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### Minutes of the nineteenth meeting of the Public Health, Welfare, Labor and Industry Committee

Montana. Constitutional Convention (1971-1972). Public Health, Welfare, Labor and Industry Committee

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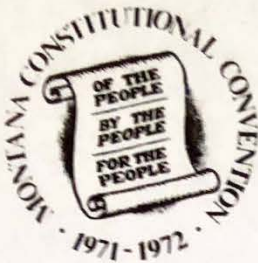
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**MONTANA CONSTITUTIONAL CONVENTION**  
STATE CAPITOL • HELENA, MONTANA 59601 • TELEPHONE 406 449-3750

**PUBLIC HEALTH, WELFARE, LABOR  
AND INDUSTRY COMMITTEE**

Place of Meeting: 428A

Date Meeting Held: 2/4/72  
Hour Meeting Held: 1:05 p.m.

Committee Chairman: George B. Heliker

MINUTES OF THE NINETEENTH MEETING OF THE PUBLIC HEALTH  
WELFARE, LABOR AND INDUSTRY COMMITTEE

SUBJECT OF MEETING: Merit System and Right to Work Proposals

Roll Call:

George B. Heliker, Chairman	<u>Present</u>
Jack K. Ward, Vice Chairman	<u>Present</u>
Charles H. Mahoney	<u>Tardy</u>
Joseph H. McCarvel	<u>Present</u>
Don Scanlin	<u>Present</u>
R. J. Studer, Sr.	<u>Present</u>
William H. Swanberg	<u>Present</u>
Edith Van Buskirk	<u>Present</u>

DISCUSSION

WITNESSES:

Thomas E. Schneider, Executive Director of Montana Public Em-  
ployees Association.  
Jack Marlow, Montana Contractors Association  
Charles Stack, subpoena witness  
Mr. William Bertsche, Senator, Dist. 18  
Robert A. James, State Department of Health  
Mr. Larry Fasbender, Sr.  
William C. Hodges, Representative, Dist 13.  
Mr. Del Siewert, Montana Chamber of Commerce  
James W. Murray, Executive Secretary, Montana State AFL-CIO

The meeting was called to order by Chairman George Heliker, and  
committee members introduced to the witnesses.

Mr. Tom Schneider, Executive Director of the Montana Public Em-  
ployees Association spoke on behalf of a constitution that spells  
out an employment philosophy of the State. Exhibit #1.

Jack Marlow, Secretary-Manager of the Montana Contractor's Assoc-  
iation spoke on behalf of constitutionally guaranteeing the right  
of all Montana citizens to obtain and retain a job whether or not  
he belongs to, or chooses not to belong to a union. Exhibit #2.

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Mr. Charles C. Stack, manager of a persnell management system for several years advocated a state merit system requirement within the constitution, but questioned whether the state employees should be covered. Mr. Stack testified under supoenas from the Committee.

Mr. Wm. Bertsche, speaking for himself, as long time advocate of a legislative state merit system opposed any reference to a constitutional provision on the topic. He cautioned that such inclusions may be too restrictive in years to come.

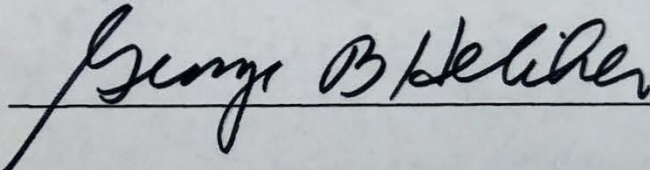
Mr. Robert James, Administration officer of the State Department of Health spoke on behalf of constitutional provision for a merit system.

Mr. Larry Fasbender, Sr. spoke in support of establishing a merit system in the constitution.

Mr. D. H. Siewert, Montana Chamber of Commerce spoke in support of a right to work provision in the constitution and gave his statement, exhibit #3.

Jim Murry, executive secretary of the Montana State AFL-CIO presented testimony, exhibit 4a and 4b, in opposition to the right to work provision in the constitution.

The meeting adjourned at 5:45 p.m.

  
Chairman