individual employed in a bona fide administrative capacity" shall mean any individual:

1. Whose primary duty consists of the performance of office or non-manual field work directly related to management policies or general business operations of his employer or his employer’s customers, which includes work requiring the exercise of discretion and independent judgment;

2. Whose customarily and regularly exercises discretion and independent judgment;

3. Who regularly and directly assists a proprietor, or an employee employed in a bona fide executive or administrative capacity (as such terms are defined in this section), or (b) who performs under only general supervision work along specialized or technical lines requiring special training, experience, or knowledge.
executes under only general supervision special assignments or tasks; and (d) who does not devote more than 20 percent of his hours worked to the workforce to activities which are not directly and closely related to the performance of the work described in sub-paragraphs (a) through (c) of this paragraph 1.

PROFESSIONAL

The term "individual employed in a bona fide professional capacity" shall mean any individual—

1. who is compensated for his services, and whose primary duty consists of the performance of work requiring knowledge of an advanced type in a field of science or learning, which includes work requiring the consistent exercise of discretion and judgment, or requiring invention, imagination, or talent in a recognized field of artistic endeavor; or

2. who holds a valid license or certificate permitting the practice of law or medicine or any of their branches and who is actively engaged in the practice thereof; and (e) whose primary duty consists of the performance of work (1) requiring knowledge of an advanced type in a field of science or learning; (2) acquired by a prolonged course of specialized intellectual instruction and study (as distinguished from a general academic education, and from an apprenticeship); and from training in the performance of routine mental, manual, or physical processes); or (3) original and creative in character in a recognized field of artistic endeavor (as opposed to work which can be produced by a person endowed with general manual or intellectual ability and training, and the result of which depends primarily on the invention, imagination, or talent of the employee; and (d) whose work is predominantly intellectual and creative in character (as opposed to routine mental, manual, mechanical, or physical work); and (f) of such a character that the result produced or the result accomplished cannot be standardized in relation to a given period of time; and (g) who does not devote more than 20 percent of his hours worked in the workforce to activities which are not an essential part of and necessarily incident to the work described in a through 3 of this paragraph.

EMPLOYEES COVERED BY FEDERAL LAW: Employees covered by the Federal Fair Labor Standards Act must be paid in accordance with the provisions of the Federal Act. Any employee not covered, or who is specifically excluded, or exempted by the Federal Fair Labor Standards Act, must be paid in accordance with the MONTANA MINIMUM WAGE ACT.

NOTICE: Posting of notice in each work place in a conspicuous place, is required.