

SENATE COMMITTEE ON LABOR

May 16, 1991

Hearing Room 50 6:00 p.m.

Tapes 113 -115

MEMBERS PRESENT: SEN. GRATTAN KERANS, CHAIR SEN. LARRY HILL,
VICE-CHAIR SEN. PETER BROCKMAN SEN. BOB KINTIGH SEN. BOB SHOEMAKER

STAFF PRESENT: ANNETTE TALBOTT, COMMITTEE COUNSEL ROBERTA WHITE,
COMMITTEE ASSISTANT MEASURES CONSIDERED: SB 656 - ALLOWS MEMBER OF
PUBLIC EMPLOYEES' RETIREMENT SYSTEM TO RETIRE WITH REDUCED RETIREMENT
ALLOWANCE AFTER 30 YEARS OF QUALIFYING SERVICE - WORK SESSION SB 862 -
DECLARES AS UNLAWFUL EMPLOYMENT PRACTICE CERTAIN ACTIVITIES RELATING TO
ELECTRONIC MONITORING OF EMPLOYEES - WORK SESSION SB 963 - PROVIDES THAT
CERTAIN CONDUCT WITH REGARD TO CREDIT REPORTS FOR EMPLOYMENT APPLICATION
SCREENING PURPOSES IS UNLAWFUL EMPLOYMENT PRACTICE - WORK SESSION SB 792
- SPECIFIES CERTAIN PRACTICES REGARDING USE OF PSYCHOLOGICAL TESTS FOR
EMPLOYMENT SCREENING PURPOSES TO BE UNLAWFUL EMPLOYMENT PRACTICES - WORK
SESSION SB 716 - ESTABLISHES LICENSING AND REGISTRATION SYSTEM FOR
INVESTIGATORS AND OPERATIVES - WORK SESSION SB 791- ESTABLISHES
LEGISLATIVE INTERIM COMMITTEE ON STATE INVESTMENT POLICY - WORK SESSION
SB 868 - MODIFIES PROVISIONS REGARDING DUTIES AND POWERS OF STATE
ACCIDENT INSURANCE FUND CORPORATION - WORK SESSION - These minutes
contain materials which paraphrase and/or summarize statements made
during this session. Only text enclosed in quotation marks report a
speaker's exact words. For complete contents of the proceedings, please
refer to the tapes.

TAPE 113, SIDE A

001 CHAIR KERANS: Calls the meeting to order at 6:16 p.m. Senate
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SB 656 - ALLOWS MEMBER OF PUBLIC EMPLOYEES' RETIREMENT SYSTEM TO RETIRE
WITH REDUCED RETIREMENT ALLOWANCE AFTER 30 YEARS OF QUALIFYING SERVICE -
WORK SESSION

CHAIR KERANS: Opens the Work Session on SB 656. 015 ANNETTE TALBOTT,
COMMITTEE COUNSEL: Describes SB 656-9, Proposed Amendments to SB 656,
dated 5/16/91 (EXHIBIT A). 080 MOTION: CHAIR KERANS: Moves SB 656-9
Amendments to SB 656.

Hearing no objection, the motion carries.

120 MOTION: SENATOR L. HILL moves SB 656 as amended to the floor with
a do pass recommendation. 124 SEN. BROCKMAN: Was prepared to offer a
Minority Report. 150 VOTE: 2 to 2.

NAY: SEN. BROCKMAN, SEN. KINTIGH.

EXCUSED: SEN. SHOEMAKER . SB 862 - DECLARES AS UNLAWFUL EMPLOYMENT
PRACTICE CERTAIN ACTIVITIES RELATING TO ELECTRONIC MONITORING OF
EMPLOYEES - WORK SESSION

CHAIR KERANS: Opens the Work Session. -He describes hand-engrossed SB
862 (EXHIBIT B). Notice means at least once in a calendar year.

MOTION: CHAIR KERANS: Moves the amendments.

Hearing no objection, the motion carries.

242 CHAIR KERANS: Refers to the Fiscal Impact Statement (EXHIBIT M).

252 SEN. L. HILL: There isn't money in BOLI to do this. We could consider reducing the fiscal impact.

CHAIR KERANS: This impact statement is for the original bill. We had no indication from the Fiscal Office or BOLI it would be like this.

SEN. L. HILL: If we can't reduce the fiscal impact we have to refer the bill to Ways and Means. -We could eliminate the enforcement section.

These minutes contain materials which paraphrase and/or summarize sidernents made during this session. Only text enclosed in quotation marks report a speaker's exact words. For complete contents of the proceed igB, please refer to the tapes. Senate Commrttee on Labor May 16, 1991- P - e 3

274 MOTION: SEN. L. HILL: Moves to amend the amendments by deleting lines 23 to 27. TALBOTT: You could adopt a conceptual amendment that you allow them to go straight to court and not to BOLI. CHAIR KERANS: Your amendment will include language that states a person's right of action is private, they have to enforce it themselves? SEN. L. HILL: Yes. -What is a standard of proof for a private right of action of that kind if the standard of proof is not noted? TALBOTT: Civil action is a preponderance of evidence. CHAIR KERANS: Hearing no objection the conceptual amendment is adopted. MOTION: SEN. L. HILL: Moves SB 862 as amended to the floor with a do pass recommendation. VOTE: 2 to 2. NAY: SEN. BROCKMAN, SEN. KINTIGH. EXCUSED: SEN. SHOEMAKER. CHAIR KERANS: We'll hold it until SEN. SHOEMAKER arrives.

SB 963 - PROVIDES THAT CERTAIN CONDUCT WITH REGARD TO CREDIT REPORTS FOR EMPLOYMENT APPLICATION SCREENING PURPOSES IS UNLAWFUL EMPLOYMENT PRACTICE - WORK SESSION

CHAIR KERANS: Opens the Work Session.

327 MOTION: CHAIR KERANS moves to delete Section 2 and replace it with the conceptual amendment language that states a person's right of action is private and they have to enforce it themselves. Hearing no objection, the motion carries. 332 MOTION: SEN. L. HILL: Moves the bill as amended to the floor with a do pass recommendation. CHAIR KERANS: At our meeting in Eugene in September a representative from the Federal Trade Commission told us credit reports for employment screening purposes is well within the scope of state statute. VOTE: 2 to 2. - . Senate Committee on Labor May 16, 1991 - Page 4

NAY: SEN. BROCKMAN, SEN. KINTIGH.

EXCUSED: SEN. SHOEMAKER.

SB 792 - SPECIFIES CERTAIN PRACTICES REGARDING USE OF PSYCHOLOGICAL TESTS FOR EMPLOYMENT SCREENING PURPOSES TO BE UNLAWFUL EMPLOYMENT PRACTICES - WORK SESSION

CHAIR KERANS: Opens the Work Session.

362 TALBOTT: Presents SB 792-2 amendments as amended and hand-engrossed bill (EXHIBIT C)

380 CHAIR KERANS: Describes the amendments.

TAPE 114, SIDE A

024 CHAIR KERANS: Continues with section 2. 074MOTION: CHAIR
KERANS: Moves the SB 792-2 amendments with the deletion of the
complaints subsection and the insertion of the conceptual amendment
language that states a person's right of action is private and they have
to enforce it themselves. Hearing no objection, the motion carries.
080 SEN. KINTIGH: What will be forbidden that is now permitted? CHAIR
KERANS: The only thing prohibited is disclosing to a third party the
results of a psychological employment test. 100 MOTION: SEN. L. HILL:
Moves SB 792 as amended to the floor with a do pass recommendation.
105 VOTE: The motion carries 3 to 1.

NAY: SEN. BROCKMAN.

EXCUSED: SEN. SHOEMAKER.

SB 716 - ESTABLISHES LICENSING AND REGISTRATION SYSTEM FOR INVESTIGATORS
AND OPERATIVES - WORK SESSION

CHAIR KERANS: Opens the Work Session. -He describes amendments to SB 716
(EXHIBIT D).

148 MOTION: CHAIR KERANS: Moves the proposed amendment with the
deletion of the complaints section and the insertion of the conceptual
amendment language

These minutes contain materials which paraphrase and/or summarize state
nouncements made during this session. Only text enclosed in quotation marks
report a speaker's exact words. For complete contents of the proceed-
ings, please refer to the tapes. Senate Committee on Labor May 16, 1991-
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that states a person's right of action is private and they have to
enforce it themselves.

Hearing no objection, the motion carries. 157 SEN. BROCKMAN: Agrees
with the original intent of the bill, but the amendments miss the
original intent. 192 VOTE: 2 to 2.

NAY: SEN. BROCKMAN, SEN. KINTIGH.

EXCUSED: SEN. SHOEMAKER. SB 791- ESTABLISHES LEGISLATIVE INTERIM
COMMITTEE ON STATE INVESTMENT POLICY - WORK SESSION

CHAIR KERANS: Opens the Work Session.

207 SEN. L. HILL: Can we reconsider the subsequent referral to
Business, Housing and Finance?

CHAIR KERANS: Has not spoken to SEN. J. HILL about that. He wants to
honor that referral. 223MOTION: SEN. L. HILL: Moves SB 791 to the
Committee on Business, Housing & Finance with a do pass recommendation.
VOTE: 2 to 2. NAY: SEN. BROCKMAN, SEN. KINTIGH. EXCUSED: SEN. SHOEMAKER.
MOTION: SEN. L. HILL: Moves SB 791 to Business, Housing & Finance with
no recommendation. CHAIR KERANS: Does not support the motion.

SB 868 - MODIFIES PROVISIONS REGARDING DUTIES AND POWERS OF STATE
ACCIDENT INSURANCE FUND CORPORATION - WORK SESSION

WITNESS: GARY WEEKS, DIRECTOR, DEPARTMENT OF INSURANCE AND FINANCE

CHAIR KERANS: Opens the Work Session. -Did we adopt the amendments?

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242 TALBOTT: We did. The hand-engrossed bill (EXHIBIT E) reflects everything that was adopted by the committee. 259 GARY WEEKS, DIRECTOR, DEPARTMENT OF INSURANCE AND FINANCE: Presents testimony (EXHIBIT F) and discusses the bill as amended. 305 SEN. L. HILL: Does that mean SAIF is not the insurer of last resort? CHAIR KERANS: Correct. SEN. L. HILL: This language makes SAIF not the insurer of last resort? WEEKS: That's the way we read it. SEN. L. HILL: That's the intent. WEEKS: Refers to page 4, line 38 of the hand-engrossed bill. CHAIR KERANS: Replies. 340 WEEKS: Refers to page 5, lines 24 to 27.

CHAIR KERANS: Replies.

CHAIR KERANS AND GARY WEEKS CONTINUE THEIR DISCUSSION.

387 CHAIR KERANS: Do you find the bill technically or actuarially unsound?

WEEKS: We are more comfortable with the amended bill. It is workable and manageable.

407 SEN. BROCKMAN: Is the bill necessary?

WEEKS: Replies.

TAPE 113, SIDE B 007 SEN. BROCKMAN: What you're saying is that we're legislating actuarial activities that aren't germane to the Legislature?

WEEKS: An examination of discounting practices is a responsibility that should be placed on the regulatory agency. -He's not arguing that it shouldn't occur.

CHAIR KERANS: The committee has heard testimony that discount rates are customarily addressed by statute in other states.

WEEKS: That's correct. Senate Committee on Labor May 16, 1991 - Page 7

CHAIR KERANS: Does not disagree with the director in principle about not setting actuarial policy or interfering with actuarial policy, but we need set standards of what shall be permitted by this carrier and other carriers in the field. -He elaborates.

058 SEN. L. HILL: To what extent does the state provide security to SAIF's activities? Could the state be held liable for SAIF's activities?

WEEKS: Is not sure. That would take a huge error. He will research that. 076 CHAIR KERANS: Isn't there a premium surcharge on other people in the industry if an insurance company goes under?

WEEKS: Replies. -There was discussion of a re-insurance agreement that covers losses up to a certain point.

DISCUSSION CONTINUES. 135 MOTION: SEN. L. HILL: Moves the bill as amended to the floor with a do pass recommendation. 159 VOTE: 2 to 2.

NAY: SEN. BROCKMAN, SEN. KINTIGH.

EXCUSED: SEN. SHOEMAKER.

The meeting is recessed at 7:30.

The meeting is reconvened at 7:46 p.m.

SB 862 - DECLARES AS UNLAWFUL EMPLOYMENT PRACTICE CERTAIN ACTIVITIES
RELATING TO ELECTRONIC MONITORING OF EMPLOYEES - WORK SESSION

CHAIR KERANS: Opens the Work Session on SB 862.

190 SEN. SHOEMAKER: Wants to make sure this bill does not get in the
way of employers properly monitoring VDT's and terminals that are
gathering business data.

CHAIR KERANS: Explains.

229 SEN. SHOEMAKER: What if we redefine "electronic monitoring" as
"electronic personnel monitoring"? CHAIR KERANS: Refers to the
definition of "electronic monitoring." Senate Committee on Labor May 16,
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252 SEN. SHOEMAKER: Why should they have to give notice if they are
collecting information on the performance of the business.

TALBOTT: Is not sure what he means by "performance of the business."

SEN. SHOEMAKER: Refers to a constituents concerns.

CHAIR KERANS: Replies. -Does not think it is a problem to give notice
when someone is hired and once a year. -We heard testimony that personal
data not relevant to work performance was monitored. 311SEN.
SHOEMAKER: Would like to check with the constituent he referred to.

329 TALBOTT: In the system you described personal data is collected.
This bill doesn't prohibit them from doing that, it addresses what they
can use that data for.

CHAIR KERANS: We'll hold this over.

SB 963 - PROVIDES THAT CERTAIN CONDUCT WITH REGARD TO CREDIT REPORTS FOR
EMPLOYMENT APPLICATION SCREENING PURPOSES IS UNLAWFUL EMPLOYMENT
PRACTICE - WORK SESSION

CHAIR KERANS: Opens the Work Session. -He updates the bill.

SEN. SHOEMAKER: Is there a major problem?

CHAIR KERANS: We haven't heard any testimony against this.

370 MOTION: SEN. L. HILL: Moves SB 963 as amended to the floor with a
do pass recommendation. 375 VOTE: The bill carries 3 to 2.

NAY: SEN. BROCKMAN, SEN. KINTIGH. 380 MOTION: SEN. KINTIGH: Moves to
reconsider the vote to pass SB 792.

SEN. KINTIGH: There is a fee and no one certifies the testing. SB 792 -
SPECIFIES CERTAIN PRACTICES REGARDING USE OF PSYCHOLOGICAL TESTS FOR

EMPLOYMENT SCREENING PURPOSES TO BE UNLAWFUL EMPLOYMENT PRACTICES -
WORK SESSION

WITNESS: JAY THOMAS, INDUSTRIAL PSYCHOLOGIST

CHAIR KERANS: Hearing no objection the motion passes.

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405 SEN. KINTIGH: It leaves it wide open when it says "may assess a reasonable fee." -Fees could discourage the use of the tests.

-He has learned there is no official certification of those mentioned on line 20, page 2.

TALBOTT: The fee was discussed with the Board of Psychologist Examiners. It would pay for the work that the board would have to do to make sure people were following the educational guidelines set forth in the bill.

440 SEN. KINTIGH: Who is certified?

CHAIR KERANS: Explains.

TAPE 114, SIDE B 020 SEN. KINTIGH: Has heard that is not the case.

TALBOTT: There are people who are not subject to the licensing requirements of the licensing board. -If there was no oversight on certification those people could declare themselves certified. 052 JAY THOMAS, INDUSTRIAL PSYCHOLOGIST: The three organizations mentioned in the bill do not certify anyone to do anything. If you join the organizations you are bound by their ethical principles. 061 TALBOTT: People would have to meet the training requirements and state they would subscribe to the standards developed by those organizations. -The issue is whether they should be self-certified or whether the licensing board would certify them. CHAIR KERANS: It was believed that we should broaden this by including those who subscribe to the ethical standards of those organizations for psychological tests for business use. -He clarifies the certification.

084 THOMAS: The licensing board will probably be overwhelmed by applications of people from out-of-state.

096 MOTION: SEN. L. HILL: Moves SB 792 as amended to the floor with a do pass recommendation. VOTE: The motion passes 3 to 1. NAY: SEN. KINTIGH. EXCUSED: SEN. BROCKMAN. Senate Committee on Labor May 16, 1991 - P - e 10

SB 862 - DECLARES AS UNLAWFUL EMPLOYMENT PRACTICE CERTAIN ACTIVITIES RELATING TO ELECTRONIC MONITORING OF EMPLOYEES - WORK SESSION

CHAIR KERANS: Opens the Work Session.

121 MOTION: SEN. L. HILL: Moves SB 862 as amended to the floor with a do pass recommendation. VOTE: The motion carries 3 to 1.

NAY: SEN. KINTIGH.

EXCUSED: SEN. BROCKMAN.

SB 716 - ESTABLISHES LICENSING AND REGISTRATION SYSTEM FOR INVESTIGATORS

AND OPERATIVES - WORK SESSION

CHAIR KERANS: Opens the Work Session.

145 SEN. SHOEMAKER: Does not support the bill.

SB 791- ESTABLISHES LEGISLATIVE INTERIM COMMITTEE ON STATE INVESTMENT POLICY - WORK SESSION

CHAIR KERANS: Opens the Work Session.

169 MOTION: SEN. L. HILL: Moves SB 791 to the Committee on Business, Housing and Consumer Finance with a do pass recommendation. 172 SEN. SHOEMAKER: LBO's have made excellent returns for the state. He also isn't sure that LBO's have adversely affected employment in the state. -He will support the bill in committee, but may vote against it on the floor.

107 VOTE: The motion carries 3 to 1.

NAY: SEN. KINTIGH.

EXCUSED: SEN. BROCKMAN.

SB 868 - MODIFIES PROVISIONS REGARDING DUTIES AND POWERS OF STATE ACCIDENT INSURANCE FUND CORPORATION - WORK SESSION

WITNESS: GARY WEEKS, DIRECTOR, DEPARTMENT OF INSURANCE AND FINANCE
JIM SWENSON, ADMINISTRATOR, INSURANCE DIVISION, DEPARTMENT OF INSURANCE AND FINANCE
KATHY KEENE, SAIF CORPORATION Senate Committee on LSB or May 16, 1991- Page 11

CHAIR KERANS: Opens the Work Session. 205 GARY WEEKS, DIRECTOR, DEPARTMENT OF INSURANCE AND FINANCE: Summarizes his previous testimony. 242 SEN. SHOE MAKEU: The discount only has to do with fatal injury and permanent total disability cases and not the medical reserves? WEEKS: Yes. SEN. SHOEMAKER: Is that appropriate? -He would also like information on reserving policies as they might be limited by the bill. -He would like to know whether or not the reserving practices have been engaged in and whether or not they were appropriate? 267 JIM SWENSON, ADMINISTRATOR, INSURANCE DIVISION, DEPARTMENT OF INSURANCE AND FINANCE: The SAIF Corporation by law is permitted to discount reserves. Those include permanent, fatal and medical claims. -SAIF disclosed their intentions and methods of discounting to us and the department concluded those were appropriate practices. -A Statement of Actuarial Opinion stated that the reserves in the aggregate made adequate provision for the liability. -The Secretary of State's actuary expressed a similar opinion. -Some discounting is appropriate for workers' comp coverage, but needs to be done in conjunction with methods and assumptions that are appropriately conservative so there is explicit margin inherent in those reserves. 350 SEN. SHOEMAKER: Not only the method of the reserves, but the amount of reserves in relation to their expenses and their loss history has been adequate? SWENSON: Yes. -He would have preferred the bill to give the division flexibility to permit reserves held for medical payments and the permanent partials to be discounted. CHAIR KERANS: We discussed other states' regulation of discounting practices. SEN. SHOEMAKER: Other states delegate this authority to the regulatory body? WEEKS: Yes. 400 SEN. SHOEMAKER: If it is appropriate to discount medical reserves and if SAIF's discounting was appropriate, the result has to be lower premiums. -He is not disposed to take that

away from them. TALBOTT: The department cannot control the discount rate that SAIF uses. SEN. SHOEMAKER: We should give them that authority. . . Senate Committee on Labor May 16, 1991- PaBe 12

421 CHAIR KERANS: We could amend the bill to make it more acceptable to you. -He has no objection to provide the department with that flexibility in a future session. -Given what has happened with SAIF, he feels we should take the most conservative approach. Which would be the more conservative approach?

TAPE 115, SIDE A 020 TALBOTT: Currently the division does not allow any other carriers to discount medical?

SWENSON: Correct.

TALBOTT: Have you ever allowed private carriers to discount medical?

SWENSON: To the best of my knowledge private carriers have not discounted medical. They do discount the permanent totals and fatale.

CHAIR KERANS: No other carrier discounts medical?

SWENSON: No. 040 SEN. SHOEMAKER: Has not heard a good reason why we should take that away from them. You can take it away from them if you think it's inappropriate.

WEEKS: We do not have that authority.

SEN. SHOEMAKER: We could give you the authority. 046 CHAIR KERANS: Do you have the authority to permit or deny other insurers from discounting medical?

SWENSON: Yes.

CHAIR KERANS: Has anyone ever asked to discount medical?

SWENSON: Not to my knowledge.

CHAIR KERANS: SAIF is discounting its medical 3.5 percent.

SWENSON: The Actuarial Standards Board is looking at developing standards for discounting. The National Association of Insurance Commissioners is analyzing discounting from the perspective of the state regulatory bodies. -SEN. SHOEMAKER's proposal to allow the department to have latitude could acknowledge those developments. 071 CHAIR KERANS: Let's allow them to continue to discount their past medical reserves and require the Director of the Department of Insurance and Finance, upon the advice of the Administrator of the Insurance Division, that the use of a discount rate by the SAIF Corporation for its future medical reserves after January 1, 1992 is adequate and does not present any Senate Committee on Labor May 16, 1991 - Page 13

actuarial danger to the corporation. Let the director decide whether they may grant a medical reserve discount rate not to exceed 3.5 percent.

WEEKS: That's closer to what he testified to. SEN. SHOEMAKER: Would be more comfortable giving the director the discretion to approve discount rates and categories and adequacy. WEEKS: We would be guided by NAIC models and guidance. Guidelines on discounting are being developed.

117 CHAIR KERANS: Could live with it, but is not happy with it. -He would like the director to explain why we heard such disturbing testimony from another witness from the department regarding discount rates and the earnings ratio?

WEEK: All the testimony from the department were valid and were honestly given from different perspectives.

CHAIR KERANS: A lot of the corporation's practices have been out of control over the years. The Secretary of State's audit damns SAIF's day-to-day management practices. -He is concerned with SAIF's management practices. -He is prepared to hold the department accountable for SAIF's regulation.

165 WEEKS: Understands the implications. -He would be expected to come before the legislature and justify the extent of the discounts. CHAIR KERANS: Let's include an amendment that the director reports on the discounts. Let's include that for all workers' compensation insurers. -Should we have the rate at 3.5 percent? SEN. SHOEMAKER: It's not appropriate to put the rate in statute. That should be up to the director. -The division should report annually on discounts granted to any carrier and the justification for it.

SEN. SHOEMAKER: Discounting practices and rates of all insurers are subject to approval by the director.

TALBOTT: The language will be "any reserves for expenses and losses."

CHAIR KERANS: You have language that covers what the discounts will apply to?

WEEKS: We can supply that.

CHAIR KERANS: Hearing no objections the conceptual amendment is adopted.

WEEKS: Finishes the summarization of his testimony. Senate Committee on Labor May 16, 1991 - Page 14

SEN. SHOEMAKER: Was there any opposition to the tiers?

277 TALBOTT: Current administrative rules require an insurer that has tiers to file a "clear rule". This administrative requirement is being put into statute. 294 KATHY KEENE, SAIF CORPORATION: We are concerned that aspects of our rate tiering process we consider to be proprietary, because of their competitive nature, would be made public by this.

TALBOTT: Is that part of your filing?

KEENE: Portions are made available to the department, but not made public. -She discusses the repeal of ORS 656.505. -This would increase our bad debt situation

TALBOTT: It's her understanding that that ability to do that would be picked up in the other insurance code.

SEN. SHOEMAKER: It's not intended to take away their right.

CHAIR KERANS: Correct. -Does proprietary information become part of the public record?

352 SWENSON: Explains how carriers can designate certain information as proprietary information. A similar approach might be appropriate in this situation.

CHAIR KERANS: Do we need language to ensure that?

SWENSON: Yes.

CHAIR KERANS: Do you have the language?

SWENSON: SB 1076 accomplishes that. SEN. SHOEMAKER: We can get the specific language.

CHAIR KERANS: We'll adopt that amendment. -Would you have the ability to override what is proprietary?

SWENSON: SB 1076 describes what information is proprietary.

CHAIR KERANS: Hearing no objection the conceptual amendment is adopted.

432 MOTION: CHAIR KERANS: Moves SB 868 as amended to the floor with a do pass recommendation. 461 VOTE: The motion carries 3 to 1. Senate Committee on Labor May 16, 1991- Page 15

NAY: SEN. KINTIGH.

EXCUSED: SEN. L. HILL.

The meeting is adjourned at 8:58 p.m.

(EXHIBIT G) - Testimony on SB 656 submitted by SHERYL WILSON (EXHIBIT H) - Testimony on SB 792 submitted by ART JAMES (EXHIBIT I) - Testimony on SB 656 submitted by SEN. SHOEMAKER (EXHIBIT J) - Testimony on SB 792 submitted by SEN. BROCKMAN (EXHIBIT K) - Testimony on SB 862 submitted by JOHN MARGARONIS (EXHIBIT L) - Testimony on Retirement Tax Equity submitted by MARGE KAFOURY (EXHIBIT M) - Fiscal Analysis on SB 862 submitted by Staff

Submitted by:
Talbot Assistant

Reviewed by: Edward C. Klein
Committee Counsel

Annette

EXHIBIT LOG:

A - Amendments to SB 656 - Staff- 16 pages B - Amendments to SB 862 - Staff- 1 page C - Amendments to SB 792 - Staff- 5 pages D - Amendments to SB 716 - Staff- 2 pages E - Amendments to SB 869 - Staff- 6 pages F - Testimony on SB 868 - Gary Weeks\Jim Swenson - 4 pages G - Testimony on SB 656 - Sheryl Wilson - 2 pages H - Testimony on SB 792 - Art James - 2 pages I - Testimony on SB 656 - Sen. Shoemaker - 1 page J - Testimony on SB 792 - Sen. Brockman - 2 pages K - Testimony on SB 862 - John Margaronis - 2 pages L - Testimony on Retirement Tax Equity - Marge Kafoury - 6 pages M - Fiscal Analysis on SB 862 - Staff- 1 page