

ALASKA LEGISLATURE SPECIAL COMMITTEE / SUBJECT FILE 8672

1382 SCOMM 51: BLUE RIBBON COMN. ON STATE PERSONNEL ACT 1978-1983

1 working and they just showed me -- you know, they knew I
2 didn't have a lot of experience. I probably looked kind of
3 bewildered. But they understood because a lot of the guys
4 who were working out there didn't have any experience either.
5 And so by the time the Chief of Parties got back I'd already
6 been working for 2 days and it was too late for him to send
7 me home. But, you know, so it was just all -- it was easy from
8 then, really, except for a few personal relationships with the
9 guys who had sensitive ego problems, you know. But that's...
10 And I noticed -- there weren't a lot of women in camp, but
11 the women that were in camp were all very different. And it
12 seemed like a lot of them came from the Laborer's Union; and
13 they got out on a special minority dispatch, which the Teamster's
14 Union didn't have for at least the tech engineers.

15 And I heard all sorts of stories; everything from, you
16 know, specific incidents of harassment to situations where I
17 could see that women were perfectly willing to let the men
18 give them lightweight jobs because they were women. And,
19 you know, they just sort of went along with it because it was
20 real easy. Like when the weather was bad and a lot of the
21 laborers would be out working in the rain and the snow and
22 the mud, you know, this one fairly pretty young gal -- she
23 was right out of high school -- the foreman stuck her in the
24 warehouse right away doing something, handing out parts or
25 something that was real simple, you know. It was just -- you'd

1 see that there's discrimination in all phases. And it's not
2 always the men who are at fault, either. Sometimes the
3 women just accept it because it's easier.

4 MS. SCHUHMAN: Herb, did you have a
5 question?

6 MR. BERKOWITZ: Do you have any personal
7 theory to account for your good experience? You know, for
8 example, do you feel that, you know, the fact that there were
9 women there before made your showing up on the scene no big
10 deal. Do you feel that the people you were working with were
11 unusually good forward thinking people? Just what -- how do
12 you explain to yourself the fact that other people had bad
13 experiences and yet you had a good one?

14 MS. ANDER: Well, I could guess that 90 per-
15 cent of it's just one's own personal attitude. You know, if
16 you're willing to meet people halfway and be nice about it
17 in tense situations, you can usually work things so that
18 everybody's happy without having to compromise your own
19 particular values. I tried really hard to get along with
20 everybody, you know. And I suppose my own background, my
21 upbringing had a lot to do with that. I saw a lot of people
22 who weren't trying at all to get along with anybody. And
23 that always creates conflicts. But I couldn't afford to be
24 like that because I was there to make a lot of money; you know,
25 I couldn't afford to lose my job. I didn't have to compromise

1 any of my morals. But I had to keep my mouth shut a lot of
2 times when I felt that things were wrong because I was low
3 man on the pole. You know, I couldn't say, well, so and so
4 isn't doing his job; you know, what are you going to do about
5 it. I had some horrible days where I thought that the guys
6 I was working with were just intolerable in their behavior,
7 in the way that they were doing their work. You know, they
8 weren't good workers. But they got -- they were still out
9 on the job because they were in the union. You know, there's
10 a lot of power just in being in the union.

11 MR. BERKOWITZ: All things considered,
12 having had your experience, what's your feeling about unions
13 from the point of view of women in construction; do you view
14 them as positive institutions or as negative institutions?

15 MS. ANDER: Well, since my experiences have
16 all been of a fairly positive nature, I don't have any
17 complaints about the union. In fact, since I have been living
18 down in a small village and there's not a union local in my
19 town, I was signed up with one in a nearby town. And I had
20 withdrawn from the union a few years ago when there wasn't
21 much work on the horizons and I didn't want to keep paying
22 dues after my benefits had run out, so I withdrew. And last
23 summer there was some union work that came up. And I found
24 out about it and called them up, and they put me back to work
25 right away. And, you know, it seemed like they made things

1 easy for me. It's a real small branch of the union. And
2 they sort of -- I think they just look out for people, you
3 know.

4 MS. SCHUHMANN: Would you have any recommend-
5 ations for other women that might be thinking of going into
6 construction type work? Where do they go; where do they start;
7 what would you recommend?

8 MS. ANDER: Well, right now -- I asked the
9 Business Agent's office not too long about about what they
10 want for qualified people to take their surveyor's exams
11 and to get into the union. And they said they wanted people
12 who'd had one to two years field experience and -- or some
13 semesters of college work in surveying and engineering. And
14 then I've also heard that they'd like to have people like that,
15 but they don't check your qualifications when you go to take
16 the exams. So, you know, if you can fake it... I guess it
17 all depends on how you want to do it.

18 The Carpenter's Union, I know they have an apprentice-
19 ship program going on. I think every year they put new people
20 into it. I don't know what their age restriction is on that,
21 though. I applied a couple of years ago; and let's see, I
22 had to take a 2 hour math test. And then there were 4 of us
23 who passed the test. This was in Juneau. And there were 2
24 people who were accepted into the program, and I wasn't one
25 of them. But I'm not sure, I decided that I didn't want to

1 go into that program, anyway.

2 MS. JONES: Just a comment, and not at all
3 to discredit your experience; but when I studied restrictions,
4 union restrictions, against minorities and women in Anchorage,
5 one of the things that came out was that where the men want
6 the jobs, that's where there are the greatest restrictions
7 against women. You fell into something where there wasn't a
8 lot of competition for men. And so there were opportunities
9 for women. But most of the trades that I found in Anchorage
10 were preserved; that men who had worked in them for a long
11 time and wanted to hang onto. And that's why these unions
12 that are run by men have regulations that do restrict minorities
13 and women from getting into them. And it sort of reminds me
14 of during World War II when there were lots of opportunities
15 for women because they were needed. And after World War II
16 those opportunities sort of dried up fast because they wanted
17 the jobs for the veterans.

18 MS. ANDER: Um-hm.

19 MS. JONES: And I think it's that -- you're
20 making a good point. Where there is a need, that's one place
21 women can enter. But I don't think that denies the point that
22 where there's competition for a certain craft, we have to try
23 to do something about the regulations that are discriminatory.

24 I also wanted to just make another comment that struck
25 me so forceably as a sociologist; that when we were talking about

1 the big designs for all this, this room was crowded with men.
2 And when women started to talk about their real live experience,
3 all the men took a powder, and I couldn't help but be struck
4 by it.

5 MR. BERKOWITZ: Almost all the men.

6 MS. JONES: I'm referring to the audience,
7 not the Commission, Herb.

8 MS. ANDER: Well I -- you know, just getting
9 back to that question about what women should do if they want
10 to get into the trades, you have to contact the union to find
11 out what their programs are, and it takes an effort. And a
12 lot of times, gee, the Seward Vocational Center, the skill
13 center down in Seward, they accept women into their programs.
14 That doesn't guarantee you a job, but that's one source of
15 training. I've had some luck in working in, you know, other
16 construction fields doing some carpentry and plumbing business.
17 Like, those are things that I sought out for myself. I don't
18 know generally how to recommend to other women that they go
19 about getting into a chosen trade that's -- there's so
20 many factors that are involved. So... Anyway, that's about
21 all I have to say.

22 MS. SCHUHMANN: Thank you.

23 MS. ANDER: Thank you.

24 MS. SCHUHMANN: Yes.

25 UNIDENTIFIED VOICE: I just want to ask you

1 a question. Do I understand you're going to meet with the
2 unions later on --

3 MS. SCHUHMANN: No -- well, I think we will
4 have to vote on it. But my own personal feeling is that it's
5 so obvious after this meeting today where we're going to have
6 to go next; and that's the unions. And so if we're going to
7 have any follow-up, I think -- you know, the Commission will
8 have to vote on it, but I think it's pretty obvious where the
9 next move is.

10 UNIDENTIFIED VOICE: I think (indiscernible)
11 if you go to see the unions. Because you can encourage
12 women to talk to the unions. But they're going to be put on
13 the C list they're going to lose their number and not work. A
14 C list is --

15 MS. SCHUHMANN: Could you come -- you're with
16 the Alaska Plan, aren't you?

17 UNIDENTIFIED VOICE: Right.

18 MS. SCHUHMANN: Why don't you come up and
19 introduce yourself, if you don't mind, and...

20 MS. JONES: You can help inform us.

21 MS. SCHUHMANN: Yes, tell us what you know.
22 That's what this is all about.

23 MS. GUTIERREZ: I am Eleanor Gutierrez (ph).
24 I work for the Alaska Plan, their labor relations person.
25 I work both sides of the fence; I work with minorities, females,

1 the unions and the contractors. Their all signatory to the
2 Alaska Plan. But our understanding at this point is that the
3 unions that have had apprenticeship programs have been very
4 few. Apprenticeship programs are started with anticipation
5 of more work.

6 On the onset right now, they feel that their unions can
7 just hold the people they have right now and put them off to
8 work the remainder of the year. If they don't see more work
9 anticipated, they're not going to open up more apprenticeship
10 programs. If they do put apprenticeship programs, and you
11 have women follow-up with this apprenticeship program, she
12 can out as an apprentice for 4 years.

13 You do have people that right now -- women, in particular,
14 that have gotten off the rolls in unions that would have to
15 be reinstated again. Again, their hours at the union has --
16 they ask for 6,000 hours to be on an A list. And you're
17 talking of memberships of over 2,000 people. If this woman
18 becomes a C-list member, even a B-list person, which was
19 in the last oil line, she never did go out; or neither did the
20 male for that fact, minorities or otherwise. The chances get
21 slimmer and slimmer as they go down this list.

22 Each individual union has a collective bargaining booklet.
23 It would be wise to read it before you go talk to these
24 business agents. You'll find a lot of your answers right there
25 on the collective bargaining booklet.

1 And they can tell you all they want about expertise
2 people, everyone's an expertise person. But that's the first
3 thing that'll come up; and no one has defined an expertise
4 person in any trade. So they have the answers; and they have
5 the stumbling blocks. They will set up people so they can
6 fail, and turn around and say they just couldn't make the
7 grade.

8 There's a lot of things that entail not only unions, but
9 contractors. And again answers, a lot of people have the
10 answers but do they want to answer them to you. That's all
11 I have to say.

12 MS. SCHUHMANN: Yes, Carla.

13 MS. SLAUGHTER: I wanted to ask whether or
14 not the Alaska Plan still employed -- had the money to employ
15 people who actually go out in the field and sort of count
16 heads, and see what's happening out there --

17 MS. GUTIERREZ: We have project monitors.
18 There's a big thrust that we have had for the past 2 years,
19 is actually making (ph) on sites... We do have the percentages.
20 And our biggest problem, of course, in various unions is not
21 having the personnel there. If a contractor particularly is
22 using electricians and he has 3 female electricians, and
23 10 minority electricians, he's not going to come up with
24 28 percent or 6.9. And you'll see that as the disparity in
25 each union.

1 MS. JONES: I didn't get that...?

2 MS. GUTIERREZ: Our goals in the Alaska Plan
3 is 28 percent minority, and 6.9 female. And again, if you go
4 out and specifically look at a contractor, and his heavy
5 contracting is with electricians or a expertise (ph) like our
6 workers, you're not going to find these people there. And
7 you're not going to have them unless you have apprenticeship
8 programs. And they're not going to open apprenticeship
9 programs unless they anticipate more work. And you go around
10 in the circle again.

11 MS. SLAUGHTER: I know that there was some
12 difficulties in years past when the project monitor would go
13 out in the field to count heads and all of a sudden all the
14 minorities peoples who were supposedly employed on this
15 project were either out to lunch, or in the bathroom; you know,
16 they all of a sudden just were not there; or some blond haired,
17 blue eyed person was held up to be an American Indian; that
18 that was happening a lot, especially during the years when
19 there was heavy pipeline construction. And I was wondering
20 if you were still seeing that kind of thing happening?

21 MS. GUTIERREZ: No, I think --

22 MS. SLAUGHTER: Or are the numbers really
23 reflecting the bodies that are there?

24 MS. GUTIERREZ: No, a project monitor, before
25 he even goes out, has to see; and the contractor knows that

1 before he even goes out there that he visually has to see
2 this person. They're progressing lots and lots more. I
3 think the fact that we are always on top of these contractors
4 that do get these jobs, pre-job conferences that we attend,
5 we attend personalized management and going down and talking
6 to supervisors; foremens and let him know what we're looking
7 for. The awareness, just the awareness that we're really
8 looking for females and minorities does a lot to bring up that
9 contractor to compliance. Again, sometimes you get short-
10 changed because the unions do not specifically have them. And
11 that would be versus getting them from down in the Lower 48
12 and with what Alaska has to offer. I mean, you do have union
13 jurisdictions.

14 MS. SCHUHMANN: Thank you very much. Oh,
15 could you spell your last name so that we have it in the record?

16 MS. GUTIERREZ: G-u-t-i-e-r-r-e-z.

17 MS. SCHUHMANN: Thank you. Would you like to
18 come...?

19 MS. AIKEN: My name is Annette Aiken, A-i-
20 k-e-n. Am I supposed to give an address, also, or something?

21 MS. SCHUHMANN: A mailing address, if you
22 don't mind.

23 MS. AIKEN: Mailing address, 675 7th Avenue,
24 Station H, Fairbanks. I worked on the pipeline for awhile. I
25 really don't know what you want to know right now. Do you

1 want, you know, horror stories, or you know... I mean...

2 MS. SCHUHMANN: If you've got 'em, we'll
3 listen.

4 MS. AIKEN: Everybody can -- well, you've
5 heard quite a few. And I think that's kind of -- just the way
6 it is, not only on the pipeline, but just in real life. And
7 we can always kind of put blinders on and just pretend that
8 it doesn't exist, which is what seems like is kind of happening.

9 But I also think that -- you know, I could just go
10 down the list, because I was a laborer. I was the only female
11 on a 60 man crew. And that was quite bizzarre. But I think
12 some of the problems are that -- or some of the problems that
13 the Commission and our Commission, I work for the Human Rights
14 Commission, and the Legislators, and everybody needs to be
15 concerned with this is this he said - she said stuff that you
16 saw sitting right in front of you, you know, with the Depart-
17 ment of Labor; and then you have a prime contractor; and then
18 you have the sub; and then you have the union. And they're
19 all saying oh well, you know, it's not really our responsibility,
20 you know. We're really trying and we have the rules. And
21 unfortunately legislation and project labor agreements and
22 handshakes and things like that don't change minds; and they
23 also don't change actions to a certain extent. And I think
24 that one of the most important things to do is to break that --
25 the facility for them to just kind of pass the buck back and

1 forth.

2 And I don't know, I -- and this is -- this perspective,
3 is it only because of my, you know, work with the Commission;
4 but it appears to me that once you start charging certain
5 parties, then they start singing stories about the other person
6 who they said, oh, gee, we don't know about them, you know,
7 we don't have any authority over that. Like the one gentleman
8 who told you that he didn't have any authority -- he didn't
9 have any enforcement authority, right. And then when it got
10 down to the bottom line, well, we kind of do, you know. Well,
11 things like that I think are probably the most important things.

12 But I also think we, as women, and then of course because
13 I'm the double minority -- minorities, need to accept some
14 of the responsibility for breaking the stereotype. I think
15 that you have to get out there and show them that you are
16 not equal, but just capable, that's all. That's all you have
17 to do, you know. And I think that the stereotype is reinforced
18 by a lot of women and/or minorities that are content to be
19 either hired through a minority program or in the case of
20 women get a couple of extra hours on their time sheets, you
21 know, for sexual favors or something like that; or those who
22 see these things happening and that don't come up and say
23 something about them. You know, you're part of the problem
24 if you're not part of the solution. So I think that kind of
25 needs to be instilled in settings like this where we're sitting

1 around talking about the things that have happened to us.
2 But we're talking -- you know, who am I talking to now? A
3 bunch of women, right, who have been -- who have experienced
4 the same things that I have. And they know, and they can sit
5 and nod; but, you know, if they're not telling someone else
6 like their business agent look, I'm not going to put up with
7 this at all. If you can't handle it here within the union,
8 I'll see you in court. I think that's the only way that we
9 can maybe stop some of the problems. And as Neil was saying,
10 when you have -- when they know that you have the right
11 you can't change their minds specifically, but at least then
12 you do have something to hold up to them and say, well look,
13 this says that you can't do that. You know, and I think that's
14 partly our responsibility to make sure that that happens.

15 MS. SCHUHMANN: Yes, Herb.

16 MR. BERKOWITZ: I don't quite share Neil's
17 philosophy analogizing equal employment opportunity to paying
18 your taxes; because I think that living up to your responsibil-
19 ities in the equal employment opportunity area is something that
20 a person ought to believe in and consider a moral obligation.
21 I don't think a person ever need feel happy about paying
22 their taxes.

23 MS. AIKEN: But -- excuse me, do you feel
24 happier about driving on paved streets?

25 MR. BERKOWITZ: Well, I -- my problem in

1 the testimony I've heard this morning was looking for some
2 connection between all of the words that we were hearing and
3 real human beings. And I'm still not sure that that
4 connection was made. And as I'm sure you heard, there was
5 an awful lot of saying that it's somebody else's responsibility
6 to take charge.

7 MS. AIKEN: Right.

8 MR. BERKOWITZ: And I think what we're trying
9 to do is be an obstacle to business as usual in that regard
10 and demand positive commitments for somebody to be responsible
11 and be answerable and to do something.

12 MS. AIKEN: Sure. That wasn't directed to
13 me, was it?

14 UNIDENTIFIED VOICE: Was that a question?

15 MS. SCHUHMANN: Did you actually work out
16 in a camp or were you working in Fairbanks?

17 MS. AIKEN: No, I worked for awhile as a
18 security guard, the only black female north of the Yukon. And
19 after having gone back to school for awhile, I then was
20 dispatched as a laborer, the only black female -- and the only
21 female at all -- in a 60 person crew -- 60 man crew.

22 MS. SCHUHMANN: Were the living conditions --
23 privacy, was that a problem where you were?

24 MS. AIKEN: Well, no, not the living
25 conditions. We were the road crew so it was difficult to

1 find a place to use the bathroom while you were working
2 because you were out away from camp, you know; and you could
3 either deal with the four-legged bears or the two-legged
4 animals, you know, so... But, to me it wasn't that big of
5 a problem, I guess, because I grew up with 8 brothers, and
6 I, you know, just dealt with it. I just dealt with it. I
7 made sure that -- because it was such a large crew, we also
8 had kind of little core crews, also. And I made sure that
9 I channeled myself to be in the crew -- at least by the crew
10 that was really kind of doing the most work. And they liked
11 me for that because I refused to, you know, just kind of kick
12 back and let them do my work for me. I think they would have
13 really hated me if I did something like that. Or probably
14 just kind of started to find reasons to get rid of me or to
15 bother me, I guess.

16 MS. SLAUGHTER: Were you hired out of this
17 local here in town?

18 MS. AIKEN: Yes; Laborer's, yes.

19 MS. SLAUGHTER: Okay.

20 MS. AIKEN: Was, not anymore.

21 MS. SLAUGHTER: Was that right out of the
22 Hall or was it a request?

23 MS. AIKEN: It was out of the Hall.

24 MS. SCHUHMAN: Do you have any recommendations
25 either for construction contractors or for the labor unions

1 or for us to follow up on to try to avoid any problems that
2 you had to face when you were working in those positions?

3 MS. AIKEN: I think the main problem is
4 making each entity responsible for number one, dealing with
5 females and/or minorities. And when I say dealing with them,
6 I mean have some person, or some agency, or some kind of internal
7 process for that person to go to and make a complaint; you know,
8 other than on a state or federal level, you know -- or than to
9 wait 6 years and say well, gee, what happened, you know. I
10 think that immediate response and immediate action is very
11 necessary if only for the other people who are around to see
12 that -- for the contractors and the unions to see that it won't
13 be tolerated. And for the person who happens to be disadvan-
14 taged, or who may have been disadvantaged but scared to say
15 anything; for them to see that they are going to actually do
16 something; because that's the main reason why people don't
17 say anything, you know. Because they figure well, gee, you
18 know, I'm making a couple of grand a week, you know, I can
19 kind of deal with it. Well, that may very well be true, but
20 you shouldn't have to I don't think. But I think the main
21 thing is to making each entity responsible and to have it
22 spelled out in all these project labor agreements penalties
23 for harassment, and to make sure that this is filtered down
24 to the general labor pool; you know, like the general
25 foreman and the individual craft foremen that may be from

1 Tennessee or wherever, you know. A lot of them can't even
2 read, so how are they going to know what's in the agreement.
3 No, I'm just being facetious. But I think that they need to --
4 I think that people like the head of Northwest, Fluor-North-
5 west, or whoever, and all those guys, they know what things
6 are against the law. But as he said well, gee, you know, I
7 really don't know anything about the unions. Well, that
8 sounds kind of weird to me, you know. This is your company;
9 and you're dealing with the union; you don't know how they
10 dispatch. Well, maybe you should, you know. So I think that
11 each person needs to be -- each particular little segment needs
12 to be responsible and that there needs to be some facility
13 to deal with that, some responsive facility.

14 MS. SCHUHMANN: Mr. Berkowitz? Oh, Karen?

15 MS. PERDUE: I'd like to testify.

16 MS. SCHUHMANN: Oh, okay. (To Ms. Aiken)

17 Thank you.

18 MS. AIKEN: Thank you.

19 MS. PERDUE: I'm Karen Perdue, P-e-r-d-u-e.

20 And I live in Juneau now, and I hadn't planned to testify, but
21 listening to Annette and some of these other ladies I thought
22 I might do so. I worked on the oil line from -- I started in
23 April of '75. I was a Teamster dispatched out of the 959
24 hall here. And I worked there for 2 -- I guess 2 construction
25 seasons and started out as -- I guess April, '75 was pretty

1 early. At the camp I was at on the Yukon River, there were
2 really no other Teamsters or union women there when I got
3 there. There were some bullcooks -- I guess there were some
4 bullcooks, but there were no other Teamsters or Laborers,
5 or so on.

6 I guess the point I want to make is in your dealings
7 with the unions is that I really felt that in my personal
8 experience that the union really protected me and other women
9 I know that were in the Teamster craft. The abuse I saw was
10 in the women who were not in the unions and who worked for
11 management on the Alyeska project. The women who worked in
12 the office who were getting paid \$5 an hour to work on our
13 paychecks, which I thought was a terrible job; and the women
14 who were, you know, typing and everything. They were really
15 subject to lots of abuse from men in terms of asking for extra
16 special favors or so on and so forth. And if they didn't
17 comply, I saw many of them that were gone; they were fired.
18 But the stewards in my union more than once protected women
19 that I knew from problems. I know one particular case where
20 a woman was attacked by a guy from -- literally attacked by
21 a guy one evening. And the stewards from the 2 unions got
22 together, and the guy was gone the next day from camp. So that,
23 you know, the unions really did serve a good purpose in the
24 sense that they protected us.

25 MS. SCHUHMANN: Yes, Herb?

1 MR. BERKOWITZ: There was one particular
2 union local that was mentioned by number about a hundred times
3 before; but I think our record ought to reflect its name, which
4 I am not sure I want to be technical.

5 MS. HURLEY: 798.

6 MS. SCHUHMANN: Is that the pipefitters or
7 the welders?

8 MR. BERKOWITZ: It's the pipeliner's union
9 based in Tulsa, Oklahoma, if I remember.

10 MR. THOMAS: Officially it's called Pipeliners
11 798 United Association.

12 MR. BERKOWITZ: From Tulsa?

13 MR. THOMAS: It's based in Tulsa. They did
14 maintain an office in Fairbanks for some period during the
15 pipeline. But it really wasn't a dispatching office.

16 MS. PERDUE: They were a different union.
17 The Team -- I really only talking, I guess, about the Teamsters
18 because that was the only union I worked in. So I wouldn't --
19 The 798ers were a different breed of union.

20 MR. BERKOWITZ: My understanding is that
21 798, for some reason or another, has worldwide jurisdiction
22 over all pipelines built anywhere that involved American
23 contractors, which is extraordinary when you think about it.
24 So Tulsa, Oklahoma, in that sense, rules the world.

25 MS. SLAUGHTER: There's a frightening

1 thought. It is.

2 MS. PERDUE: Yeah, it is. And another thing
3 I would just add as a suggestion. I don't know by law how
4 this is governed or jurisdictioned or whatever, but some unions
5 had different kinds of hiring procedures than others, and that
6 often created a barrier. For instance, I know that in the
7 Teamsters Union it's all -- most of the hiring, except by
8 request, is done by out of work date so that there are calls
9 at the hall, and it's a fairly open process. With some unions
10 to go up to a window and you ask the dispatcher what have you
11 got today. Well, if the dispatcher doesn't care for you or
12 if, you know, something's gone wrong or something he can
13 say, you know -- he or she can say I'm sorry, but we don't
14 have anything in that particular area for you today. So I
15 think some unions were -- because probably of their size and
16 their volume were more open in that sense than others.

17 MS. DALE: Open for discrimination or to be
18 able to discriminate?

19 MS. PERDUE: Yeah, right; right.

20 MS. SCHUHMANN: Yes, Herb?

21 MR. BERKOWITZ: If I hear what you're saying,
22 what you're saying is that there are unions and unions; and
23 you can't paint them all with the same brush. Where do you
24 think we ought to turn to get good information concerning,
25 you know, where problems exist and where they don't exist in

1 terms of the various unions that are likely to be involved?

2 MS. PERDUE: I don't know. I have no idea.

3 I guess everyone has their own personal experience, that makes
4 it kind of tough to compile a record. I don't know if anyone
5 has ever really taken the time to really try to publicize a
6 large -- get together a large group of people who worked in
7 various unions throughout the State during the line and ask
8 them -- kind of compile a sense of their history and then
9 get a sense of how a union has operated. You know, some unions
10 there are a lot of complaints against; and some unions there
11 may not be so many complaints against. I don't know. I guess
12 I don't have an answer.

13 MS. SCHUHMANN: Thank you. Rebecca, were
14 you going to respond?

15 MS. MILLER: I just wanted to suggest,
16 Madame Chairman -- oh, I don't like the hotseat (indiscernible).
17 I just wanted to suggest, Madame Chairman, that there is a
18 considerable amount of information available locally about
19 unions, and the unions that are looking at trying to get females
20 and minorities into their programs. And I would suggest that
21 you deal with people like the CETA Division. And I think there's
22 a lot of information with dealings that we had during the oil
23 line on pipeline impact money. We have had a lot of dealings
24 with them in the past few years on pre-apprenticeship programs.
25 I think that there's a lot of homework that you as a Commission

1 need to address yourself to before you even approach a union
2 about why are certain tests required and why are they valid
3 as opposed to other unions' practices. But I would suggest
4 that there is a wealth of information available through
5 apprenticeship outreach, which is now housed under HREI in
6 Anchorage. I believe Pat Smutz (ph) is the person in charge
7 of that, Madame Chairman. And I know that your Executive
8 Director is very (inaudible) with Lois Lind (ph) the Director
9 of the CETA Division, who I'm sure will be very happy to
10 provide that information to you.

11 MS. SCHUHMANN: Thank you. That was
12 Rebecca Miller, for the record. She's Operations Manager,
13 CETA Division here in Fairbanks, Department of Community and
14 Regional Affairs.

15 MS. SLAUGHTER: Before you get too comfortable
16 again, can you do some explaining about the Step Program and
17 this hopefully soon-to-be-introduced piece of legislation
18 regarding training programs?

19 COURT REPORTER: Excuse me, would you step
20 up to the microphone.

21 MS. MILLER: Carla, I think that issue is
22 a lengthy issue, and I would be pleased to address it tomorrow
23 if I may. I am running late for an appointment that I have
24 at 4:45 that I put off so that I could attend the meetings
25 today. If you would like, I would make it a point to be here

1 to answer any of those concerns you may have tomorrow; or
2 I would be happy to address a meeting with you later this
3 evening or early in the morning.

4 MS. HURLEY: Do you have to leave right now?

5 MS. MILLER: I have a meeting at 4:45, and
6 it takes me about 5 minutes. I can just cover it very lightly
7 if you wish, but I wouldn't have time to entertain a lot of
8 questions. And I'm sure you're going to have them.

9 MS. HURLEY: I think that would -- that's
10 about what we need, I think.

11 MS. SLAUGHTER: Well, I don't know if it'd
12 be okay because I've never heard of it.

13 MS. MILLER: Okay, a quick and dirty (ph)
14 analysis. The Department of Community and Regional Affairs
15 has been contacted by several legislators on a draft bill.
16 And as I know, Carla, it has not been introduced. There was
17 talk it would be introduced today. I have later heard that
18 it's not going to be introduced until Monday. The intent
19 behind that program is a local hire economic development
20 package. I think you heard that alluded to earlier today.
21 The gentleman who drafted the residency requirements for that
22 bill is a gentleman who argued the residency before the
23 Supreme Court under the Zobel Case. It is an attempt to employ
24 native Alaskans, and I do not want that interpreted as Alaska
25 natives, but native Alaskans and residents of Alaska in private

1 enterprise wherever possible. It's a complimentary package
2 to the Comprehensive Employment and Training Act, which has
3 been primarily during the past few years, publicly oriented.
4 It is not designed to take away anything from the CETA Act.
5 It is designed primarily to serve a segment of the population
6 that we feel is under-represented.

7 MS. SLAUGHTER: And that would be in the
8 private sector, then, as opposed to public employment, I see.

9 MS. MILLER: It is geared towards the private
10 sector, as I understand it.

11 MS. SLAUGHTER: Okay.

12 MS. MILLER: The last draft I saw was a
13 third draft and that was last month. So the Lord only knows
14 how many times it's changed, Carla.

15 MS. SLAUGHTER: Okay.

16 MS. MILLER: My understanding was it was
17 clearly the intent of the drafters of the bill to aim that
18 at the private profit sector wherever possible. And if, in
19 fact, it was felt that a public sector bill was needed that
20 the funds would be restricted to no more than 25 percent in
21 the public nonprofit sector. That's at least my understanding.
22 I don't know what you have in front of you.

23 MS. SLAUGHTER: Okay. Thanks.

24 MS. MILLER: Dirty enough?

25 MS. SLAUGHTER: I think so.

1 MS. HURLEY: Thank you.

2 MS. SCHUHMANN: Thank you.

3 MR. WOODS: My name is Jerry Woods.

4 I'm with the Alaska State Commission for Human Rights in
5 Anchorage. I am the Assistant Director of Rural Programs.
6 And I think that's basically what I want to emphasize to your
7 Commission is that through my travels during the last 3 months
8 I've had the opportunity at firsthand to go through and assess
9 and identify some of the major concerns and needs of individuals
10 in rural Alaska, including those that are being faced by women.

11 I have two examples that I would like to bring to your
12 attention; and I'm sure that you're aware of. This is in
13 Dillingham and then in Bethel during the oil -- construction
14 of the oil line. There were, if any, hardly anyone there
15 represented during the construction doing the actual work.
16 And even today, when you travel to those different localities,
17 you will note that there aren't any union representation there.
18 And that is a major problem that people out in the bush are
19 concerned with and are making efforts to try to get
20 representation so that when the actual construction of the gas
21 line occurs that they will have an opportunity to also enjoy
22 some of the benefits of the gas line. So I think because some
23 of these people are not able to come into Fairbanks to make
24 this testimony, I would like to at least make that -- emphasize
25 that. And if there are any questions that maybe I might be

1 able to answer concerning that. I know in Dillingham, through
2 the Bristol Bay Native Association, they've had several
3 people from Dillingham and the surrounding villages come in to
4 complain, basically, that although there is construction work
5 going on in those localities, most of that work is union. And,
6 therefore, although they may be qualified, because they are
7 not members of a union, they cannot obtain jobs.

8 In Bethel, another example is there is a lot of different
9 federal and state contracts being awarded there for different
10 serves. And at one point there could have been maybe 700 workers
11 during the peak of construction and no female representation.
12 So I think that in your role to contact the unions that if
13 there's any information or any assistance that perhaps the
14 people from rural communities can give in support of your
15 attempt, that through my program and also those individuals
16 that are located out there who are working on the same thing,
17 if there's some type of coordination on this I think that would
18 be extremely helpful.

19 MS. SCHUHMANN: Any questions?

20 MR. WOODS: That's all I wanted to mention.

21 MS. SLAUGHTER: Thank you.

22 MS. SCHUHMANN: Thank you, very much.

23 Oh, did you have one?

24 MS. SOCKPEALUK: I don't have a question,
25 but the type of situation you just gave, it was going to happen

1 in Shaktoolik, but the -- our mayor told the contractor that
2 he had to hire a certain amount of the village people. And
3 it was okay, he did have union people working.

4 MR. WOODS: Sometimes it is successful.
5 Other times, though, you'll find that it isn't. And, you know,
6 again like in communities like Bethel and Dillingham I know
7 that they've had a terrible time getting qualified females to
8 work in the construction trade. And I found that very
9 surprising because prior to the rural program and traveling
10 over there, I hadn't been really aware of the fact that there
11 was hardly any representation from the Dillingham or the
12 Bethel region when it came to the construction of the oil
13 pipeline. And even at this time now, there isn't any union
14 representation over there. But I think at this time there's
15 some planning being taken here to work toward getting that
16 type of concern resolved.

17 MS. SCHUHMANN: Thank you.

18 MR. WOODS: Thank you.

19 MS. SCHUHMANN: Yes.

20 MS. McNEIL: My name is Pat McNeil, M-c-N-e-
21 i-l.

22 MS. SLAUGHTER: You have an awfully soft
23 voice.

24 MS. McNEIL: My mailing address is 3805
25 Indianna, Anchorage. I worked on the pipeline during '76-'77

1 at Pump Station 8, and I got my training through the Teamsters;
2 and we were sponsored by Cook Inlet Native Association. And
3 I worked at Pump Station 8, right down the road here. And
4 the only -- it was generally a positive experience all around.
5 I didn't really have any problems, you know, other than
6 adjusting to working with 600 men in a construction yard
7 every day.

8 MS. SLAUGHTER: That's a fair adjustment.

9 MS. McNEIL: I just hadn't experienced that
10 before. It took a little while to get used to working with
11 men all the time. But generally they were pretty good guys;
12 all those red necks aren't that bad. I learned about out there.
13 I learned a lot about construction in general. I worked as
14 a tech engineer in the Teamsters. We did the layout for all
15 the other crews. We told them where to put things, you know,
16 how high to put the pipe and center line and things like that.
17 And the only thing that I see wrong with the unions is their
18 hiring hall procedure in that when there's not too many jobs
19 available, usually it goes by name request, which means that
20 no one can bid on it. You can't -- even if you have an A card
21 and you're at the top of the list you won't necessarily get
22 a job because of the way they request it. I talked to the
23 business agent about it and he said well, actually the only
24 thing -- the only way you could get a job during the slack
25 season is if you know someone who owns the company, and

1 then they can request you; or if your parents own a company
2 then they have, in the hiring hall agreement, they have
3 provisions whereby people can be requested if they're nephews
4 or somehow related to someone who owns the company. This is
5 just with the Teamsters, so I'm not really sure about how
6 the other unions operate.

7 Most of the women that I worked with were native. There
8 were 7 women in the yard and 5 of us were native women. I
9 was hired by a special provision whereby 1 out of 4 calls out
10 of the Teamsters were native to make up for a disparity where --
11 because there was an out of court settlement between the
12 Teamsters and an individual who had filed a suit against them
13 because of their procedures; natives weren't given the opportu-
14 nity to get jobs. Otherwise, I probably would have gotten a
15 job on the pipeline. But once I did start working and adjusted
16 to, they pretty much accept you if you do the job, they really--
17 if you perform everyday and show up. But there's really not
18 much, you know, they can do about taking a job away. And I
19 was laid off when we just ran out of work. There was just no
20 more work for us to do. But I enjoyed construction. It's
21 good work.

22 MS. SLAUGHTER: Do you know if there's a
23 provision in the hiring hall agreement that a certain
24 percentage of the calls have to be open calls; there can't be
25 a preponderance of request calls?

1 MS. McNEIL: Not that I'm aware of. Sometimes
2 all they are is requests.

3 MS. SCHUHMANN: Herb?

4 MR. BERKOWITZ: How did you find out about
5 the job in the first place?

6 MS. McNEIL: Cook Inlet Native Association
7 was training natives in different areas in construction. And
8 I was just looking into what was available and a surveying
9 program was started. And so I just signed up for it. And
10 we were going to the University of Alaska; we had 4 party
11 chiefs who actually conducted the class. And we got credit
12 through the University, also.

13 MS. SCHUHMANN: Are you still on the -- are
14 you still enrolled with the union or did you drop out?

15 MS. McNEIL: No, I'm not working with them
16 now. They're just -- after a certain period of time you
17 just lose your A card if you don't work over -- you have to
18 have so many hundred hours in to maintain your A card. And
19 I think that's the problem that a lot of people have with the
20 unions, you know, why keep paying your dues if there's no
21 jobs. So subsequently a lot of people, you know, drop out.
22 Especially if you don't have that much money to begin with.

23 MS. SLAUGHTER: Did you say this statistic--
24 I'm sorry, the statistic was 1 out of every 4?

25 MS. McNEIL: Yeah, it was a special agreement

1 during the pipeline.

2 MS. SLAUGHTER: Okay. Was there any
3 agreement that those people had to be one -- that they had
4 to be male or female, or just --

5 MS. McNEIL: Just native.

6 MS. SLAUGHTER: -- Alaska Native, okay.

7 MS. McNEIL: It was administered through the
8 Alaska Federal of Natives.

9 MS. SCHUHMANN: Thank you very much. Is
10 there anyone else that -- yes, please come forward.

11 MS. DEAN: My name is Shirley Dean, and
12 I'm currently an A card holder at the Laborer's 942. And I
13 worked on the pipeline during 1975-'76. And it was basically
14 a negative experience for me. I came up from Ketchikan, I was
15 born in Ketchikan, with high hopes of working on the pipeline.
16 So I moved to Fairbanks which was where they said you could
17 get a job. It took me about a year and a half to get out. And
18 during the course of that, I saw women who had to sleep with
19 the dispatcher so they could get out. Certain people that
20 weren't citizens, even American citizens, that would pay the
21 dispatcher anywhere from a thousand to two thousand, they
22 could get out. And so a group of us from southeast started
23 getting excited about that and we complained and got threatened
24 to get thrown out of the union; so we didn't complain anymore.
25 We all finally got out. And I don't know. I had a real hard

1 time up there. And the only thing I see as a suggestion --
2 798ers were terrible up there. They were violent. I was at
3 Happy Valley and they were so bad that 798ers had to eat at
4 a separate time. They weren't allowed with the regular people
5 because of all of the violent situations. And it was real
6 hard. I know of 2 people that worked as laborers for 798ers,
7 and it was -- and they were both males, and they couldn't
8 stick it out.

9 I guess the main suggestion I would have is for next time
10 to see a task force possibly appointed by your Commission that
11 would be nonunion, nonconstruction person where you could feel
12 safe to go make a complaint, where you wouldn't get thrown out
13 of the union, and the construction company couldn't come down
14 on you in some fashion. That was the problem we had where I
15 was, the union job steward who was supposed to be responsible
16 for that, when you would complain to him if you were a woman,
17 you had to do a sexual favor before it would come to town,
18 your complaint. And when you're first hired, you have to put
19 in -- I forget what it is, it's several thousand hours, which
20 makes you stay up there 12 weeks without coming back to town.
21 And if you don't stay up there, you won't get on the A list
22 so you'll never get another job again. So it's kind of like
23 being in jail for 12 weeks. And I would really like to see
24 a task force up there, because there was lots of violence. Lots
25 of it was never reported. There's still people running around

1 with scars, I being one just from the experience up there.

2 And I think that would help.

3 I think the other thing that would help is to deal with
4 the unions, and to let the unions know that there's a lot of
5 corruption. I think people would testify if they would feel
6 safe about that, and that this time around Alaska won't tolerate
7 it.

8 MS. SCHUHMANN: Shirley, could you spell
9 your last name for the record and give us some mailing address?

10 MS. DEAN: D-e-a-n, and it's Box 2541,
11 Fairbanks.

12 MS. SCHUHMANN: Yes, Dorothy?

13 MS. JONES: We would welcome anonymous
14 statements from people who had experience--

15 MS. DEAN: You would? I was going to ask you
16 about that. I've been talking -- I'm on -- I'm an A list
17 holder right now. And I've been trying to get out -- I'm
18 responsible for 2 children. One of the main problems with
19 that union is if you have any children the -- especially if
20 you're a women, they want you to go out in the camps. And
21 local jobs have been available, and I've never been able to get
22 them because they give preference to males who they say have
23 a family and should stay in town. And I don't know how to stop
24 that, you know, but I think it should be stopped. And the other
25 thing is I worked for Ken Brady Insurance -- I mean Ken Brady (ph)

1 Construction Company last year on a short call to get my
2 hours in. And when I went there, they told me that I was the
3 second woman that had been on that job, it's the new bank
4 building downtown. And the only reason they hired me -- they
5 made it sound like it was a full time job, and I lasted 4 days
6 to meet the EEOC requirement, then they let you go. And then
7 on the stats it says yeah, there were 2 women weren't there.
8 In reality, there were 2 women that worked a total of 8 days
9 on a local project.

10 MS. JONES: Well, I'd like to understand that
11 point, that it is difficult if you're a card holder to -- you
12 jeopardize your job if you speak out, but that if we received
13 a sufficient number of anonymous --

14 MS. DEAN: Yeah, well see, there's never been
15 a safe outlet that I know of. And I've talked to lots of people
16 at the union with similar problems, both male and female,
17 both minorities and white, that -- you know, especially if it's
18 your life line, if that's your support system, it's real hard
19 for people to come forward and say things against the union.
20 The union's a real powerful thing, and they can do terrorizing
21 mind trips as well as physical abuse. And I think people are
22 scared.

23 MS. JONES: Could you -- when you mentioned
24 the violence, is that primarily -- I would assume it's
25 primarily violence between men because so many of the workers

1 are men, or is there a considerable violence against women,
2 too?

3 MS. DEAN: Men and women. The camp I was
4 at, one incident that I can testify to was there was a woman
5 who was brutally gang raped by 4 798ers at our camp. And what
6 they did is they called the police, but those 4 were never
7 taken to court. All they did was switch then to another camp,
8 which, you know -- that woman will never be the same. And
9 there was 16 people, 798ers, in there eating dinner when it
10 happened, and not one person tried to stop them. You know,
11 but there were only 4 of them transferred. The rest of those
12 16 stayed at the camp. That was one of the reasons they
13 separated the meal times is because there was a lot of outrage
14 about that.

15 But, I don't know, it was ugly. And I don't want to
16 see it happen again. I think it ruined a lot of lives. And
17 there was gambling, you were -- especially if you were a
18 woman, if you didn't go to their dances, their social dances,
19 and you didn't participate in their social activities that
20 the Alyeska Recreation Director had set up, then they sort of
21 thought you were wierd and harass you. The other thing they
22 did to the women in the camp I was at is they would have the
23 women live in the barracks with the supervisors. You didn't
24 live with the other workers. They had an A camp and a B camp,
25 and the women lived with the supervisors, all the men crew

1 foremen, which put a lot of pressure -- because then you'd
2 have to see them after hours; and you know, they would
3 threaten you with their your job, or you would have to do a
4 tacky job if you didn't go to the dance or whatever. You
5 know, I don't think it's proper that the women have to live
6 in the same dorm with the supervisors. You know, it was like
7 the supervisor's gratuity or something, I don't know.

8 MS. SLAUGHTER: Was there a problem in the
9 housing in that there really wasn't much privacy afforded?
10 When you locked your room door -- well, first of all, could
11 you lock your room door?

12 MS. DEAN: You could lock it, but all the...
13 what were they called, with the Culinary Union?

14 MR. BERKOWITZ: Bullcooks.

15 MS. DEAN: Yeah, the bullcooks, they had
16 a key.

17 MS. SLAUGHTER: Were they men for the most
18 part, or female?

19 MS. DEAN: Men and women. But, I mean,
20 several times my room was opened up by the bullcook. I worked
21 night shift, so he would come in on day shift and decide he
22 wanted to socialize, and it was real hard to throw him out
23 and make much complaint. He did stop doing it just because he
24 turned out to be a human. But, I mean, it could have went the
25 other way.

1 MS. SLAUGHTER: Were the security people
2 in the camp employed by whom? By the construction company?

3 MS. DEAN: The camp I was at the security
4 was done by Wackenhut. Some of the camps, the security was
5 done by Nenana (sic).

6 MS. SLAUGHTER: Did they seem reluctant to
7 respond to things? I mean -- in other words, did they have
8 the same kind of problem that Laborers and Teamster employees
9 in the camp had, that if they reported problems; they created
10 trouble; that they might lose their positions?

11 MS. DEAN: Um-hm, and if they reported
12 certain things on certain people, like when they would wreck
13 vehicles -- when the supervisor would get drunk and wreck a
14 vehicle, and they would send someone out to bury it with a
15 Cat. If the security guard tried to report an incident like
16 that, the security guard would get sent back to town, not the
17 guy who wrecked the truck or the guy who buried it with the
18 Cat.

19 MS. SCHUHMANN: Why didn't the State Troopers
20 get involved in --

21 MS. DEAN: The State Troopers would come,
22 but by the time they would get there, people already had their
23 stories. And basically, the 2 women I know who were raped,
24 the guys were never charged and all that happened was they
25 were transferred camps and never allowed to come to the camp

1 again.

2 MS. JONES: Did the women file complaints?

3 MS. DEAN: I don't know if they did or not.

4 They were in so much trauma at that time... I think they
5 felt helpless, too, because there was no safe place to go.
6 I mean, nothing felt safe. And you're so many miles away
7 from everybody. And like I, myself, you know, you've given
8 up a lot to get up there and just the determination to stay
9 your 12 weeks to make the A list gets you crazy after awhile
10 and you sort of lose perspective. The Troopers were there,
11 but I think there needs to be official law enforcement, not
12 just security next time. Private sector police can get too
13 corrupt, and I think they did. And I think the union perpe-
14 trates that. The union -- Laborer's union hires the security
15 guards. And I went through an experience myself, because
16 that's my background and my original -- what I originally
17 wanted to do on the pipeline was be a security guard, and
18 that's hired through the Laborers. And they're real tied
19 together. And I don't think it's a proper policing.

20 MS. SCHUHMANN: Herb?

21 MR. BERKOWITZ: Based on your experience,
22 do you think that we should pay special attention to 798
23 in terms of its role in the pipeline?

24 MS. DEAN: Definitely.

25 MS. JONES: What should we do?

1 MS. DEAN: I don't know. I don't know what
2 you can do other than have a -- I think there needs to be a
3 safe place for all people to be able to report ugly incidents
4 where they know that action will happen, where they know that
5 if a 798er does something like that that, you know, there will
6 be criminal action without repercussion of them losing their
7 job or whatever. And they did keep them in a separate dorm,
8 that's essential. They would only allow them out during times
9 when we weren't out. I mean, it was a real separatist thing.

10 MS. SLAUGHTER: But, you know, it was
11 also preferential, and it's completely inequitable and unfair --

12 MS. DEAN: Exactly, they got the food first --

13 UNIDENTIFIED VOICE: That's why they did it.

14 MS. DEAN: Yeah, they got the food first.

15 MS. SLAUGHTER: Like naughty children.

16 MS. DEAN: You know, and they got to dance;
17 they would have private dances. It was awful, it really was.
18 And for the most part, most of them were pretty ugly humans,
19 you know. I can't say all of them were, but the ones I saw
20 it was terrible.

21 MS. ANDER: The young ones. The older men
22 were real nice.

23 MS. DEAN: Some of them. But I don't know,
24 I think the other condition for women is somehow that the
25 living condition, that you don't have to live with the

1 supervisors. That's a real hard thing. And the men never
2 had to do that. And it was --

3 MS. SLAUGHTER: Did that happen because
4 they didn't have --

5 MS. DEAN: I don't know. I was at Happy
6 Valley. I don't know if every camp was like that, but I know
7 it was like that there.

8 MS. SLAUGHTER: Well, what I mean was was
9 there no other place for the women to live, so they put them
10 in with the supervisors?

11 MS. DEAN: Oh no, there were lots of dorms.
12 I think it was like a treat for the supervisors because they
13 got to watch the women go to the shower; and they were always
14 hanging out in the hall; and, you know, they would be next
15 door to you so you could --

16 MS. SLAUGHTER: Yeah, bonuses.

17 MS. DEAN: Yeah. And I think also there
18 should be nonunion people up there to head count the camps
19 to insure of EEOC compliance. And the other thing is the
20 unions with their training programs, right now they have an
21 age limit which is 26 with most of the unions; and I'm too
22 old right now. I mean, most people are too old to get in.
23 And the other reality -- I listened to the testimony this
24 morning, and he said the peak -- or the gas line, the peak was
25 going to be 2,000 laborers; and right now there's 2,480 laborers

1 on the A list in Fairbanks. So, you know, I think it's real
2 grim for anyone to think that they can get out on this line
3 if it's all going to be union; because they're telling our
4 B list members that they're not going to get out. And I
5 don't know how to change that other than possibly -- I would
6 like to see if they can't comply within the membership that
7 nonunion people, nonunion minorities and women be allowed to
8 get the training and go up and join the union after they get
9 up there. Otherwise, I don't see how they're ever going to
10 get up there.

11 MS. SLAUGHTER: What kind of calls come out
12 of the Laborer's hall? When was the last...

13 MS. DEAN: Lately it depends -- I haven't
14 been to call in 3 or 4 months, but I go in and check in once
15 in a while. They're mostly request calls like that one testimony.
16 Laborer's operates the same way, and I've been trying for 2
17 years to get a local job because of kids. And -- well, they
18 said one day that no -- women have to go to the camps, we
19 prefer the women in the camps and the men in town. And I asked
20 what I could do about that, and there's really nothing you can
21 do about that because it's preferential. If they want to
22 request you they can. Union rules say you could be requested.

23 MS. SCHUHMANN: They meaning...?

24 MS. DEAN: The company.

25 MS. SLAUGHTER: Contractor.

1 MS. DEAN: Contractor.

2 MS. SCHUHMAN: The companies like the women
3 out in the camps rather than in town?

4 MS. DEAN: Yes. Well, yeah, for obvious
5 reasons. And that's what I was told. You know, they really
6 don't want you to have a family life and be a union person
7 and work in town. They try to discourage that. I don't know, I
8 just -- I guess I'm sort of prejudiced, anyway, because I see
9 the unions as getting so corrupt and I don't know of a way to
10 stop them. And I see them getting huge billion dollar contracts
11 like this, and I just think it's going to get worse before it
12 gets better unless people take a hard core stand, you know,
13 to stop the corruptness. Because there were lots of people that
14 couldn't even speak English on laborer crews from Yugoslavia
15 and all over. And they got out there because they had enough
16 cash to give the dispatcher. And they would tell you about it
17 not knowing that, you know, that there was something wrong with
18 that when they first went there.

19 MS. SCHUHMAN: Yes, Dorothy?

20 MS. JONES: I don't understand the role
21 of the State Pipeline Coordinator or the Federal Pipeline
22 Coordinator, but do they have any responsibility -- I'm asking
23 this question to anyone how knows -- for looking into some
24 of the issues that you've raised, the violence, the crime,
25 and the discrimination?

1 MS. DEAN: I don't know.

2 MS. JONES: I mean, what are they coordinating?

3 MS. DEAN: The only one I know is when
4 there's 2 investigators -- if you remember a few years ago
5 when the Teamsters -- those 2 guys were killed, 2 investigators
6 that I know of tried to solve that and have disappeared. I
7 mean, it's heavy. And nobody's really looking at it seriously,
8 and nobody that knows enough about unions is going to do that
9 unless they're assured some sort of safety into stopping
10 corruption in unions. And I don't know, I don't think
11 Northwest takes it that serious. So I don't know what the
12 solution is, but I hope it gets better next time.

13 MS. JONES: But you know what the problems
14 are.

15 MS. DEAN: Yeah.

16 MS. SCHUHMANN: Okay, thank you.

17 MS. DEAN: Sure.

18 UNIDENTIFIED VOICE: When you said what
19 you did about those people watching you go to the shower,
20 were you saying that you didn't have private washroom
21 facilities?

22 MS. DEAN: Oh no, you do have private
23 washrooms, but there's like a little curtain there.
24 (Inaudible, away from microphone).

25 MS. HURLEY: She can't get that.

1 MS. SCHUHMANN: Oh, could you...

2 MS. HURLEY: Come back to answer that, and
3 the question, too. She couldn't get that.

4 MS. DEAN: There's 3 different bathrooms;
5 in the camp I was at, there were 3 different bathrooms. Two
6 of them were for men and women, and all there was was a shower
7 curtain. And that was for the couples that lived together.
8 I don't know, for the supervisor's benefit. But if you got
9 stuck in that shower, you were subject to having the curtain
10 ripped open at any time unless you had a friend standing there
11 while you took a shower. The other ones, they had doors on
12 them, but one was women only, which was -- and that was the
13 only bathroom people tried to use. But on both sides of that
14 bathroom, there was the head supervisor on one side, and the
15 other supervisor on the other side playing loud music and
16 sticking their speakers around by the doors, you know, trying
17 to get the women to come to parties.

18 MS. SCHUHMANN: Any other testimony? Yes.

19 MS. LANGAN: My name is Mary Langan (ph),
20 and I worked on the pipeline between '76 and '78. I went
21 out 5 times to 5 different camps, and I worked a total of
22 just about 3 months. So I think I have kind of an overview.
23 I went out in -- I tried to get out for a year and a half,
24 the 3 unions. I finally got out with the Laborer's, who I
25 felt were the fairest to women. I had a chance to go out

1 through the Culinary if I had paid the guy a few hundred
2 dollars, and I would have but I didn't know that's what he
3 wanted. That was explained to me later. And I worked with
4 the National Organization for Women a year as chairman of our
5 employment task force in '74 trying to help women get better
6 jobs in construction, being one of them.

7 I'm a freelance writer, and I'm working on a book about
8 my pipeline experience, which I finally got a chapter finished
9 recently. And I know there were a lot of women up there,
10 and a lot of women were writing, but I have yet to see a report
11 written of the woman's viewpoint, and I want to hopefully be
12 the first to get it done.

13 What I came here to say today, first I think your
14 Commision -- it would be more helpful to the public if you
15 could have your meetings at a time when more people could
16 come. I had to ask to get off work a half hour early, and
17 I wouldn't have been able to do it except we had a very
18 slow day. To stop at 5 o'clock, if you really want to reach
19 the public, it's not realistic to reach working women.

20 The main thing I wanted to say, I found on the pipeline
21 going out there -- 41 years old, never having done heavy work
22 before, I worked in my camp with a woman in her 60's. She
23 was doing Culinary in the kitchen. Another time there was
24 a woman in her 70's, and a lot of younger women. And I didn't
25 see any problem in doing the work for any of us. The work

1 in construction today is mainly handling tools. The heavy
2 work is done by machine. There is no reason the average
3 woman couldn't do any job out there, or a majority of the
4 jobs. There are still a few guys that like to lift a hundred,
5 two hundred pounds to show off, but that's not required and
6 most of them don't do it. And I think the main problem in
7 helping women get these better paying jobs is in recruiting
8 them and making them, in their own heads, want the jobs,
9 making them realize they can do it, that it isn't a disgrace
10 to do a man's work. A lot of the women I talked to and ladies
11 I've talked to, there was a Teamster organizer, the problem
12 is in their own heads. I think the job of the Commission --
13 what you might -- could do to help women is to do public
14 relations work to show more women doing this work, so it becomes
15 public accepted in the minds of the women who most need these
16 better jobs.

17 And the second thing, what was it; two items... Well,
18 sitting here listening to the other ladies' testimony, I was
19 also at Happy Valley for 6 weeks in '77. The job was winding
20 down there, but there were still quite a few pipeliners, 798ers.
21 I didn't have at all the impression that she had. I'm not
22 saying those things didn't happen. Oh, I know the second thing
23 I wanted to say, yeah, what women have to learn -- this is
24 my personal opinion, I may be wrong, but I think part of the
25 problem some of the ladies had up there, and I know there were

1 some, but I didn't see any personally -- the problem that
2 women have to overcome is acting, and thinking, and dressing
3 feminine as geishas. And I think we were all taught that
4 since we were young. I learned previously to the pipeline
5 working with men that it was to my advantage to act very
6 unfeminine, to dress unfeminine, to blend in and look and
7 act as much like a man as I could. And I think it helped me,
8 because I never had any problems with men anymore than I'd have
9 here in town.

10 I was in barracks half the time where we shared the
11 bathrooms, we had just the curtain over the shower. Nobody
12 ever bothered me, and I never saw another woman bothered. I
13 worked in billeting one job up there, and I think the reason
14 they put the women in with the supervisors is because they were
15 men of more education and background that would more likely
16 accept a woman in these traditionally male roles. And I never
17 saw anybody enjoying the women going to the shower any more than
18 they enjoy women walking down the isle at church. Men like to
19 look at women. And I really didn't get that impression. It
20 was the best opportunity I ever had to work and make money
21 on a short term without a lot of training. And the union
22 was good to me. And it was corrupt, yeah, but everything's
23 corrupt, what isn't. I've seen corruption in government,
24 private industry, and everywhere. But I do think women need
25 to be educated and taught in these kind of jobs to dress like

1 men do. Men could dress sexy, too. Men have dressed in
2 history sexy and with tights and satin and showing themselves
3 off, but they don't on those jobs. They wear dark clothes,
4 they cut their hair. The Roundheads did that in England
5 against the Cavaliers, who were fancy and frilly and liked
6 to sit around drinking and writing poetry. If you want to go
7 to the construction world, I think you'll have to dress and
8 act like a man. Otherwise, you insult them and you tease them
9 and they get angry, and then they lash back, which is what
10 is happening. A lot of this lashback, anyway, even under the
11 best of circumstances, the men are confused and don't understand
12 what's happening, and the world is changing; and they hate
13 women for it. So that a double effort to educate the women
14 to want to have these better jobs, and then how to fit into
15 them; that you can't fit in there and be feminine and be
16 accepted. You have to -- when I came back, I was so into
17 this trip of being masculine and tough a lot of my friends
18 didn't recognize me. It took me almost a year to get back
19 into being a little feminine so I could enjoy some of the
20 social benefits. But I think it was very important and protected
21 me from having any problem. And I think a lot of girls did
22 have a problem, especially the younger ones, which would be
23 natural. But I think a lot of it they could have prevented
24 had they -- and I talked to some of them about it. And they
25 said I'm not going to change and not wear a t-shirt just

1 because I've got breasts, that's not my fault; and you know,
2 they could have worn a jacket, but they wouldn't. And I
3 think it's important that they have to realize -- I think
4 psychologically a lot of these rape problems are caused by
5 the type of personality of the woman who gets raped. She's
6 helpless, and seductive, and she gets it. And if you're
7 independent, and they know you're going to maybe kill them
8 before they rape you, they don't want to attempt it. And
9 I've found all over the world I've never been bothered,
10 New York City, in Italy. I've had some good times and enjoy
11 meeting men, but no one has ever threatened me.

12 MS. SLAUGHTER: Mary, are you talking more
13 about projecting and attitude?

14 MS. LANGAN: A projection of -- I think
15 women have to change their whole personalities, change in
16 their heads. And I think it's very important, and nothing
17 will progress unless it first happens in the women's heads.
18 And I've worked in this thing for 10 years thinking very
19 seriously about feminism and having experience working with
20 men, and having problems in filing discrimination suits, and
21 working NOW and WIC. And I think that's where the Commission--
22 I've seen Commissions come and go, and people come and go,
23 and nothing changes, and we all know that. And it's
24 infuriating. Until we start saying like the blacks started
25 saying, black is beautiful and standing up in their Afros --

1 and I remember when that happened in 1969 the first Afro I
2 saw, I was amazed. And the little girl that wore it, the
3 young lady, they started standing up and being proud of
4 themselves and knowing what they could do. And they wouldn't
5 step off the sidewalk for anyone anymore. And since then I
6 think they've made a lot of gains. And until women start
7 saying hey, I am woman, I can do anything; nothing's going to
8 change. Until the Commission can help them do that, some-
9 how promote those things, promote the public relation, promote
10 the education, the little young girls, the ones on the pipeline,
11 set up a hotline to call -- to be reported, anonymous reports
12 of situations. I think that would help.

13 MS. SCHUHMANN: Thank you very much. I might
14 say as to the time of the meeting that we had discussed trying
15 to have it on a Saturday. And we discovered that to try to
16 get the governmental people that were here this morning, that
17 it would have practically been impossible to have this type
18 of meeting over a weekend. And so we knew--you know, we
19 always try to have at least one day of our meeting on a weekend,
20 which we're going to do tomorrow, to try to get people that
21 work to, you know, at least have an opportunity to be at
22 our meetings.

23 I might also add that I don't think that the Commission
24 totally shares your view particularly on rapte and the causes
25 of rape. And I want the record to be clear on that. But we

1 do appreciate your comments.

2 MS. LANGAN: One of the ladies -- did you
3 want to ask a question?

4 MS. JONES: I think Barbara just said it.
5 You used an analogy about when blacks got some pride in who
6 they were that it produced some changes. One of the things
7 I as a woman is prideful about is my body. And I don't believe
8 that if I feel like revealing my body in a t-shirt that that
9 excuses any man from treating me like a sex object. And I
10 have very strong feelings about that, that the onus is on the
11 male; not on the women because she happens to have breasts.
12 I mean, it's like saying men are animals and if they see a
13 breast they go crazy.

14 MS. LANGAN: Well, I'm talking about a
15 situation like that lady on the pipeline camp that was gang
16 raped by 4 men. I'm sure that happened, and I don't know the
17 situation, but I'm suspecting that having seen those guys and
18 talked to them, and had similar experiences myself, not to the
19 degree of rape, but just knowing the mentality. I agree with
20 how your -- where you're at. But all I'm saying is when you're
21 going into construction, there are a lot of uneducated men.
22 As was said to me one time when a whole bunch of guys got up
23 and walked away from a table I was sitting at because I said
24 some feminist thing I thought was perfectly innocent. And I
25 couldn't understand. And one of the girls said to me, Mary,

1 you're not on the frontiers of social development here. These
2 guys haven't even heard of the things you're talking about, see.
3 When you're going to be working in construction, you have to
4 see where they're at just to protect yourself. And you can
5 come back and come out of your cocoon and be your real self
6 when you get into town where you're not going to be gang
7 raped because you're isolated; that's all I was saying. And
8 until women realize that, it's fine to be -- but the realities
9 of how it is with a certain type of person when you're isolated,
10 until they realize that, they're going to be gang raped. And
11 once it happens to you, then you might change your mind and
12 the next time not wear a t-shirt; or you drop out of construc-
13 tion completely, which is too bad because it doesn't have to
14 be if you play by their rules because it's their game. And
15 enough women get out there -- that's what I'm saying about
16 the recruitment. I saw a lot of improvements. I heard the
17 Alyeska men report they didn't have the problems they expected
18 and they had a lot of benefits from the women in the camps,
19 better morale, cleanliness, probably less fighting than there
20 was before. But get more women out there, I think it will
21 change and it will help in construction. It will the safety,
22 it will the injury. Women are more demanding of the safety
23 standards. But until you get them out there--the biggest
24 problem in the pipeline that I found in talking to the unions,
25 the women didn't come in. They didn't want to go. If enough

1 of them had stood, they would have had to take them. It's
2 hard to recruit them; they didn't want to. And then we could
3 play by our rules, not their rules. That's all I was saying.

4 MS. SCHUHMANN: Thank you.

5 MS. ANDER: Could I just say one more thing?

6 MS. SCHUHMANN: Yes. Could you come up and
7 identify yourself again, so that we have it on the record.

8 MS. ANDER: I'm Karen Ander from Homer,
9 Alaska. And in regards to the union policy of making -- of
10 dispatching people by request, it's my understanding that they
11 only do so if that person who is requested has worked for that
12 particular contractor before. And I've -- I know personally
13 of an instance where a friend of mine was -- he'd worked for
14 a contractor for one particular -- let's see, what am I trying
15 to say. One guy was an engineer on a project with one contractor.
16 This engineer went to another contractor. And they needed
17 qualified surveyors, and he knew of my friend. And he tried
18 to get him requested onto the job. But because my friend
19 had not worked for that contractor before, the union would
20 not dispatch him on request. And so they had to put it open
21 call, and the call went to somebody else.

22 MS. SLAUGHTER: That was my concern. I
23 know some of the women who go to the Labor hall here fairly
24 regularly. And the problem lately has been an incredible
25 preponderance of request calls. And what I was trying to get

1 at was if jobs are so scarce, if opportunities are almost
2 nil, why can't the unions tell the contractors no, we're going
3 to put it through as an open call; not a request call so people
4 have an opportunity to bid on a job, depending on what their
5 number is.

6 MS. ANDER: Um-hm. They will defend the
7 right of the contractor to rehire people that they felt were
8 good workers. And that's generally when they will request
9 somebody back, is if they've been -- if they had to take a
10 layoff for a couple of weeks or a month, and then the work
11 picked up again. They'll want to hire those people back so
12 that they have their former crews if they know that it was
13 a good crew. And that's what the union would tell you, you
14 know, and me. And that's all I know about it, and that one
15 incident. That's all. I'm just saying how the Teamsters
16 run that.

17 MS. SCHUHMANN: Thank you. Is there anyone
18 else that would like to testify?

19 MS. WIKE: I have a question.

20 MS. SCHUHMANN: Yes.

21 MS. WIKE: Do you want me to come up there,
22 it's just a quick one. It seems to me like there's been a
23 lot of psychological mixups that have been going on in projects
24 of that size. I know that when I discussed it with lots of
25 people that had worked on the oil line in the pre-construction

1 and afterwards, that there were a lot of families split up;
2 a lot of people from just the isolation of being in camps
3 and that got goosey, you know, just from not being in with
4 civilization. Is there any provision in camps or is there
5 any testing being done -- you know, they test conservation
6 of the soil, and the animals (indiscernible) but I mean, as
7 to human beings, is there any testing done or results or
8 research done on what happens to human beings? What's going
9 on? I mean, there has been just enormous upheaval and it
10 doesn't stop with the one project. It goes through broken
11 families on down, you know.

12 MS. JONES: If I can answer that.

13 MS. SCHUHMANN: Um-hm, Dorothy.

14 MS. JONES: I can't recall the name of the
15 organization, but there is an organization that was set up
16 by the pipeline companies in Anchorage to deal with the
17 emotional problems that resulted from stress from pipeline
18 jobs. Does that.... ?

19 UNIDENTIFIED VOICE: Is there a study?

20 MS. SCHUHMANN: Is there a study, Dorothy,
21 or was it just more of a service organization.

22 MS. JONES: I wrote a proposal, but they
23 didn't fund it.

24 MS. DALE: What's the guy -- Behlke --

25 MS. SCHUHMANN: Chuck Behlke.

1 MS. DALE: -- Chuck Behlke, who was here
2 today, the State Pipeline Coordinator, was talking about and
3 I was asking him, talking about the socio-economic impact
4 plan that's being negotiated right now. And after it's nego-
5 tiated, then they'll get public input. So be on the lookout
6 for that so that you can -- you know, you can go in and --
7 and apparently they were talking about impact centers that
8 would be where people could go if they had been impacted.

9 MS. SCHUHMANN: Yes, sir

10 MR. FINEBERG: I don't want to take up much
11 of your time. My name is Richard Fineberg. I've been a
12 freelance reporter, and had a chance to watch the oil pipeline
13 at great length. And I think that as a Commission, I was --
14 I think that you should be aware of the size of the audience
15 and the makeup. When the first female testimony from the
16 camps came at about 3:10, Cathy Carr-Lundfeldts -- I think I
17 have my notes of who had already departed--Behlke, Alexander,
18 and Kuhn I think heard a part of Neil Thomas. But they did
19 not hear Cathy Carr-Lundfeldt. From there -- well, I think
20 that you see the composition.

21 MS. SLAUGHTER: Um-hm.

22 MS. SCHUHMANN: Thank you.

23 MS. DALE: Thank you very much. That's
24 important to have on the record.

25 UNIDENTIFIED VOICE: We all noticed.

1 MS. SCHUHMANN: I would like to end this
2 portion of the meeting so that we can have Margaret end the
3 tape. There's no further testimony so we can go off that
4 record.

5 (END OF PROCEEDINGS)

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I, Margaret Johnson, Notary Public in
and for the State of Alaska, residing at Fairbanks, Alaska,
and electronic reporter for Fairbanks Court Reporting,
Inc., do hereby certify:

That this transcript of proceedings as heretofore annexed is a true and correct transcription of the testimony given at the hearing, taken by me electronically and thereafter transcribed by me;

I am not a relative, employee, attorney, or counsel of any of the parties, nor am I financially interested in this action.

Margaret Johnson
Notary Public in and for Alaska
My Commission expires: 10/4/84

REPORT
TO
Joint Special Committee on Legislative Salaries

Consultant: Frank Bickford
Date: October 29, 1985

INTRODUCTION

As consultant to the Joint Special Committee on Legislative Salaries, I researched and analyzed all methods of legislative salaries, per diem and allowances. I as consultant also provided recommendations for selection of public members to the committee as well as serving as counsel to committee meetings.

The State of Alaska through the Legislative Affairs Agency, the Division of Legal Services, the Alaska State Legislature (House of Representatives) Research Agency, the Council of State Governments, and the State of Alaska Library System provided me with information concerning legislative salaries, per diem, and allowances in Alaska and the other 49 states.

The recommendations of this report were based on the research and analyses of all the data acquired in regards to legislative pay.

Conclusion

After researching and analyzing the methods of legislative salaries, per diem, and allowances in Alaska and in the other 49 states I recommend the following proposal.

Alaska legislators should be paid \$24,000 a year plus a \$6,000 a year expense budget, and per diem should be reinstated at \$109 a day with each presiding officer receiving an extra \$7,000 per year; the majority leader of each house receiving \$5,000 a year on top of their salaries and the chairs of each standing committee receiving an extra \$3,000 per year; and House and Senate minority leaders receiving \$2,500 extra a year.

The examples of the above findings are used in many other states. Lawmakers in leadership positions are given special allowances and legislators with additional duties are

paid extra as well.

Basically my recommendations would cut legislative pay approximately \$20,000 a year, but they would be granted extra allowances for leadership responsibilities. The base salary of legislators would be cut from \$46,800 per year to \$24,000 a year.

I believe that the Alaskan public will look at the recommendations provided with a better understanding than the present system of paying legislators. Legislative pay would be broken down by actual tasks performed rather than a lump sum that doesn't clearly define compensation.

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- * Summary - Billy Berrier Memo
- * Legislative Audit Report
- * House Research Report
- * Periodicals - State and Local Government Review
Congressional Quarterly
University of California Review

Table 6
LEGISLATIVE COMPENSATION: REGULAR AND SPECIAL SESSIONS

State	Salaries			Special sessions		Travel allowance		Per diem living expenses
	Regular sessions		Annual salaries	Per diem salary	Limit on days	Cents per mile	Round trips home to capital during session	
	Per diem salary	Limit on days						
Alabama	...	...	\$4,800	...	...	20	One	\$65 for 105C of regular session and 30C of special session
Alaska	...	...	\$48,000	...	...	0	One(a)	None
Arizona	...	...	\$15,000	...	...	20.5	Unlimited	\$40 (\$20 for those living inside Maricopa County) for first 120C of regular and all of special session; \$20 (\$10 for those living inside county) after 120C of regular session. (U)
Arkansas	(b)	(b)	\$7,500(b)	...	...	23	Weekly	Up to \$308/w. (V)
California	...	...	\$28,110	...	...	(c)	One(d)	\$62
Colorado	...	...	\$14,000	...	...	20 (24/4-wheel drive)	Weekly(e)	\$40 for those who do not live in Denver metro area. (U)
Connecticut	...	...	\$10,500	...	...	20	Unlimited	None
Delaware	...	...	\$12,255	...	...	15	Unlimited	None
Florida	...	...	\$12,000	...	...	20	Weekly	\$50 for 60C of regular session and all of special session. (U)
Georgia	...	...	\$7,200	...	...	20	Weekly	\$59, limited to 40L of regular session and 40L of special session(f)
Hawaii	...	...	\$13,650	...	...	(g)	Unlimited	\$20 for neighbor island legislators. (U)
Idaho	...	...	\$4,200(h)	...	...	18	Five	\$44 out-of-town members, \$25 Boise members. (U)
Illinois	...	...	\$28,000	...	...	20	Weekly	\$36 (U)
Indiana	...	...	\$9,600	...	...	24	Weekly	\$65 (U)
Iowa	...	...	\$13,700(i)	(i)	(i)	22	Weekly	\$30 for 120C in odd-numbered years and 100C in even-numbered years
Kansas	\$47	None	...	\$47	None	22	Weekly	\$50 (U)
Kentucky (j)	\$100	(k)	...	\$100	(l)	20.5	Weekly	\$75/C (U)
Louisiana	\$75(m)	85C	(m)	\$75(m)	None	21 or coach air fare if lives more than 100 miles away from capitol.	Weekly	(m)
Maine	...	...	(n)	\$35	None	22	One(o)	\$45 for meals and lodging or \$21 for meals only. (U)
Maryland	...	...	\$21,000	...	...	19	One per diem if no lodging expense was incurred that day	\$68 for lodging and meals. (V)
Massachusetts	...	...	\$30,000	...	...	Included in living expense allowance	See living expense allowance	Amount covering mileage, meals and lodging ranges from \$5 to \$50, depending on distance legislator's district is from Boston.
Michigan	...	...	\$33,200	...	...	29.5	Unlimited	\$6,700/y. (V)
Minnesota	...	...	\$18,500	...	...	26(p)	Weekly	\$36 outstate; \$23 metro. (U)
Mississippi	...	...	\$8,100	\$50	None	20	Weekly	\$44 actual daily attendance. (U)
Missouri	...	...	\$15,000	...	...	17	Weekly	\$35
Montana	\$49.21	90L	...	\$49.21	None	20.5	Four	\$45 (U)
Nebraska	...	...	\$4,800	...	...	21	One	None
Nevada	\$104	(q)	...	\$104	(q)	20	(r)	\$56 (V)
New Hampshire	...	...	\$100(s)	(s)	(s)	38/first 45 miles; 19 thereafter	Unlimited	None

New Jersey	...	...	\$25,000	...	...	0	...	None
New Mexico	\$75	60C (odd) 30C (even)	...	\$75	30C	25	One	None
New York	...	...	\$32,960	...	...	0	...	\$55 (V)
North Carolina	...	...	\$6,936(t)	...	...	25	Weekly	\$30/C (U)
North Dakota	(u)	(v)	...	(u)	None	20	Weekly	(u)
Ohio	...	...	\$22,500	...	...	20	Weekly	None
Oklahoma	...	...	\$20,000	...	...	22	Weekly(w)	\$35 for each night away from home on state business during regular and special sessions. Legislators are only compensated for 90L during regular session, and as per governor's call order for special session (w)

New Jersey	...	...	\$25,000	...	...	0	...	One	None
New Mexico	\$75	60C (odd) 30C (even)	...	\$75	30C	25	...	One	None
New York	...	...	\$32,960	...	...	0	...	Weekly	\$55 (V)
North Carolina	...	...	\$6,936(I)	...	...	25	...	Weekly	\$50/C (U)
North Dakota	(u)	(v)	...	(u)	None	20	...	Weekly	(u)
Ohio	...	...	\$22,500	...	...	20	...	Weekly	None
Oklahoma	...	...	\$20,000	...	...	22	...	Weekly(w)	\$35 for each night away from home on state business during regular and special sessions. Legislators are only compensated for 90L during regular session, and as per governor's call order for special session.(w)
Oregon	...	...	\$8,400	...	...	0	...	Weekly	\$44/C (U)
Pennsylvania	...	...	\$35,000(x)	...	...	20	...	Unlimited	Up to \$75/d (U)
Rhode Island	\$5	60L	...	...	...	8	...	Weekly	None
South Carolina	...	...	\$10,000(y)	...	...	23	...	Each weekend	\$50/L (V)
South Dakota	...	...	\$3,200/odd(z) \$2,800/even(z)	...	...	21	...	legislature is in session	\$50 (U) for up to 35L in even-numbered years and up to 40L in odd-numbered years. After Jan. 1, 1985, \$75 for the same.
Tennessee	...	...	\$8,308.08	...	...	19.96	...	Weekly	\$66.47 (U)
Texas	(aa)	(aa)	\$7,200(aa)	(aa)	(aa)	(bb)	...	(cc)	None
Utah 1984	\$25	60C(odd) 20C(even)	...	\$25	30C	23	...	One	\$25 subsistence. Everyone who lives outside of Salt Lake or Davis receives \$35 or mileage but not both.
1985	\$65	60C(odd) 20C(even)	...	\$65	25(dd)	...	...	Weekly	\$27.50 for room and \$22.50 for meals if renting room in Montpelier or vicinity; \$18.75 if living in Montpelier or vicinity. (U)
Vermont	\$55/L(ee)	(ee)	...	\$55/L (ee)	(ee)	20.5	...	Weekly if room rented in Montpelier or vicinity; otherwise per diem	\$75/C (U)
Virginia	...	...	\$11,000	...	...	20.5	...	Weekly	\$44 (U)
Washington	...	...	\$13,750	...	...	10	...	One	\$20/d for meals. (U); \$30/d lodging. (V)
West Virginia	...	...	\$5,136(ff)	(ff)	(ff)	17	...	Weekly	\$41.63/L when legislator must establish temporary residence at state capital. Otherwise, \$20.81. (U)
Wisconsin	...	...	\$22,631.04	...	...	21.5(gg)	...	Weekly	\$60 (U)
Wyoming	\$30	40L(odd) 20L(even)	...	\$30	None	20	...	One	

Note: In many states, legislators who receive an annual salary or per diem salary also receive an additional per diem amount for living expenses. Consult appropriate columns for a more complete picture of legislative compensation during sessions. For information on interim compensation and other direct payments and services to legislators, see table on Legislative Compensation: Interim Compensation and Other Direct Payments.

Key:
 ... — Not applicable
 C — Calendar day
 L — Legislative day
 U — Unvouchered
 V — Vouchered
 d — day
 m — month
 y — year
 w — week

COMPENSATION

LEGISLATIVE SALARIES AND RETIREMENT SYSTEMS

State or other jurisdiction	Regular sessions		Other salaried compensation		Retirement	
	Per diem		Special sessions		Retirement system— type	Member- ship— type
	Amount per day	Limit on days	Amount per day	Limit on days		
Alabama	\$10	105C	\$10	30C	None	OP
Alaska	...	...	...	...	PE	CM
Arizona	...	...	...	...	PE(h)	CM
Arkansas	20	None	20L	None	SL	OP
California	...	...	...	...	PE	OP
Colorado	...	...	...	...	SL	OP
Connecticut	...	...	...	...	PE	CM
Delaware	...	...	...	...	(e)	(e)
Florida	...	...	...	...	PE	CM
Georgia	...	...	...	...	PE	CM
Hawaii	...	...	...	...	PE	CM
Idaho	...	...	...	...	SL	OP
Illinois	...	...	35	30L	PE	OP
Indiana	...	...	40	None	PE(q)	OP(q)
Iowa	...	...	...	...	PE	OP
Kansas	35	None(f)	35	None	PE	CM
Kentucky	50	60L(g)	50	None	PE	OP
Louisiana	50	85C	50	30C	PE	OP
Maine	...	...	25	None	SL	OP
Maryland	...	...	...	...	PE	OP
Massachusetts	...	...	...	...	SL	OP
Michigan	...	...	...	...	SL	CM
Minnesota	...	...	...	...	PE	CM(i)
Mississippi	...	...	50	...	SL	CM
Missouri	...	...	...	...	PE	OP
Montana	33.22(h)	90L	...	None	None	...
Nebraska	...	...	...	...	SL	CM
Nevada	60(c)	60L	60(c)	20L	None	...
New Hampshire	...	...	3	15L	PE,SL	CM
New Jersey	...	...	...	...	PE(b)	OP
New Mexico	40	60C(f)	40	30C	PE	OP(k)
New York	...	...	...	...	None	...
North Carolina	...	...	5	None	PE(b)	OP
North Dakota	5	80N	...	...	PE	OP
Ohio	...	...	...	...	PE	CM
Oklahoma	...	...	...	...	PE	OP
Oregon	...	...	...	...	PE	OP
Pennsylvania	...	...	...	...	PE(b)	OP
Rhode Island	5	60L	...	...	SL	CM
South Carolina	175	40L	175	40L	None	...
South Dakota	...	...	67.67	None	PE	OP
Tennessee	...	...	...	...	SL	OP
Texas	30	140C	30	30C	SL	OP
Utah	25	60C(f)	25	30C	None	...
Vermont	40(c)	(c)	...	...	PE	CM
Virginia	...	...	...	...	PE	OP
Washington	...	...	35	None	PE	OP
West Virginia	...	...	...	...	PE	CM
Wisconsin	...	...	30	None	None	...
Wyoming	30	(p)	...	...	PE	OP
American Samoa	...	...	...	...	PE	OP
Guam	...	...	...	...	PE	CM
Puerto Rico	...	...	...	...	PE	CM
Virgin Islands	...	...	...	...	PE	CM

ed by constitution.

Key:

PE—Statewide public employee

SL—Special legislative

OP—Optional

CM—Compulsory

C—Calendar day

L—Legislative day

N—Natural day (24 hours)

(a) A November 1978 referendum, if approved by voters, will raise legislative salaries to \$22,000 for the biennium.

(b) Special provisions for legislators.

(c) Effective after 1978 election: California—\$51,110; Connecticut—\$15,000; Iowa—\$24,000; Maryland—\$32,750 (if approved by legislature); Minnesota—\$35,000; Missouri—\$30,000; Nevada—\$80; New Jersey—\$36,000 (effective 1980); Vermont—\$45 (effective July 1978); Wisconsin—\$39,534.

(d) \$50 per day for committee attendance up to \$2,500 maximum. Joint Budget Committee and Legislative Audit Committee members have a \$5,000 maximum at \$50 per day for such committee attendance in addition to \$2,500 maximum.

(e) Legislators may choose to join the compulsory statewide public employee pension system or the optional (elected officers class) special legislative retirement system.

(f) Limit on first session; second session limitation: Kansas 90C unless extended by 2/3 vote of all members; New Mexico 30C; Utah 20C.

(g) Legislators are paid for Sundays and holidays during sessions, thus, compensation period usually is 72 to 74 days.

(h) Legislative salaries are tied to the salary of classified state employees (Massachusetts Group 19). Any salary increases obtained through the collective bargaining process accrue to state legislators (Montana: Grade 8, Step 1); salaries are adjusted annually on July 1 to reflect cost-of-living changes (1978—\$34.98).

(i) Unless over age 64.

(j) Nevada: paid during interim on official business only by approval of Legislative Commission. West Virginia: payable only to members of Joint Committee on Government and Finance and Commission on Interstate Cooperation to a limit of \$1,050 per year.

(k) CM for members elected after July 1, 1976.

(l) For 20 days, unless authorized by the Executive Committee of the Legislative Council.

(m) Senators elected in 1974 will continue to receive \$31,200 salary; see the table on pages 24-27 for additional allowances.

(n) Income will be adjusted annually on July 1 to correspond with the percentage of change in the per capita personal income in the state for the preceding fiscal year.

(o) Effective July 1978, paid \$225 per week during session for a maximum of \$6,750 during odd-numbered years and \$1,800 during even-numbered years.

(p) The legislature is limited to meeting no more than 40L in the odd year out of 80L during the biennium. The legislators are paid on a calendar-day basis.

(q) Effective January 1979.

Nebraska	...	\$4,800	...	...	16e if at state's convenience; 12 at employee's convenience	One	...
Nevada	\$80	60L	...	\$80	20L	17e	One \$44/C day [unvouchered]
New Hampshire	...	\$100	\$3	15L	30e 1st 45 mi.; 15e in excess of 45 mi. to max. 40C days (f)	Unlimited	...
New Jersey	...	\$10,000(1979) \$18,000(1980)	...	...	Railroad pass for interstate travel	...	...
New Mexico	\$40	60C(odd) 30C(even)	...	\$40	30C	10e	One
New York	...	\$23,500	...	...	16e	Weekly	\$25/day on business part of day outside NYC; \$40/day on business overnight outside NYC; \$50/day on business overnight in NYC or out of state [vouchered]
North Carolina	...	\$6,000	...	...	17e	Weekly	\$44/7-day wk. [unvouchered]
North Dakota	\$5	80N	...	\$5	None	10e	Weekly \$70/7-day wk. [unvouchered]
Ohio	...	\$22,500	...	...	15e	Weekly	...
Oklahoma	...	\$12,948	...	...	12e	Weekly	\$35/4-day wk. paid only to legislators spending the night [unvouchered]
Oregon	...	\$7,848	...	...	...	...	\$44/7-day wk. [unvouchered]
Pennsylvania	...	\$25,000	...	...	15e	Weekly	\$7,500 max. [vouchered]
Rhode Island	\$5	60L	...	...	8e	Each day of attendance	...
South Carolina	\$250	40L	...	\$250	None	18e	Weekly \$35 [vouchered]
South Dakota	...	\$3,600(1979) \$2,400(1980)	\$80	None	18e(1979) 19e(1980)	Weekly	\$50/5-day wk. [unvouchered]
Tennessee	...	\$8,308	...	...	19.96e	Weekly	\$66.47/90L days plus up to 15 organization days [unvouchered]
Texas	...	\$7,200	...	...	20e/car 25e/air	Weekly	\$30/7-day wk. [unvouchered]
Utah	\$25	60C(odd) 20C(even)	...	\$25	30C	18e	Unlimited \$15/7-day wk. [unvouchered]
Vermont	...	\$7,500(1979)(g) \$2,000(1980)(g)	...	...	17e	Weekly	\$17.50 if lives at home; \$37.50 if housed in capital [unvouchered]
Virginia	...	\$8,000(1980)	...	...	15e	Weekly	Up to \$50 but no more than is allowed as a nonvouchered expense by the federal Internal Revenue Service (\$44) [unvouchered]
Washington	...	\$9,800	...	...	10e	One	\$44/L day [unvouchered]
West Virginia	...	\$5,136	\$35	None	17e	Weekly	\$30/7-day wk. lodging or up to \$30 travel expenses if commuting [vouchered]; legislators living in Charleston, \$20 for meals but may not receive travel and lodging expenses [unvouchered]
Wisconsin	...	\$19,767	...	...	18e	Weekly	\$30 outside Madison; \$15 inside Madison [unvouchered]
Wyoming	\$30	40L(odd) 20L(even)	...	\$30	None	12e	One \$36/7-day wk. [unvouchered]
Guam	...	\$18,000	...	...	...	...	...
Puerto Rico	...	\$9,600	...	...	30e/km. and no less than \$20	Weekly	\$35 if in residence within 50 km. of capital; \$45 if over 50 km. [unvouchered]
Virgin Islands	...	\$15,000	...	...	Legislative cars	Unlimited	\$30 for senators who must engage in interstate travel to attend sessions [vouchered]

Key:

C-- Calendar day

L-- Legislative day

N-- Natural day (24 hours)

(a) Members are furnished a leased car up to \$220/month, including gasoline and maintenance. Actual and necessary expenses for commercial air fare.

(b) Salary will be adjusted to the nearest dollar by the average percent increase of salary adjustment provided by state civil service pay plan.

(c) Paid on calendar day basis.

(d) Within an 85C day period.

(e) Effective 1981: \$35 meals & housing or \$17/day meals; mileage up to \$20/day [vouchered].

(f) Effective December 1980: 38e 1st 45 miles; 19e in excess of 45 miles.

(g) Up to this amount depending on length of session.

Table 7
LEGISLATIVE COMPENSATION: REGULAR AND SPECIAL SESSIONS

State or other jurisdiction	Regular sessions		Annual salaries	Special sessions		Travel allowance		Living expenses per day
	Amount per day	Limit on days		Amount per day	Limit on days	Per mile	Round trips home to capital	
	Alabama	\$10	105C	...	\$10	30C	10e	One	$65 up to 105C [unvouchered]
Alaska	...	...	\$11,750	...	...	25e	One	\$35 [unvouchered]
Arizona	...	...	\$6,000	...	...	17e by car; 25e by air	Unlimited	\$40 (\$20 for legislators from Maricopa County) for first 120 days of regular session; after that, \$20 and \$10 respectively [vouchered]
Arkansas	\$20	None	\$7,500	\$20	None	18e	Weekly	\$308/wk. [vouchered]
California	...	...	\$25,555 \$28,110 (1981)	...	...	15e(a)	One	\$46/7-day wk. except when in recess 4 or more days [unvouchered]
Colorado	...	...	\$12,000	...	...	14e	Weekly	\$20 (\$10 for legislators from Denver metro area) [unvouchered]
Connecticut	...	...	\$8,500 (1979) \$6,500 (1980)	...	...	15e	Unlimited	...
Delaware	...	...	\$9,630	...	...	15e	Unlimited	...
Florida	...	...	\$12,000	...	...	14e	Weekly	\$35/7-day wk. [unvouchered]
Georgia	...	...	\$7,200	...	...	15e	Weekly	\$44/7-day wk. [unvouchered]
Hawaii	...	...	\$12,000	M.	...	20e	Unlimited	\$20 for legislators from outside Oahu [unvouchered]
Idaho	...	...	\$4,200	...	...	15e	Five	\$44 each calendar day of session if residence in capital (\$25 if lives at home) [unvouchered]
Illinois	...	...	\$25,000 (1979) \$28,000 (1980)	...	...	20e	Weekly	\$36/L day [unvouchered]
Indiana	...	...	\$6,000	\$35	30L	16e	Weekly	\$44/7-day wk. [unvouchered]
Iowa	...	...	\$12,000 (1980) \$12,800 (1981) \$13,700 (1982)	\$40	None	15e 20e(1981)	Weekly	\$30/7-day wk. for 120 days in odd years & for 100 days in even years [unvouchered]
Kansas	\$35 (1980) \$40 (1981)(b)	None (odd) 90C (even)	...	\$35	None	17e	Weekly	\$44 (\$50 in 1981)/7-day wk. [unvouchered]
Kentucky	\$50	60L(c)	...	\$50	None	16e	11	\$75/7-day wk. [unvouchered]
Louisiana	\$50	60L(d)	...	\$50	30C	19e	Weekly	...
Maine	...	...	\$4,500(1979) \$2,500(1980)	...	...	18e	Weekly	\$25 meals & housing or \$12/day meals; mileage up to \$13/day [vouchered] (e)
Maryland	...	...	\$16,000(1979) \$16,750(1980) \$17,600(1981) \$18,500(1982)	...	...	14e	Daily if not lodging; weekly if lodging	\$50 max. meals & lodging (\$20 max. for meals); out of state: \$75/diem max. lodging & meals actual & necessary for travel [vouchered]
Massachusetts	...	...	\$17,840(1979) \$20,334(1980) \$21,050(1981) \$21,764(1982)	...	...	Varies	Unlimited	Each member, depending on residence, receives per diem allowance for mileage, meals & lodging from \$2 to \$32 per L day [unvouchered]
Michigan	...	...	\$25,500(1979) \$27,000(1980)	...	...	17e	Weekly	\$4,900 max. (\$5,200 in 1981) [vouchered]
Minnesota	...	...	\$16,500(1979) \$18,500(1980)	...	...	19e	Weekly	\$17 metro; \$27 out of state [unvouchered]
Mississippi	...	...	\$8,100	\$50	...	12e	Weekly	\$30 actual daily attendance [unvouchered]
Missouri	...	...	\$15,000	...	...	17e	Weekly	\$35 actual daily attendance [unvouchered]
Montana	\$35.50	90L	...	\$35.50	None	17e	Two	\$40/7-day wk. [unvouchered]

Nebraska	...	...	\$4,800	...	...	16e if at state's convenience; 12 at employee's convenience	One	...
Nevada	\$80	60L	...	\$80	20L	17e	One	\$44/C day [unvouchered]
New Hampshire	...	...	\$100	\$3	15L	30e 1st 45 mi.; 15e in excess of 45 mi. to max. 40C days (f)	Unlimited	...
New Jersey	...	...	\$10,000(1979) \$18,000(1980)	...	...	Railroad pass for interstate travel	...	...
New Mexico	\$40	60C(odd) 30C(even)	...	\$40	30C	10e	One	...
New York	...	...	\$23,500	...	...	16e	Weekly	\$25/day on business part of day outside NYC; \$40/day on business overnight outside NYC; \$50/day on business overnight in NYC or out of state [vouchered]
North Carolina	...	...	\$6,000	...	...	17e	Weekly	\$44/7-day wk. [unvouchered]

New Hampshire	...	\$100	\$3	15L	38/1st 45 mi. \$19/in excess of 45 miles \$50 max.	Unlimited	...
New Jersey	...	\$18,000	...	...	Intrastate railroad pass	...	...
New Mexico	\$40	60C (odd) 30C (even)	\$40	30C	10	One	...
New York	...	\$30,804	...	...	23	Weekly	\$55/day for actual & necessary expenses (V)
North Carolina	...	\$6,936	...	...	25	Weekly	\$50/7-day week (U); plus addtl. expense allowance of \$172/mo.
North Dakota	\$5	80L	\$5	None	10	Weekly	\$85/7-calendar days (U)
Ohio	...	\$22,500	...	...	20	Weekly	...
Oklahoma	...	\$18,000	...	...	22	Weekly	\$35/4-day week paid only to legislators spending the night (U)
Oregon	...	\$8,400	...	...	...	...	\$44/7-day week (U)
Pennsylvania	...	\$25,000	...	...	17	Weekly	\$10,000 max. (V)
Rhode Island	\$5	60L	...	...	8	Each day of attendance	...
South Carolina	\$250	40L	\$250	None	23	Weekly	\$50 (V)
South Dakota	...	\$3,200(b) \$2,800(c)	\$90	None	21	Weekly	\$50/5-day week (U)
Tennessee	...	\$8,308	...	...	\$19.96(i)	Weekly	\$66.47/90L plus up to 15 org. days (U)
Texas	...	\$7,200	...	...	23/car; 30/single- engine aircraft; 40/ twin-engine aircraft	Weekly	\$30/7-day week (U)
Utah	\$25	60C (odd) 20C (even)	\$25	30C	23	Unlimited	\$15/7-day week (U)
Vermont	...	\$7,500(j) \$2,000(j)	...	...	22	Daily for com- muters, weekly for boarders	\$17.50 for food if commuting; \$25 for room and \$20 for meals if boarding in capital (U)
Virginia	...	\$8,000	...	...	20	Weekly	Up to \$50 but no more than is allowed as a non-vouchered expense by the federal Internal Revenue Service (U)
Washington	...	\$11,200 \$9,800(k)	...	...	10	One	\$44/L (U).
West Virginia	...	\$5,136	\$35	None	17	Weekly	\$30/7-day week lodging, or up to \$30 travel expenses if com- muting (V); legislators living in Charleston, \$20 meals but may not receive travel & lodging expenses (U)
Wisconsin	...	\$22,638 \$19,767(k)	...	...	20.5	Weekly	\$30 outside Madison, \$15 inside Madison (U)
Wyoming	\$30(d)	40L (odd) 20L (even)	\$30	None	12	One	\$44/7-day week (U)
American Samoa	...	\$12,000	...	...	(l)	...	(l)
Puerto Rico	...	\$20,000	...	...	30/km. & no less than \$20	Weekly	\$35 if in residence within 50 km. of capitol; \$45 if over 50 km. (U)

Key:

C—Calendar day
L—Legislative day
U—Unvouchered
V—Vouchered

(a) Members are furnished a leased car up to \$265/month including gasoline and maintenance. Actual and necessary for commercial air fare.

(b) 1983. Maryland: unless reduced or rejected by General Assembly.

(c) 1982.

(d) Paid on calendar day basis.

(e) 1984.

(f) Within an 85C period; paid for 85C.

(g) For travel exceeding 100 miles air travel may be paid in lieu of 21 cents per mile.

(h) Allowance up to \$3,500 maximum per regular session and \$1,000 per special session.

(i) Actual commercial travel expenses on out-of-state travel; however, not to exceed amount which would have been allowed for travel in a personal vehicle.

(j) Up to this amount during the biennium, to be paid at a rate of \$250 weekly during regular sessions and \$50 for each day of special session.

(k) For holdover senators only.

(l) Same as all other government employees.

Table 5
LEGISLATIVE COMPENSATION: REGULAR AND SPECIAL SESSIONS

State or other jurisdiction	Regular sessions		Annual salaries	Special sessions		Travel allowance		
	Amount per day	Limit on days		Amount per day	Limit on days	Per mile	Round trips home to capital	Living expenses per day
Alabama	\$10	105C	...	\$10	30C	10	One	\$65 up to 105C (U)
Alaska	...	...	\$18,768	...	...	25	One	Depending on residence \$50 to \$67 (U)
Arizona	...	...	\$15,000	...	...	22.5	Unlimited	\$40 (\$20 for legislators from Maricopa County) for first 120 days of regular session; after that, legislators receive \$20 and \$10 respectively (V)
Arkansas	\$20	None	\$7,500	\$20	None	23	Weekly	\$308/wk. (V)
California	...	...	\$28,110	...	...	15(a)	One	\$50/7-day week except when in recess four or more days (U)
Colorado	...	...	\$14,000	...	...	20 (24/4-wheel drive)	Weekly	\$40 (\$20 for legislators from Denver metro area) (U)
Connecticut	...	...	\$9,500(b) \$7,500(c)	...	...	15	Unlimited	...
Delaware	...	...	\$11,400	...	...	15	Unlimited	...
Florida	...	...	\$12,000	...	...	20	Weekly	\$50/7-day week (U)
Georgia	...	...	\$7,200	...	...	18	Weekly	\$44/7-day week (U)
Hawaii	...	...	\$13,650	...	...	20	Unlimited	\$20 for legislators from outside Oahu (U)
Idaho	...	...	\$4,200	...	...	18	Five	\$44 each calendar day of session if residence in capital (\$25 if lives at home) (U)
Illinois	...	...	\$28,000	...	...	20	Weekly	\$36/L (U)
Indiana	...	...	\$9,600	...	30L	22	Weekly	\$50/7-day week (U)
Iowa	...	...	\$13,700	\$40	None	20	Weekly	\$30/7-day week for 120 days in odd years and 100 days in even years (U)
Kansas	\$42	None (odd) 90C (even)	...	\$42	None	22	Weekly	\$50/7-day week (U)
Kentucky	\$50 \$100(e)	60L(d)	...	\$50	None	22.5	Eleven	\$75/7-day week (U)
Louisiana	\$75	60L(f)	\$16,800	\$75	30C	21(g)	Weekly	...
Maine	...	...	\$4,500(b) \$2,500(c)	\$25	...	20	Weekly	\$35/day before and each day of session, or \$17/day meals; mileage up to \$20/day (V)
Maryland	...	...	\$18,500 \$21,000(b)	...	...	18	Daily if not lodging; weekly if lodging	\$50 max. meals & lodging (\$20 max. for meals); out of state: \$75/diem max. meals & lodging actual & necessary for travel (V)
Massachusetts	...	...	\$19,125	...	...	Varies	Unlimited	Each member depending on residence receives a per diem allowance for mileage, meals and lodging from \$5 to \$45/L (U)
Michigan	...	...	\$31,000	...	...	26.5	Weekly	\$6,200 max. (V)
Minnesota	...	...	\$18,500	...	...	24	Weekly	Up to \$23 metro; up to \$36 out of state (U)
Mississippi	...	...	\$8,100	\$50	...	20	Weekly	\$44 actual daily attendance (U)
Missouri	...	...	\$15,000	...	...	17	Weekly	\$35 actual daily attendance (U)
Montana	\$43.74(h)	90L	...	\$43.74(h)	None	20(h)	Two (U) Two (V)	\$45/7-day week (U)
Nebraska	...	...	\$4,800	...	...	21	One	...
Nevada	\$104	60C	...	\$104	20C	20	Unlimited(h)	\$44/C (U)

New Hampshire	...	...	\$100	\$3	15L	38/1st 45 mi. \$19/in excess of 45 miles \$50 max.	Unlimited	...
New Jersey	...	...	\$18,000	...	...	Intrastate railroad pass	...	...
New Mexico	\$40	60C (odd) 30C (even)	...	\$40	30C	10	One	...
New York	...	...	\$30,804	...	...	23	Weekly	\$55/day for actual & necessary expenses (V)
North Carolina	...	...	\$6,936	...	...	25	Weekly	\$50/7-day week (U); plus addtl. expense allowance of \$172/mo.
North Dakota	\$5	80L	...	\$5	None	10	Weekly	\$85/7-calendar days (U)

THE LEGISLATURES

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TABLE 7
LEGISLATIVE SALARIES AND RETIREMENT SYSTEMS
As of late 1975

State or other jurisdiction	Constitutional provisions for salaries	Regular sessions		Salary (biennial total)	Other salaried compensation		Retirement	
		Per diem	Limit on days		Special sessions	Committee business amount per day	Retirement system—type	Member-ship—type
		Amount per day			Amount per day	Limit on days		
Ldr.; Asst. Maj. Ldr.; Min. Ldr.; Asst. Maj. Ldr.; Min. Ldr.; Asst. Min. Ldr.								
Alaska.....	Cn	\$10	30L	.....	\$10	30L	\$50	None
Alaska.....	Lg	..	..	\$29,440	..	..	..	SL(a)
Arizona.....	CB;RF	..	..	12,000	..	..	..	PE
Arkansas.....	Cn	20	60C(b)	2,400	6	None(c)	45	PE(d)
California.....	Lg	..	..	42,240(e)	..	..	..	SL
Colorado.....	Lg	..	..	15,200	..	..	35(f)	PE
Connecticut.....	Lg	..	..	11,000	25(g)	None	..	SL
Delaware.....	Lg	..	..	18,000	..	..	..	PE
Florida.....	Lg	..	..	24,000	..	..	..	(h)
Georgia.....	Lg	..	..	14,400	..	..	..	PE
Hawaii.....	Lg;CB	..	..	24,000	..	..	..	PE
Idaho.....	Cn	10	60C	..	10	20C	..	PE
Illinois.....	Lg	..	..	40,000	..	..	..	SL
Indiana.....	Lg	..	..	12,000	35	30L	..	None
Iowa.....	Lg	..	..	16,000	40	None	40	None
Kansas.....	Lg	35	None(l)	.....	35	None	35	PE
Kentucky.....	Lg	25	60L(j)	.....	25	None	25	PE
Louisiana.....	Lg	50	60L	.....	50	30C	50	PE
Maine.....	Lg	..	..	3,850	25	None	25	PE
Maryland.....	Lg;CB	..	..	25,000	..	..	..	SL
Massachusetts.....	Lg	..	..	25,376	..	..	..	PE
Michigan.....	Lg;CB	..	..	38,000	..	..	..	SL
Minnesota.....	Lg	..	..	16,800	..	..	..	SL
Mississippi.....	Lg	..	..	16,200	..	..	..	PE
Missouri.....	Lg	..	..	16,800	..	..	..	PE
Montana.....	Lg	20(e)	90L	.....	20	None	20	PE
Nebraska.....	Cn	..	..	9,600	..	..	..	None
Nevada.....	Lg	60	60L	.....	60	20L	40(l)	SL
New Hampshire.....	Cn	..	..	200	3	15L	..	None
New Jersey.....	Lg	..	..	20,000	..	..	..	PE;SL
New Mexico.....	Cn	40	60C(l)	.....	40	30C	40	PE(d)
New York.....	Lg	..	..	47,000	..	..	..	PE(m)
North Carolina.....	Lg	..	..	9,600	..	..	..	None
North Dakota.....	Cn	5	60L	.....	5	None	30	PE(d)
Ohio.....	Lg	..	..	35,000	..	..	..	PE
Oklahoma.....	CB	..	..	19,920	..	..	25(n)	PE
Oregon.....	Lg	..	..	10,560(e)	..	..	..	PE
Pennsylvania.....	Lg	..	..	31,200	..	..	..	PE
Rhode Island.....	Cn	5	60L	.....	..	..	..	PE(d)
South Carolina.....	Lg	175	40L	.....	175	40L	25	SL
South Dakota.....	Lg	..	..	5,000	67.67	None	25	None
Tennessee.....	Lg	..	..	12,481(o)	..	..	..	PE
Texas.....	Cn	..	..	14,400	..	..	..	SL
Utah.....	Cn	25	60C(l)	.....	25	30C	25	SL
Vermont.....	Lg	30	(p)	.....	..	..	30	None
Virginia.....	Lg	..	..	10,950	..	..	..	PE
Washington.....	Lg	..	..	7,600	..	..	..	SL
West Virginia.....	CB;Lg	..	..	9,600	35	None	35(l)	PE
Wisconsin.....	(q)	..	..	31,356(e)	..	..	..	PE
Wyoming.....	Lg	15	(r)	.....	15	None	15	None
American Samoa.....	Lg	..	..	12,000	..	..	..	PE
Guam.....	Lg	..	..	48,000	..	..	..	PE
Puerto Rico.....	Lg	..	..	19,200	..	..	..	PE
Virgin Islands.....	Lg	..	..	30,000	..	..	..	PE

Key: Cn—Constitution
Lg—Legislature
RF—Referendum
CB—Constitutional Board
PE—Statewide Public Employee
SL—Special Legislative
Op—Optional
Cm—Compulsory
C—Calendar days
L—Legislative days

(a) Elected Public Officers Retirement System.
(b) Daily pay continues if session extended by $\frac{1}{2}$ vote in both houses.
(c) Legislature may not remain in session more than 15 days after disposing of matters in Governor's call.
(d) Special provisions for legislators.
(e) Effective December 1976: California, \$46,464; effective January 1977: Montana, \$31.60/day; Oregon, \$11,016; Wisconsin, \$35,686.
(f) \$35 per day for committee attendance up to \$1,050 maximum. Joint Budget Committee members have a \$3,500 maximum for budget committee attendance in addition to \$1,050 maximum.
(g) For each day beyond the ninth day.
(h) Legislators may choose to join the compulsory statewide

public employee pension system or the optional (elected officers class) special legislative retirement system.

(i) Limit on first session; second session limitation: Kansas 90C days unless extended by $\frac{1}{2}$ vote of all members; New Mexico 30C; Utah 20C.

(j) Legislators are paid for Sundays and holidays during sessions. Thus compensation period usually is 72 to 74 days.

(k) Unless over age 65.

(l) Applicable to members of certain committees only. West Virginia: payable only to members of Joint Committee on Government and Finance and Commission on Interstate Cooperation to a limit of \$1,050 per year.

(m) Repealed for all legislators elected after July 1, 1973.

(n) For 20 days, unless authorized by the Executive Committee of the Legislative Council.

(o) Income will be adjusted annually on July 1 to correspond to the percentage of change in the per capita personal income in the State for the preceding fiscal year.

(p) Paid at \$150 per week during session to a maximum of \$4,500 for biennium.

(q) Beginning with the 1975 session, legislative salaries will be set according to salary ranges determined by the Bureau of Personnel.

(r) The Legislature is limited to meeting no more than 40L days in the odd year out of 60L days during the biennium. The legislators are paid on a calendar day basis.

LEGISLATURES AND LEGISLATION

TABLE 6
LEGISLATIVE SALARIES AND RETIREMENT SYSTEMS
As of late 1973

State or other jurisdiction	Compensation set by	Regular sessions		Salary (biennial total)	Other income		Committee business amount per day	Retirement	
		Per diem			Special sessions	Retirement system—type		Membership—type	
		Amount per day	Limit on days						
Alabama.....	C	\$10	36L	.....	\$10	36L	\$25	None	...
Alaska.....	L	..	..	\$18,000	..	..	..	PE	Op
Arizona.....	C;CC	..	..	12,000	..	..	..	PE	Cm
Arkansas.....	C	20	60C(a)	2,400	6	None(b)	25	PE(c)	Cm
* California.....	L	..	..	38,400(d)	..	..	..	SL	Op
Colorado.....	L	..	..	15,200	30	20C	35(e)	PE	Op
Connecticut.....	L	..	..	13,000	25(f)	None	..	SL	Op
Delaware.....	C	..	..	12,000	..	..	..	PE	Cm
Florida.....	L	..	..	24,000	25	None	25	(g)	(g)
Georgia.....	L	..	..	14,400	..	..	..	PE	Cm
Hawaii.....	L;CC	..	..	24,000	..	..	..	PE	Op
Idaho.....	L;CC	10	60C	..	10	20C	25	PE	Cm
Illinois.....	L	..	..	35,000	..	..	..	SL	Op
Indiana.....	L	..	..	12,000	25	30L	..	None	...
Iowa.....	L	..	..	11,000(h)	40	None	40	None	...
Kansas.....	L	10	None(i)	.....	10	None	10	PE	Op
Kentucky.....	L	25	60L(j)	.....	25	None	25	PE	Cm
Louisiana.....	L	50	60C(i)	.....	50	30C	30	PE	Op
Maine.....	L	..	..	3,500	25	None	25	PE	Op
Maryland.....	CC	..	..	22,000	..	..	25	SL	Op
Massachusetts.....	L	..	..	25,376	..	..	..	PE	Op
Michigan.....	CC	..	..	34,000	..	..	..	SL	Op
Minnesota.....	L	..	..	16,800	..	..	..	SL	Cm
Mississippi.....	L	..	..	10,000	22.50(k)	None	22.50	PE	Cm(l)
Missouri.....	L	..	..	16,800	..	..	..	PE	Cm
Montana.....	L;CC	20	60L	.....	20	None	20	PE	Op
Nebraska.....	C;L	..	..	9,600	..	..	..	None	...
Nevada.....	L	60	60L	.....	60	20L	25(m)	SL	Cm
New Hampshire.....	C	..	..	200	3	15L	..	None	...
New Jersey.....	C;L	..	..	20,000	..	..	..	PE;SL	Cm
New Mexico.....	C;L	36	60C(i)	.....	36	30C	36	PE(c)	Op
New York.....	C;L	..	..	30,000(h)	..	..	..	PE(n)	Op
North Carolina.....	L	..	..	4,800	..	..	..	SL	Cm
North Dakota.....	C	5	60L	.....	5	None	30	None	...
Ohio.....	L	..	..	28,000(h)	..	..	..	None	...
Oklahoma.....	CB	..	..	18,960	..	..	25(o)	PE	Cm
Oregon.....	L	..	..	9,600	..	..	..	None	...
Pennsylvania.....	L	..	..	31,200	..	..	..	PE	Op
Rhode Island.....	C	5	60L	.....	..	..	..	PE(c)	Op
South Carolina.....	L	100	40L	.....	100	40L	25	SL	Cm
South Dakota.....	L	..	..	5,000	67.67	None	25	None	...
Tennessee.....	L	..	..	11,030(p)	..	..	..	PE	Op
Texas.....	C	..	..	9,600	..	..	..	SL	Op
Utah.....	C;L	25	60C(i)	.....	25	30C	25	SL	Op
Vermont.....	L	30	(q)	.....	..	..	30	None	...
Virginia.....	L	..	..	10,950	..	..	..	PE	Cm
Washington.....	L	..	..	7,200(h)	..	..	..	SL	Op
West Virginia.....	CC;L	..	..	6,600	35	None	35(m)	SL	Op
Wisconsin.....	(r)	..	..	19,800(h)	..	..	..	PE	Op
Wyoming.....	L	15	(a)	.....	15	None	15	None	...
American Samoa.....	C;L	..	..	12,000	..	..	..	PE	Op
Guam.....	L	..	..	24,128	..	..	..	PE	Op
Puerto Rico.....	L	..	..	19,200	..	..	..	PE	Cm
Virgin Islands.....	L	..	..	18,000	..	..	..	PE	Op

Key: C—Constitution
L—Legislature
CC—Compensation Commission
CB—Constitutional Board
PE—Statewide Public Employee
SL—Special Legislative
Op—Optional
Cm—Compulsory

(a) Daily pay continues if session extended by $\frac{1}{4}$ vote in both houses.
(b) Legislature may not remain in session more than 15 days after disposing of matters in Governor's call.
(c) Special provisions for legislators.
(d) Effective December 2, 1974: \$42,400.
(e) \$35 per day for committee attendance up to \$1,050 maximum. Joint Budget Committee members have a \$3,500 maximum for budget committee attendance in addition to \$1,050 maximum.
(f) For each day beyond the ninth day.
(g) Legislators may choose to join the compulsory statewide public employee pension system or the optional (elected officers class) special legislative retirement system.
(h) Effective January 1975. Iowa: \$16,000; New York: \$47,000; Ohio: \$35,000; Washington: \$7,600 for members elected in 1974; Wisconsin: \$31,362.

(i) Limit on first session; second session limitation: Kansas 60C days unless extended by $\frac{1}{4}$ vote of all members; Louisiana 30C; New Mexico 30C; Utah 20C.

(j) Legislators are paid for Sundays and holidays during sessions. Thus compensation period usually is 72 to 74 days.

(k) Paid for seven days per week while in session.

(l) Unless over age 65.

(m) Applicable to members of certain committees only.

(n) Repealed for all legislators elected after July 1, 1973.

(o) For 20 days.

(p) Income will be adjusted annually on July 1 to correspond to the percentage of change in the per capita personal income in the State for the preceding fiscal year.

(q) Paid at \$150 per week during session to a maximum of \$4,500 for biennium.

(r) Beginning with the 1975 session, legislative salaries will be set according to salary ranges determined by the Bureau of Personnel.

(s) The Legislature is limited to meeting no more than 40L days in the odd year out of 60L days during the biennium. The legislators are paid on a calendar day basis.

CAL. E.F.F. 12/6/76 SAL. Yr 1975-1976 (\$21,120) to \$23,231.

al expenses or one weekly round trip at 17¢ per mile and \$20 per diem vouchered for lodging and actual expenses. Legislators in the Denver area are vouchered for actual expenses and travel. Mileage increase only effective for legislators elected in 1974.
(d) Actual and necessary expenses incurred for attendance at legislative functions. Each legislator is reimbursed for actual expenses incurred for transportation, meals, and lodging. Legislators from the Denver metropolitan area receive a per diem allowance for mileage.
(e) Same as all other government employees.
(f) Effective January 1975: New York \$40 actual and necessary; Wyoming \$36.
(g) Use of legislative cars, travel vouchers.

Abbreviations: L—Legislative days; C—Calendar days.
(a) In lieu of air fare/common carrier.
(b) Each legislator is allowed the use of a car purchased and maintained by the State for public transportation. Each legislator is also reimbursed for the actual expense of any other mode of transportation.
(c) For legislators living outside the Denver metropolitan area only: daily round trip or one weekly round trip and \$10 per diem, whichever is less. Legislators from the Denver metropolitan area receive no expense allowance. Effective January 1975: For legislators living outside the Denver metropolitan area only: daily round trip at 12¢ per mile and \$10 per diem vouchered for lodging and actual expenses.

SALARIES AND COMPENSATION OF LEGISLATORS

State or other jurisdiction	Compensation set by	Salary and daily pay						Travel and expense allowances					
		Regular session				Special session		During session			Between sessions		
		Limit on no. of days of pay		Annual salary	Biennial salary	Amount per day	Limit on no. of days of pay	Per mile	Round trips home to capitol	Expenses per day*	Per mile	For expenses on committee business per day	Other per month
		Amount per day	Annual session										
Alabama.....	Const.	\$10	36 L	.....	.....	\$10	36 L	10 ^d	One	\$20; 300(a, b)	.....	.....	\$ 300(a, b)
Alaska.....	Stat.	.....	.....	\$ 9,000	.....	.....	.....	15	One	35; 4,000(c)	.....	.....	.....
Arizona.....	Const.(d)	.....	.....	6,000	.....	.....	.....	10	Unlimited	20(e)	10 ^d	(f)	.....
Arkansas.....	Const.	20	60 C(g)	.....	\$ 2,400	6	.....	5	One	.....	.....	.....	150(h, i)
California.....	Stat.	.....	.....	19,200	.....	.....	.....	(j)	(j)	30	(j)	30	.....
Colorado.....	Stat.	.....	.....	7,600	.....	.....	.....	10	(k)	10(l)	10	35(m)	.....
Connecticut....	Stat.	.....	.....	2,000	.....	25(n)	.....	10	Daily	1,500(b, o)	.....	25(p)	1,500(b, o)
Delaware.....	Const.	.....	.....	6,000	.....	.....	.....	15	Unlimited	25(c)	.....	.....	.....
Florida.....	Stat.	.....	.....	12,000	.....	.....	.....	10	Weekly	25	10	25	300(b)
Georgia.....	Stat.	.....	.....	4,200	.....	.....	.....	10	Weekly	25	10	25	.....
Hawaii.....	Const./Stat.(q)	.....	.....	12,000	.....	.....	.....	.....	Unlimited(r)	750(b, s); 20(t)	.....	(u)	.....
Idaho.....	Const. & Comp. Comm.	10	60 C	.....	.....	10	20 C	10	Five	35	(v)	25	350(a, b)
Illinois.....	Stat.	.....	.....	17,500	.....	.....	.....	15	Weekly	50(c); 3,600(w)	.....	.....	3,600(w)
Indiana.....	Stat.	.....	.....	6,000	.....	.....	.....	10	Weekly	25	10	25	60(a, b)
Iowa.....	Stat.	.....	.....	5,500	.....	40	.....	10	Weekly	15(x)	10	40(y)	.....
Kansas.....	Stat.	10	90 C(z)	.....	.....	10	30 C	9	Weekly(aa)	25(ab)	.....	.....	100(i, ac)
Kentucky.....	Stat.	25	60 L(ad)	.....	.....	25	.....	15	One	25; 50(c)	8	25	300(b)
Louisiana.....	Stat.	50	60 C(z)	.....	.....	50	30 C	10	(ae)	500(a, b)	10	50	500(a, b)
Maine.....	Stat.	.....	.....	.....	2,500	20	.....	10	Weekly	7; 9(af)	(v)	(v)	.....
Maryland.....	Comp. Comm.	.....	.....	11,000	.....	.....	.....	10	Unlimited(1)	25(i)	10	25(i)	2,500(i, ag); 5,000(i, ag)
Massachusetts..	Stat.	.....	.....	11,400	.....	(ah)	.....	.....	Daily	(al); 1,200(b, w)	.....	.....	1,200(b, w)
Michigan.....	Comp. Comm.	.....	.....	17,000	.....	.....	.....	10	Weekly	20(aj)	.....	(v)	.....
Minnesota.....	Stat.	.....	.....	9,600	.....	.....	.....	10	One	24; 16(ak)	10	25	.....
Mississippi.....	Stat.	.....	.....	5,000	.....	22.50	.....	(al)	Weekly	12.50(am)	.....	.....	100(b)
Missouri.....	Stat.	.....	.....	16,800	.....	.....	.....	10	Semi-monthly	10	.....	.....	.....
Montana.....	Stat.	20	60 C	.....	.....	20	60 C	9	Two	25	9	(v)	.....
Nebraska.....	Const./Stat.	.....	.....	4,800	.....	.....	.....	10	One	160(c)	.....	.....	.....
Nevada.....	Stat.	40(an)	60 C	.....	.....	40(an)	20 C	12	(ao)	30; 60(c); 250(ap)	.....	.....	(aq)
New Hampshire..	Const.	.....	.....	.....	200	3	15 L	25(ar)	Daily	.....	25(ar)	(v)	.....
New Jersey.....	Const./Stat.	.....	.....	10,000	.....	.....	.....	(as)	.....	(at)	.....	.....	.....
New Mexico....	Const./Stat.	36	60 C(z)	.....	.....	36	30 C	10	One	(au)	10	36	.....
New York.....	Const./Stat.	.....	.....	15,000	.....	.....	.....	(v)	Weekly	5,000(b, w)	.....	(v)	5,000(b, w)
North Carolina..	Stat.	.....	.....	2,400	.....	.....	.....	10	Weekly	25; 50(a)	10	25	50(a, b)
North Dakota..	Const.	5	60 L	.....	.....	5	.....	10	Three	40; 50(a, b)	10	30(av)	50(a, b)
Ohio.....	Stat.	.....	.....	12,750	.....	.....	.....	10	Weekly	.....	.....	.....	.....
Oklahoma.....	Const. Bd.	.....	.....	9,000	.....	.....	.....	10	Weekly	(c, aw)	9(ax)	25(ax)	.....
Oregon.....	Stat.	.....	.....	6,550	.....	.....	.....	.....	Weekly	25	8	(au)	125(b)
Pennsylvania...	Stat.	.....	.....	7,200	.....	.....	.....	10	Weekly	8,400(w)	.....	.....	8,400(w)
Rhode Island...	Const.	5	60 L	.....	.....	.....	.....	8	Unlimited	.....	.....	.....	.....
South Carolina..	Const./Stat.	.....	.....	4,000	.....	100	.....	9	Weekly	25(ay); 15(c)	.....	.....	.....

South Dakota	Stat.	20	3,000(az)	20	5	One	30(am)	9	16	20
Tennessee	Const./Stat.	30	3,600	30	10	Weekly	30(am)	10	30	
Texas	Const.		4,800		10	One	12(ba)			875(i, bb); 2,400(i, bb)
Utah	Const./Stat.	25	60 C(r)	25	30 C	10	Weekly	15		
Vermont	Stat.		150(bc)		8	Weekly	8; 12.50(bd)	8	8; 12.50(bd)	
Virginia	Stat.		5,475		9	Weekly	31.25	9	35	
Washington	Stat.		7,200	40	10	One	40	10	25	50
West Virginia	Comp. Comm.		3,300	35	10(be)	Weekly	15, 10(bf)	10(be)	15, 10(bf);	
Wisconsin	Jt. Finance Comm.		8,900		10(bh)	(bh)	20(bi)	(v)	35(bg)	25; 40(bj)
Wyoming	Stat.	15	40 C	15	10	One	26			
Guam			12,000							
TTPI	Stat.	20	8,000	20						

Abbreviations: L—Legislative days, C—Calendar days.

*Unless otherwise noted.

(a) Additional monthly expense allowance. Idaho: per day; Indiana: per week.

(b) Paid automatically.

(c) Total office allowance. Alaska: annual allowance for postage, stationery, stenographic services and other expenses; Delaware: supplies per year; Kentucky: supplies per biennium; Nebraska: postage per year; Nevada: postage, express, newspaper and stationery; Oklahoma: provided by resolution of each house, necessary expenses such as stationery, office supplies, stamps, telephone, etc.

(d) Creation of a compensation commission was approved by the voters at the November 1970 election. Recommendations which may subsequently be made by the commission for increase in legislative compensation are to be submitted at general elections.

(e) \$10.00 for legislators from Maricopa County.

(f) Legislators attending legislative business outside their county of residence receive maximum subsistence pay of \$20.00 per day. Legislators attending legislative business inside their county of residence receive subsistence pay of \$10.00 per day. Legislators attending legislative business outside of the State receive maximum of \$30.00 per day.

(g) Daily pay continues if session extended by 1/2 vote in both houses.

(h) \$200 per month maximum in 1972-73 and a \$259 per month maximum in 1973-74.

(i) Paid by voucher.

(j) Each legislator is allowed the use of a car purchased and maintained by the State for use on legislative business. Each legislator is also reimbursed for the actual expense of any public transportation used.

(k) One trip at 10¢ per mile. Those legislators living over 25 miles from Denver receive 10¢ per mile for a trip every weekend.

(l) Legislators living over 25 miles from Denver receive limit of \$10.00 per night for lodging. Daily travel expense to \$10.00 in lieu of lodging for nights not spent in Denver.

(m) \$35.00 per day for committee attendance up to \$1,050 maximum. Joint Budget Committee members have a \$3,500 maximum for budget committee attendance in addition to \$1,050 for other committee attendance.

(n) \$25 a day for each day beyond the ninth day.

(o) Total biennial expense allowance payable in one or two lump sums.

(p) Or amount specified in act creating committee, whichever is more, plus necessary expenses.

(q) The 1968 revision of the Hawaii constitution required creation of an advisory compensation commission quadrennially starting in 1971.

(r) Travel allowance: legislators from Oahu away from Oahu, \$30.00 per day; legislators from neighbor islands away from island of residence \$20.00 per day.

(s) Total annual allowance for incidental expenses connected with legislative duties.

(t) Applies only to legislators outside of Oahu.

(u) On official business on island of residence, \$10.00 per day; away from island of residence \$30.00 per day; outside the State \$45.00 per day.

(v) Actual and necessary expenses. Maine: mileage is paid at same rate received by state employees.

(w) Maximum annual expense allowance.

(x) For days actually in session, Polk Co., \$7.50.

(y) Plus meals and travel allowance.

(z) Limitation on first session. Second session limitation; Kansas 60 C days, Louisiana 30 C days, New Mexico 30 C days, Utah 20 C days.

(aa) Mileage payable for one round trip for each full week of legislative session.

(ab) Limited to 90 days regular session, 30 days special session.

(ac) Monthly except January, February and March in odd years and January and February in even years.

(ad) Legislators are paid for Sundays and holidays during session. Thus compensation

period usually is 72 to 74 days.

(ae) Eight during general session in even-numbered years; four during fiscal session in odd-numbered years.

(af) \$7.00 per day for meals, \$9.00 per day for lodgings or in lieu of reimbursement for actual lodging expense, a daily mileage allowance up to \$9.00 per day, plus a small allowance for postage, telephone, etc.

(ag) Allowance for office, secretarial and traveling expenses: House \$2,500; Senate \$5,000.

(ah) Not provided in constitution and may be fixed by special act of the Legislature.

(ai) Each member depending on where he lives receives a per diem allowance for mileage, meals and lodging from \$2.00 to \$32.00 per day.

(aj) A maximum of \$20.00 per day may be claimed. Total annual amount may not exceed \$2,720.

(ak) \$16.00 for legislators living at home during the session.

(al) Allowance for one month: 10¢ per mile up to 1,000 miles, 8¢ per mile next 500 miles, 7¢ per mile over 1,500 miles.

(am) Limited to 90 legislative days. Mississippi: paid for each day of attendance.

(an) \$60.00 per day after November 7, 1972.

(ao) 12¢ per mile and \$3.00 per diem allowance for one round trip. In addition, a supplemental travel allowance not to exceed \$1,200 for a regular session and not to exceed \$500 for a special session is provided.

(ap) Total telephone allowance, \$100 for special sessions.

(aq) \$60.00 printing allowance for period of session through third Wednesday in July of the following year.

(ar) 25¢ for first 45 miles, 8¢ per mile for next 25 miles, 6¢ for over 70 miles.

(as) State railroad pass is only type of travel allowance.

(at) Free stationery, postage and telegram privileges.

(au) Amount not stipulated. New Mexico: for stationery, postage, telephone and telegraph expenses; Oregon: for food and lodging.

(av) Additional allowance, \$18.00 per day for meals and lodging and other actual and necessary expenses.

(aw) For travel outside the State, amount of first class air travel and \$35.00 per diem.

(ax) Limited to 20 days in lieu of expenses for interim State Legislative Council meetings or its committee work in the State, plus travel and other expenses for council or its committee work outside the State.

(ay) Paid except when local uncontested matters are considered.

(az) \$3,000 for 45-day session in odd-numbered years. \$2,000 for 30-day session in even-numbered years.

(ba) For first 120 days of regular session and 30 days of each special session plus postage, stationery, supplies, telephone and secretarial assistance.

(bb) Allowance for supplies, telephone and secretarial help, not to exceed \$2,400 in Senate, \$875 in House.

(bc) Per week during session; salary and per diem limited to \$1,500 for biennium.

(bd) \$8.00 for meals, \$12.50 per day or \$50.00 per week, whichever is less, for rooms or travel expense.

(be) 10¢ per mile, if by private car, actual cost if traveled by common carrier.

(bf) \$15.00 per day or \$105.00 per week paid upon voucher for lodging; \$10.00 per day or \$70.00 per week for meals; \$35.00 per day out of State.

(bg) Compensation payable only to members of the Joint Committee on Government and Finance and the Commission on Interstate Cooperation not to exceed \$1,050 per year.

(bh) 10¢ per mile first 400 miles per month, 7¢ thereafter; full cost of weekly round trips by public carrier.

(bi) For legislators required to establish a temporary residence in Madison.

(bj) \$25.00 for Assemblymen and \$40.00 for Senators in districts of one county or less, plus \$15.00 and \$20.00 respectively for each additional county or part of county in the district.

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SALARIES AND COMPENSATION OF LEGISLATORS

State or other jurisdiction	Compensation set by	Salary and daily pay plans						Travel and expense allowances							
		Regular session				Special session		During session			Between sessions				
		Amount per day	Limit on no. of days of pay		Annual salary	Biennial salary	Amount per day	Limit on no. of days of pay	Per mile	Round trips home to capital	Expenses per day†	Per mile	For expenses on committee business per day	Other per month	
Alabama.....	Const.	\$10	...	36 L	...	\$ 6,000	...	\$10	36 L	10¢	One	\$20; 300(a)	...	...	\$ 300(a)
Alaska.....	Stat.	..	...	...	...	...	...	..	...	15	One	35; 500(b); 300(c)	...	...	500(b)
Arizona.....	Const.	..	...	...	...	6,000	...	..	...	10	Unlimited	20(d)	10¢	(e)	...
Arkansas.....	Const.	20	...	60 C(f)	...	\$ 2,400(g)	...	6	...	5	One	...	(i)	25	...
California.....	Stat.	..	...	...	...	16,000(h)	...	..	...	(i)	(i)	25	...	25	...
Colorado.....	Stat.	..	...	...	...	9,600(j)	...	..	...	8(k)	(k)	10(l)	8(k)	20(m)	...
Connecticut.....	Stat.	..	...	...	...	3,250	...	..	...	10	Daily	750(n)	...	25(o)	...
Delaware.....	Const.	..	...	...	...	6,000	...	..	...	15	Unlimited	25(c)	...	...	...
Florida.....	Stat.	..	...	...	...	12,000(g)	...	..	...	10	Weekly	25	10	25	300(p)
Georgia.....	Stat.	..	...	...	...	4,200	...	..	...	10	Weekly	25	10	25	...
Hawaii.....	Const./Stat.	..	...	...	...	12,000	...	..	...	...	Unlimited(q)	750(e); 20(r)	...	(s)	...
Idaho.....	Const. & Comp. Comm.	10	60 C	...	...	...	...	10	20 C	10	One	35	(t)	25	200
Illinois.....	Stat.	..	...	...	...	12,000(g)	...	..	...	15	Weekly	50(c); 3,600(u)	...	...	3,600(u)
Indiana.....	Stat.	..	...	...	...	1,800(v)	...	..	...	8	Weekly	25; 30(w); (x)	8	25	10(y); (z)
Iowa.....	Stat.	40	...	(aa)	(ab)	...	...	40	...	10	One(ac)	(ad)	10	40(ae)	...
Kansas.....	Stat.	10	90 C(af)	...	...	...	...	10	30 C	9	Weekly(ag)	25(ah)	...	...	100(ai)
Kentucky.....	Stat.	25	...	60 L(aj)	...	...	...	25	...	15	One	25; 50(c)	8	25	300
Louisiana.....	Stat.	50	60 C(af)	...	...	...	...	50	30 C	10	Eight(ak)	500(a)	10	50	500(a)
Maine.....	Stat.	..	...	...	...	2,000(al)	...	20	...	9(am)	Weekly	7; 9(an)	...	(t)	...
Maryland.....	Const.	..	...	...	...	2,400(g)	...	(ao)	30 C	10	Unlimited	25; 50(c)	10	35(ap)	2,000; 4,700(aq)
Massachusetts.....	Stat.	..	...	...	...	11,400(g)	...	(ar)	...	..	Daily	(as); 1,200(u)	...	...	1,200(u)
Michigan.....	Comp. Comm.	..	...	...	...	15,000	...	..	...	..	...	3,000(u)	...	(t)	3,000(u)
Minnesota.....	Stat.	..	...	...	...	9,600	...	22.50	...	15	One	24; 16(at)	...	(au)	...
Mississippi.....	Stat.	..	...	...	...	5,000	...	...	...	7	Weekly(av)	12.50(aw)	...	...	100
Missouri.....	Stat.	..	...	...	...	16,800	...	...	...	10	Semi- monthly	10	...	...	...
Montana.....	Stat.	20	...	60 C	...	...	...	20	60 C	9	One	15	...	20(t)	...
Nebraska.....	Const./Stat.	..	...	...	...	4,800	...	...	...	10	One	100(c)	...	...	...
Nevada.....	Stat.	40	...	60 C	...	...	...	40	20 C	10	(ax)	25; 60(c); 250(ay)	...	...	...
New Hampshire.....	Const.	..	...	...	...	200	...	3	15 L	25(az)	Daily	...	25(az)	(t)	...
New Jersey.....	Const./Stat.	..	...	...	...	10,000(g)	...	...	...	(ba)	...	(bb)	...	...	...
New Mexico.....	Const./Stat.	20	60 C(af)	...	...	...	...	20	30 C	10	One	(au)	10	20	...
New York.....	Const./Stat.	..	...	...	...	15,000	...	...	...	(t)	Weekly	3,000(u)	...	(t)	3,000(u)
North Carolina.....	Stat.	..	...	...	...	2,400	...	...	...	9	Weekly	25; 50(a)	...	(au)	50(a)
North Dakota.....	Const.	5	...	60 L	...	...	...	5	...	10	Three	35; 35(a)	9	30(ap)	35(a)
Ohio.....	Stat.	..	...	...	...	25,500	...	...	...	10	Weekly	...	...	...	...
Oklahoma.....	Const. Bd.	..	...	...	...	8,400(g)	...	...	...	10	Weekly	200(bc)	9(bd)	25(bd)	...
Oregon.....	Stat.	..	...	...	...	6,000	...	...	...	...	Weekly	20	8	(au)	100
Pennsylvania.....	Stat.	..	...	...	...	7,200	...	...	...	10	Weekly	4,800(u)	...	...	...
Rhode Island.....	Const.	5	60 L	...	...	...	...	...	...	8	Unlimited	...	...	...	...
South Carolina.....	Const./Stat.	..	...	...	...	4,000	...	45	40 L	9	Weekly	25(be); 15(c)	...	...	...
South Dakota.....	Stat.	..	...	...	...	1,800(bf)	...	10	...	5	One	...	...	...	...
Tennessee.....	Const./Stat.	..	...	...	...	1,800(bg)	...	30	30 L	10	Weekly	30(aw)	10	30	...
Texas.....	Const.	..	...	...	...	4,800	...	...	...	10	One	12(bh)	...	...	450; 1,000(bi)
Utah.....	Const./Stat.	25	60 C(af)	...	...	...	...	25	30 C	10	Weekly	15	...	...	...

Vermont.....	Stat.	..	..	..	..	(b)	30	40	8	Weekly	\$; 10(bk)	8	\$; 10(bk)	..
Virginia.....	Stat.	35	60 C	..	..	..	35	30 C	7	One	1.200(u); (b)	..	..	1.200
Washington....	Stat.	..	..	..	7,200	(ao); (b)	..	..	10	One	25(bl)	10	25	(b)
West Virginia..	Const.	..	..	..	1,500	..	..	..	10	One	5(w)	(au)	25	50
Wisconsin.....	Jt. Finance	..	..	..	17,800	..	..	..	10(bm)	(bm)	15(bn)	(t)	(t)	25;
Wyoming.....	Committee	12(bp)	..	40 C	..	..	..	..	8(bq)	One	26	..	..	40(ba)
Puerto Rico....	Stat.	..	..	..	9,600(g)	..	..	..	15	Weekly	20; 25(br)	15	20; 25(br)	..
Virgin Islands..	Stat.	..	..	..	9,000	..	..	..	(au)	Weekly	30; 20(bs)	..	..	30;
														20(bs)

Abbreviations: L.—Legislative days, C—Calendar days, Const./Stat.—Constitution and Statute.

† Unless otherwise noted.

(a) Additional monthly expense allowance.

(b) Additional annual expense allowance for presiding officers. Virginia: President of Senate \$6,000, Speaker of House \$4,200.

(c) Total allowance for office supplies.

(d) \$10.00 for legislators from Maricopa County.

(e) Legislators attending legislative business outside their county of residence receive subsistence pay of \$20.00 per day. Legislators attending legislative business outside of the State receive \$30.00.

(f) Per diem pay continues if session extended by 3/4 vote in both houses.

(g) Special compensation for legislative leaders. Arkansas: Speaker of House \$2,700; Florida: President of Senate, Speaker of House \$15,000; Illinois: President of Senate, Speaker of House \$18,000, Majority leaders of Senate and House, Minority leader of House \$17,000, 2 Assistant Majority leaders in Senate \$16,500, Assistant Minority leader in Senate, Assistant Majority and Minority leaders in House \$16,000 (Senate salaries effective January 1971); Maryland: President of Senate, Speaker of House \$2,650; Massachusetts: President of Senate, Speaker of House \$22,800; floor leaders of both parties in both houses, Chairmen, Senate and House Committee on Ways and Means \$19,950, Vice Chairman, House Committee on Ways and Means, assistant floor leaders of each party in each house, 2nd assistant floor leader of the minority party in the House \$17,100, Senate and House Chairmen of the Joint Committee on Taxation, the Judiciary and Counties \$15,200; New Jersey: President of Senate, Speaker of the General Assembly \$13,333; Oklahoma: President of Senate, Speaker of House \$12,000; Puerto Rico: President of Senate, Speaker of House \$22,500, Vice Presidents of both houses, floor leaders, and Presidents of the Finance Committee of both houses \$12,000.

(h) Effective 1971: \$19,200.

(i) Each legislator is allowed the use of a car purchased and maintained by the State for use on legislative business. Each legislator is also reimbursed for the actual expense of any public transportation used.

(j) Effective 1971: \$10,200 per biennium at \$200 per month plus \$5,400 payable at \$30.00 per day. Special sessions, \$600 payable at \$30.00 per day.

(k) Current mileage rate, 8¢ except one round trip during session at 15¢. Effective 1971: mileage rate will be 10¢.

(l) Legislators living over twenty-five miles from Denver receive limit of \$10.00 per night for lodging. Effective 1971: daily travel expense to \$10.00 in lieu of lodging for nights not spent in Denver.

(m) \$20.00 per day, \$25.00 for Speaker, limited to \$600 per year plus travel expenses if legislators go out of Denver. Effective 1971: \$30.00 per day limited to \$900 per year for all committees except the joint budget committee whose limit is \$3,000. The Speaker, the Majority and Minority leaders of both houses will receive an additional \$720 each.

(n) Total session expense allowance.

(o) Or amount specified in act creating committee, whichever is more, plus necessary expenses.

(p) Payable upon voucher for reimbursement.

(q) Travel allowance: legislators from Oahu away from Oahu, \$30.00 per day; legislators from neighbor islands away from island of residence \$20.00 per day.

(r) Applies only to legislators outside of Oahu.

(s) On official business on island of residence, \$10.00 per day; away from island of residence \$30.00 per day; outside the State \$45.00 per day.

(t) Actual and necessary expenses. Maine: mileage is paid at same rate received by state employees.

(u) Maximum annual expense allowance.

(v) Effective November 6, 1970: \$4,000.

(w) For Speaker of the House and President of the Senate; West Virginia: President of Senate only.

(x) Effective November 6, 1970: Speaker, President of Senate and Majority leader of Senate \$600 for each regular session, House Majority and Minority leaders and Senate Minority leader \$300.

(y) Effective November 6, 1970: All members \$100.

(z) Additional monthly expenses for legislative leaders: Speaker and Senate Majority leader \$100, House Majority and Minority leaders and Senate Minority leader \$50.00, House and Senate Majority and Minority caucus chairmen \$25.00.

(aa) Unlimited.

(ab) Effective 1971: \$5,500.

(ac) Effective 1971: weekly.

(ad) Effective 1971: \$18.00 per day for days actually in session, Polk Co. \$9.00.

(ae) Plus meals.

(af) Limitation on first session. Second session limitation: Kansas 60C days, Louisiana 30C days, New Mexico 30C days, Utah 20C days.

(ag) Mileage payable for one round trip for each full week of legislative session.

(ah) Limited to ninety days regular session, thirty days special session.

(ai) Monthly except January, February and March in odd years and January and February in even years.

(aj) Legislators are paid for Sundays and holidays during session, thus compensation period usually is seventy-two to seventy-four days.

(ak) Plus four round trips during budget session.

(al) Effective 1971: \$2,500.

(am) Effective 1971: 10¢.

(an) \$7.00 per day for meals, \$9.00 per day for lodgings or in lieu of reimbursement for actual lodging expense, a daily mileage allowance up to \$9.00 per day, plus a small allowance for postage, telephone, etc.

(ao) \$25.00 per day expense allowance.

(ap) Additional allowance. Maryland: Overnight \$12.00, dinner \$3.00, lunch \$2.00, breakfast \$1.50. North Dakota: \$15.00 per day for meals and lodging and other actual and necessary expenses.

(aq) Allowance for office, secretarial and traveling expenses paid by voucher only: House \$2,000, Senate \$4,700, President of Senate, Speaker of House \$5,500.

(ar) Not provided in constitution and may be fixed by special act of Legislature.

(as) Each member depending on where he lives receives a per diem allowance for mileage, meals and lodging from \$2.00 to \$12.00 per day.

(at) \$10.00 for legislators living at home during the session.

(au) Amount not stipulated. Minnesota: for mileage, meals and hotel; New Mexico: for stationery, postage, telephone and telegraph expenses; North Carolina: for reimbursement for subsistence and travel of President pro tem; Oregon: for food and lodging; West Virginia: for mileage; Virgin Islands: for full cost of travel.

(av) Plus one extra round trip weekly at 7¢ per mile.

(aw) Limited to ninety legislative days.

(ax) Limited to \$700 per session and \$250 per special session.

(ay) Total telephone allowance.

(az) 25¢ for first 45 miles, 8¢ per mile for next 25 miles, 6¢ for over 70 miles.

(ba) State railroad pass is only type of travel allowance.

(bb) Free stationery, postage and telegram privileges.

(bc) Additional payment for Majority and Minority floor leaders of each house for each calendar month during regular or special session.

(bd) Limited to twenty days in lieu of expenses for interim State Legislative Council meetings or its committee work in the State, plus travel and other expenses for council or its committee work outside the State.

(be) Limited to forty days per annual session.

(bf) \$1,800 for 45 day session in odd numbered years. Effective 1971: \$3,000. \$1,200 for thirty day session in even numbered years. Effective 1971: \$2,000.

(bg) Effective 1971: \$3,600.

(bh) For first 120 days of regular session and thirty days of each special session plus postage, stationery, supplies, telephone and secretarial assistance.

(bi) Allowance for supplies, telephone and secretarial help, not to exceed \$1,000 in Senate, \$450 in House.

(bj) Per week during session. Salary and per diem limited to \$4,500 for biennium.

(bk) \$5.00 for meals, \$10.00 per day or \$40.00 per week, whichever is less, for rooms or travel expense.

(bl) Effective 1971: \$40.00.

(bm) For first round trip; thereafter 7¢ per mile for one round trip per week during session. If mileage exceeds 2,000 miles per month, compensation is 6¢ per mile.

(bn) For legislators required to establish a temporary residence in Madison.

(bo) \$25.00 for Assemblymen and \$40.00 for Senators in districts of one county or less, plus \$15.00 and \$20.00 respectively for each additional county or part of county in the district.

(bp) Effective 1971: \$15.00.

(bq) Effective 1971: 10¢.

(br) \$20.00 for legislators residing less than 50 Kms. from the Capitol, \$25.00 for those residing more than 50 Kms.

(bs) \$30.00 per day December through April; \$20.00 per day May through November.

SALARIES AND COMPENSATION OF LEGISLATORS

Salary and Daily Pay Plans														Travel and Expense Allowances				
State or other jurisdiction	Compensation set by	Regular session						Special session			During session		Between sessions					
		Amount per day	Limit on no. of days of pay		Annual salary	Biennial salary	Amount per day	Limit on no. of days of pay	Per mile	Round trips home to capital	Expenses per day	Per mile	For expenses on committee business per day	Other per month				
			Annual session	Biennial session														
Alabama.....	Const.	\$10	.....	36 L	.....	.....	\$10	36 L	10c	One	\$20; 300(a)	.....	.....	\$ 300(a)				
Alaska.....	Stat.	..	.....	.....	\$ 6,000	.....	..	.....	15c	One	35; 500(b)	.....	.....	...				
Arizona.....	Const.	..	.....	.....	1,800	.....	20(d)	20	10c	Unlimited	12(e)	10c	\$20(d); 12(e)	...				
Arkansas.....	Const.	20	.....	60 C(f)	.....	\$ 2,400(f)	6	.....	5c	One	.....	.....	.....	...				
California.....	Stat.	.....	.....	.....	16,000	.....	.....	.....	15c	One	21	15c	25(g)	.....				
Colorado.....	Stat.	.....	.....	.....	3,200(h)	.....	.....	.....	(i)	One	(j)	(i)	20(k)	.....				
Connecticut.....	Stat.	.....	.....	.....	.....	3,250	.....	.....	10c	Daily	750(l)	.....	25(m)	.....				
Delaware.....	Const.	.....	.....	.....	6,000	.....	.....	.....	15c	Unlimited	25(n)	.....	.....	.....				
Florida.....	Const.	.....	.....	.....	.....	2,400	.....	.....	10c	Weekly	25	.....	.....	300				
Georgia.....	Stat.	.....	.....	.....	4,200	.....	.....	.....	10c	Weekly	25	10c	25	.....				
Hawaii.....	Const. & Stat.	.....	.....	.....	2,500(o)	.....	(o)	.....	20c	One	32.50; 45(p)	20c	(q)	.....				
Idaho.....	Const.	10	.....	60 C	.....	.....	10	20 C	10c	One	25	.....	25	3.50(r)				
Illinois.....	Stat.	.....	.....	.....	.....	18,000	.....	.....	15c	Weekly	2,000(a); 50(c)	.....	.....	.....				
Indiana.....	Stat.	.....	.....	.....	.....	3,600	.....	.....	8c	Weekly	25; 30(t)	8c	25	.....				
Iowa.....	Stat.	40	.....	(u)	.....	.....	40	.....	10c	One	.....	10c	40(v)	.....				
Kansas.....	Stat.	10(w)	.....	.....	.....	.....	10	30 C	9c	Weekly(x)	25(y)	.....	.....	100(z)				
Kentucky.....	Stat.	25	.....	60 L(aa)	.....	.....	25	.....	15c	One	25; 50(n)	.....	.....	150				
Louisiana.....	Stat.	50	60 C(ab)	.....	.....	.....	50	30 C	10c	Eight(ac)	.....	.....	.....	250				
Maine.....	Stat.	.....	.....	.....	.....	2,000	20	.....	9c	Weekly	5; 7(ad)	.....	(i)	.....				
Maryland.....	Const.	.....	.....	.....	2,400	.....	.....	30 C	(q)	One	25; 50(c)	.....	.....	1,500(ae)				
Massachusetts.....	Stat.	.....	.....	.....	10,000	.....	(af)	.....	8c(ag)	Daily	900(ah)	.....	.....	.....				
Michigan.....	Stat.	.....	.....	.....	12,500	.....	.....	.....	10c	Semi- monthly	2,500(ai)	.....	(i)	.....				
Minnesota.....	Stat.	.....	.....	.....	.....	9,600	25	.....	15c	One	21; 14(aj)	.....	(q)	.....				
Mississippi.....	Stat.	.....	.....	.....	.....	5,000	22.50	.....	7c	Weekly(ak)	12.50(al)	.....	.....	100				
Missouri.....	Stat.	.....	.....	.....	.....	9,600(am)	.....	.....	10c	Semi- monthly	10	.....	.....	.....				
Montana.....	Stat.	20	.....	60 C	.....	.....	20	60 C	8c	One	15	.....	(q)	.....				
Nebraska.....	Const. & Stat.	.....	.....	.....	.....	4,800	.....	.....	10c	One	100(c)	.....	.....	.....				
Nevada.....	Stat.	40	.....	60 C	.....	.....	40	20 C	10c	(an)	25; 60(c); 250(ao)	.....	.....	.....				
New Hampshire.....	Const.	.....	.....	.....	.....	200	3	15 L	25c(ap)	Daily	25	25c(ap)	(i)	.....				
New Jersey.....	Const. & Stat.	.....	.....	.....	7,500	.....	.....	.....	(aq)	.....	(ar)	.....	.....	.....				
New Mexico.....	Const. & Stat.	20	60 C(as)	.....	.....	.....	20	30 C	10c	One	(q)	10c	20	.....				
New York.....	Const. & Stat.	.....	.....	.....	15,000	.....	.....	.....	.....	Weekly	3,000(l)	.....	(i)	.....				
North Carolina.....	Const.	15	.....	120 C	.....	.....	15	25 C	8c	Weekly	20	.....	(q)	.....				
North Dakota.....	Const.	5	.....	60 L	.....	.....	5	.....	10c	One	25; 35(a)	.....	.....	35(a)				
Ohio.....	Stat.	.....	.....	.....	.....	16,000	.....	.....	10c	Weekly	.....	.....	.....	.....				
Oklahoma.....	Const.	15(at)	75 L	.....	.....	6,400	15	75 L	10c	Weekly	100(au)	.....	25(av); 100(au)	.....				
Oregon.....	Stat.	.....	.....	.....	.....	6,000	.....	.....	.....	.....	20	8c	(q)	.....				
Pennsylvania.....	Stat.	.....	.....	.....	7,200	.....	.....	.....	10c	Weekly	4,800(aw)	.....	.....	.....				
Rhode Island.....	Const.	5	60 L	.....	.....	.....	.....	.....	8c	Unlimited	.....	.....	.....	.....				

South Carolina...	Const. & Stat.	..	....	4,000	....	43	40 L	9c	Weekly	15(ax)	..	....	...
South Dakota....	Stat.	..	....	1,500	....	10	...	5c	One	...	..	....	...
Tennessee.....	Const. & Stat.	..	....	3,600	....	10	30 L	10c	Weekly	30(al)	..	....	...
Texas.....	Const.	..	....	4,800	....	..	...	10c	One	12(ay)	..	....	200; 1,000(ax)
Utah.....	Const. & Stat.	..	....	1,000	....	..	...	10c	Weekly	5	..	....	...
Vermont.....	Stat.	..	....	150(ba)	....	30	40	8c	Weekly	5; 10(bb)	8c	5; 10(bb)	...
Virginia.....	Stat.	..	....	2,100	....	35	30 C	7c	One	600(aw)	...	...	...
Washington.....	Stat.	..	....	7,200	....	25	...	19c	One	25	10c	25	50
West Virginia....	Const.	..	....	1,500	....	..	...	10c	One	5(bc)	(q)	25	...
Wisconsin.....	Jt. Finance Committee	..	....	18,000	....	..	...	10c(bd)	(bd)	15(be)	..	....	25; 40(bf)
Wyoming.....	Stat.	12	....	40 C	....	12	...	8c	One	23(bg)	..	....	...
Puerto Rico.....	Stat.	..	....	2,700(bh)	....	..	...	15c	Weekly(bi)	10(bj); 200(so); 200(c)	(q)	...	...
Virgin Islands...	Stat.	..	....	9,000	....	..	...	(q)	Weekly	30; 20(bk)	..	....	30; 20(bk)

Abbreviations: L—Legislative days, C—Calendar days.

†Unless otherwise noted.

(a) Additional monthly expense allowance.

(b) Additional annual expense allowance for presiding officers.

(c) Total postage and stationery allowance.

(d) Limited to \$1,400 total in one year for special session and interim committee work.

(e) Subsistence for legislators from outside capital city limits and for days required to attend interim committee meetings.

(f) Per diem pay continues if session extended by $\frac{1}{2}$ vote in both houses; Speaker receives \$2,700.

(g) Limited to 60 days.

(h) Effective in 1969 for legislators elected in 1968: \$9,600 per biennium at \$200 per month and \$30 per day for 160 days.

(i) Actual and necessary expenses. Colorado, effective during session in 1969 for legislators elected in 1968: legislators living over 25 miles from Denver will receive expenses for one weekly round trip from home to Denver plus one round trip per session. Maine: mileage is paid at same rate received by state employees.

(j) Effective in 1969 for legislators elected in 1968: legislators living over 25 miles from Denver will receive limit of \$10 per night for lodging.

(k) Effective in 1969 for legislators elected in 1968: \$20 per day (\$25 for Speaker) limited to \$600 in one year plus travel expenses if legislators go out of Denver.

(l) Total session expense allowance.

(m) Or amount specified in act creating committee, whichever is more, plus necessary expenses.

(n) Total annual stationery and supplies allowance.

(o) \$2,500 per general session; \$1,500 per budget session; \$750 per special session.

(p) \$32.50 for legislators from Hawaii; \$45 for legislators from neighbor islands.

(q) Amount not provided. Minnesota: for travel, mileage and meals; Montana: for travel and other expenses; New Mexico: for stationery, postage, telephone and telegraph expenses; North Carolina: reimbursement for subsistence and travel of Speaker and President pro tem; Oregon: for food and lodging; West Virginia: for mileage; Puerto Rico: for trip expenses; Virgin Islands: for full cost of travel.

(r) Per day.

(s) For biennial secretarial, clerical, research and technical assistance.

(t) For Speaker of the House and President of the Senate.

(u) Unlimited.

(v) Plus meals.

(w) Limited to \$900 in odd year by statute; in even year constitution limits per diem to 60 days.

(x) Mileage payable for 1 round trip for each full week of legislative session.

(y) Limited to \$2,250 for regular session and \$1,750 for special session.

(z) Monthly except January, February and March in odd years and January and February in even years.

(aa) Legislators are paid for Sundays and holidays during session, thus compensation period usually is 72 to 74 days.

(ab) Even years; 30 day budget session in odd years.

(ac) Plus 4 round trips during budget session.

(ad) \$5 per day for meals; \$7 limit per day for lodging plus a small allowance for postage, telephone and other expenses.

(ae) \$1,500 total for Delegates; \$2,500 for certain committee chairmen; \$5,000 for Speaker; \$4,200 for Senators; \$4,500 for certain committee chairmen; \$5,000 for Senate President.

(af) Not provided in constitution and may be fixed by special act of Legislature.

(ag) Within 40 miles, \$6 per mile for 4 days to amount to minimum of \$7 weekly; beyond 40 miles, \$6 per mile for one weekly round trip.

(ah) Annually plus up to \$60 living expenses per week for legislators living over 40 miles from Boston.

(ai) Total, plus postage, telephone and telegraph allowance.

(aj) \$14 for legislators not needing to leave home to attend session.

(ak) Plus 1 extra round trip weekly at 6¢ per mile.

(al) Limited to 90 legislative days.

(am) Effective in 1969: \$16,800 per biennium.

(an) Limited to \$700 per session and \$250 per special session.

(ao) Total telephone allowance. Nevada: limited to \$100 per special session.

(ap) For first 45 miles; 8¢ per mile for next 25 miles; 6¢ over 70 miles.

(aq) State railroad pass is only type of travel allowance.

(ar) Free stationery, postage and telegram privileges.

(as) Plus 30 calendar days even-year session.

(at) Legislators receive \$15 for first 75 legislative days including intervening nonlegislative days for regular or special session, then \$100 per month.

(au) Per month for office in district and travel.

(av) Limited to 20 days in lieu of expenses for interim State Legislative Council meetings or its committee work in the State, plus expenses for Council or its committee work outside the State.

(aw) Total annual expense allowance.

(ax) Limited to 40 days per annual session.

(ay) For first 120 days of regular session and 30 days of each special session plus postage, stationery, supplies, telephone and secretarial assistance.

(az) \$200 for Representatives; \$1,000 for Senators for district office expenses.

(ba) Per week during session. Salary and per diem limited to \$4,500 for biennium.

(bb) \$5 for meals; \$10 per day or \$40 per week, whichever is less, for rooms or travel expense.

(bc) For President of Senate.

(bd) For first round trip; thereafter 7¢ per mile for first 2,000 miles per month; 6¢ per mile for each additional mile once a week.

(be) For legislators required to establish a temporary residence in Madison.

(bf) \$25 for Assemblymen and \$40 for Senators in districts of one county or less plus \$15 and \$20 for each additional county or part of county in district.

(bg) Effective January 1969: \$26.

(bh) Presiding officers of both houses receive \$11,250; Vice Presidents, floor leaders of parties and committee chairmen receive \$3,300.

(bi) For minimum of \$10.

(bj) \$10 for legislators living within 25 kilometers of San Juan; \$15 for legislators living 25 to 50 kilometers distant; \$25 for legislators living beyond 50 kilometers.

(bk) \$30 per day December through April; \$20 per day May through November.

SALARIES AND COMPENSATION OF LEGISLATORS

State or other jurisdiction	SALARY AND DAILY PAY PLANS						ADDITIONAL COMPENSATION FOR LEGISLATORS				
	Regular session			Special session			Basic salary is fixed by	Date basic salary established	Travel allowance		Additional expense allowances during session
	Daily pay plan		Salary plan Amount of salary calculated for biennium	Special session		Amount per mile			Number of trips during session		
	Amount per day	Limit on no. of days of pay		Amount per day	Limit on no. of days of pay						
Alabama.....	\$10	36 L(a)	.....	\$10	36 L	Const.	1946	10c	One round trip	\$20 per day(a)	
Alaska.....	..	...	\$ 5,000(b)	..	...	Stat.	1961	15c	One round trip(c)	\$35 per day; \$300 postage-stationery allowance; presiding officers receive an extra annual allowance of \$500	
Arizona.....	..	...	3,600(b,d)	..	...	Const.	1958	10c	.....	\$12 per day subsistence for legislators from outside city limits of capital(d)	
Arkansas.....	20	60 C	2,400(e,f)	6	...	Const.	1958	5c	One round trip	.....	
California.....	..	...	12,000(b)	..	...	Const.	1954	5c(g)	One round trip	\$19 per day(f)	
Colorado.....	..	...	6,400(b,h)(h)	..	...	Stat.	1963	(i)	One round trip	None during session(g)	
Connecticut.....	..	...	3,250	..	...	Stat.	1965	10c	Each day	\$750 expense allowance	
Delaware.....	..	...	9,000	..	...	Const.	1965	15c	Unlimited mileage	\$25 stationery and supplies	
Florida.....	..	...	2,400	..	...	Const.	1954	10c	Round trip per week	\$25 per day	
Georgia.....	10	(b,j)	.....	10	70 C(k)	Const.	1945	10c	Four round trips	\$40 per day	
Hawaii.....	..	...	4,000(b,l)	(l)	...	Const. & Stat.	1959	20c	One round trip	\$32.50 per day for members from Oahu; \$45 for legislators from neighbor islands	
Idaho.....	10	60 C	.....	10	20 C	Const.	1946	10c	One round trip	Additional \$25 a day for committee members	
Illinois.....	..	...	18,000	..	...	Stat.	1965	10c	Round trip per week	\$50 for postage and stationery	
Indiana.....	..	...	3,600	..	...	Stat.	1955	8c	Round trip per week	\$20 per day	
Iowa.....	30	.....	.....	30	...	Stat.	1957	10c	One round trip	.....	
Kansas.....	10	120 C(b,m)	.....	10	30 C	Stat.	1963	7c	Six actual round trips during regular and three actual round trips during special or budget session	\$15 per day; not to exceed \$1,350 during regular session nor \$450 during special or budget session; \$50 per month between sessions	
Kentucky.....	25	60 L(n)	.....	25	...	Stat.	1950	15c	One round trip	\$25 a day; \$50 in lieu of stationery	
Louisiana.....	50	90 C(b,o)	.....	50	30 C	Stat.	1956	10c	Eight round trips and four round trips during budget session	\$250 per month while legislature not in regular session	
Maine.....	..	...	2,000	20	...	Stat.	1965	9c	Round trip per week	Small allowance for postage, telephone, etc., plus \$5 per day in attendance for meals and actual housing expenses not to exceed \$7 per night	
Maryland.....	..	...	4,800(h)	..	30 C	Const.	1964	(i)	One round trip	\$25 per day plus \$50 for postage per annual session	
Massachusetts.....	..	...	15,000(b)	(q)	...	Stat.	1965	9c(p)	Each day(r)	\$1,800 per biennium; weekly expense allowance according to distance from capital(q)	
Michigan.....	..	...	20,000	..	...	Stat.	1964	10c	Two round trips per month(s)	\$5,000 per biennium; plus allowance for postage, telephone and telegraph, etc.	
Minnesota.....	..	...	9,600	25	...	Stat.	1965	15c	One round trip	In 1965, \$21 per day, except \$14 per day for legislators who did not have to leave their homes to attend session	
Mississippi.....	..	...	3,000	22.50	...	Stat.	1956	10c	One round trip(t)	\$100 per month between sessions	
Missouri.....	..	...	9,600	..	...	Stat.	1961	10c	Twice per month	\$10 per day	
Montana.....	35	60 C	.....	20	60 C	Stat.	1955	8c	One round trip	\$15 per day	
Nebraska.....	..	...	4,800	..	...	Const. & Stat.	1961	8c	One round trip	\$100 postage allowance	
Nevada.....	40	60 C	.....	40	20 C	Stat.	1965	10c	Special trips(u)	\$25 per day(u); \$60 for postage, etc.	
New Hampshire.....	..	...	200	3	15 L	Const.	1889	(v)	Daily round trip(v)	.....	

New Jersey.....	..	..	10,000(b)	..	..	Const. & Stat.	1954	...	State railroad pass	.....
New Mexico.....	20	60 C	.....	20	30 C	Const. & Stat.	1953	10c	One round trip	Stationery, postage, telephone and telegraph allowance
New York.....	..	..	20,000(b)	..	..	Const. & Stat.	1961	(i)	Round trip per week	\$2,500 expense allowance at 1963 annual sessions
North Carolina.....	15	120 C	.....	15	25 C	Const.	1956	8c	One round trip per week	\$12 per day subsistence
North Dakota.....	5	60 L	.....	5	..	Const.	1889	10c	One round trip	\$20 per day
Ohio.....	..	..	10,000	..	..	Stat.	1955	10c	Round trip per week	Postage and stationery
Oklahoma.....	15	75 L(v)	3,900(v)	15	75 L(v)	Const.	1948	10c	One round trip per week	Postage, stationery, telephone and telegraph allowance and shipping legislative supplies
Oregon.....	20(w)	120C	6,000	20	120C	Const.	1963	10c	.....	.....
Pennsylvania.....	..	..	12,000(b)	..	..	Stat.	1959	10c	Round trip per week	\$6,000(b)
Rhode Island.....	5	60 L(b)	.....	..	..	Const.	1900	8c	.....	.....
South Carolina.....	..	..	3,600(b)	45	40 L	Stat. & Const.	1960	9c	Round trip per week	\$15 per day for maximum of 40 days per annual session
South Dakota.....	..	..	3,000(b)	10	..	Stat.	1963	5c	One round trip	.....
Tennessee.....	10	75 C	.....	10	20 C	Stat.	1953	16c	One round trip	\$5 per day
Texas.....	..	..	9,600(x)	..	..	Const.	1960	10c	One round trip	Per diem of \$12 for first 120 days of regular session and for 30 days of each special session; postage, stationery, supplies, telephone and secretarial assistance
Utah.....	..	..	1,000	..	..	Const. & Stat.	1951	10c	One round trip per week, if incurred	\$5 per day
Vermont.....	(y)	..	.....	..	..	Stat.	1955	20c	One round trip	.....
Virginia.....	..	..	1,080	30	30 C	Stat.	1948	7c	One round trip	\$720 for regular session; \$360 for special sessions
Washington.....	..	..	2,400	25	..	Stat.	1949	10c	One round trip	\$25 per day
West Virginia.....	..	..	3,000(b)	..	..	Const.	1954	10c	One round trip	.....
Wisconsin.....	15	110 L	10,800	15	20 L	Stat.	1963	(z)	Rate-distance ratio(z)	(aa)
Wyoming.....	12	40 C	.....	12	..	Stat.	1941	8c	One round trip	\$20 per day
Puerto Rico.....	..	..	5,400(b)	..	..	Act Stat.	1960	15c	Round trip per week (ab)	\$10 per day(nc); \$200 for telephone; \$100 for postage; \$100 for stationery

Abbreviations: L—Legislative days; C—Calendar days.

(a) In practice the legislature meets for 18 weeks. Legislators receive \$210 a week in combined daily salary and expense allowance, a total of \$3,780 for each regular biennial session.

(b) Annual sessions.

(c) Plus excess baggage allowance.

(d) Plus \$20 per day salary (limited to \$1,800 in a year) for special sessions and interim committee meetings; \$12 per day subsistence for days required to attend interim committee meetings, plus 10c a mile or first class public carrier.

(e) Payable at rate of \$100 each month. Speaker of the House receives \$2,700.

(f) Legislators receive \$100 a month for each of the 24 months in the biennium, plus a per diem of \$20 a day for each of the 60 calendar days of the biennial legislative session.

(g) 12½¢ a mile for interim committee meetings and \$25 a day for maximum of 60 days for interim committee meetings.

(h) Legislators receive \$100 a month during biennium plus \$4,000, paid at rate of \$25 a day during regular and special sessions up to a total of 160 days each biennium with remainder paid as a lump sum. Legislators also receive \$20 per day, not to exceed \$600 in any calendar year, while not in session, for attendance at legislative meetings, plus actual and necessary traveling expenses.

(i) Actual and necessary expenses.

(j) Not to exceed 40 days in even years; 45 days in odd years.

(k) 70-day limit on special sessions called by Governor except for impeachment proceedings; 30-day limit on sessions convened by legislature except for impeachment proceedings.

(l) \$2,500 per general session; \$1,500 per budget session; \$750 for each special session.

(m) 120 C-days biennial total; 90 C-day regular session; 30 C-day budget session. Legislators are paid additional allowance of \$50 per calendar month, except for January, February and March in odd years, and January during even years to defray expenses incurred between sessions.

(n) Legislators are paid for Sundays and holidays during session, consequently compensation period usually is 72 to 74 days.

(o) 90 days biennial total; 60-day regular session, 30-day budget session.

(p) In terms of fixed amounts for each legislator.

(q) Determined at each session in Massachusetts.

(r) Within 40-mile radius, 8c a mile daily to amount to not less than \$7 a week; outside 40-mile radius, \$60 per week living expenses plus 8c a mile for one round trip per week.

(s) Plus one extra round trip each 7 days at 6c a mile.

(t) 10c a mile for daily commuting or \$15 per day if living in capital.

(u) 25c per mile for first 25 miles, 20c for next 20 miles, 8c for next 25 miles, 6c for the next 25 miles, 5c over 95 miles.

(v) Figure shown is approximate for biennium in which no special session is held. In 1961-62 biennium, combined per diem and salary totaled \$3,908.32. Legislators receive \$15 for first 75 legislative days, including intervening nonlegislative days, for regular or special session; otherwise \$100 a month.

(w) Expenses plus salary.

(x) Members receive an annual salary of \$4,800.

(y) Members receive \$85 for each week or portion thereof during regular session.

(z) 10c a mile for one round trip; thereafter, 7c a mile for first 2,000 miles per month, 6c a mile for each additional mile once a week during the session.

(aa) Interim expense allowance paid for each full calendar month when legislature not in session, as follows: for district of one county or less—Assemblyman, \$25 per month; Senator, \$40 per month. For each additional county or part of county in district—Assemblyman, \$15 per month; Senator, \$20 per month.

(ab) Minimum \$10.

(ac) \$15 per day within 25-50 kilometers radius; \$25 per day beyond.

SALARIES AND COMPENSATION OF LEGISLATORS

State or other jurisdiction	SALARY AND DAILY PAY PLANS						ADDITIONAL COMPENSATION FOR LEGISLATORS			
	Regular session		Special session		Basic salary is fixed by	Date basic salary established	Travel allowance		Additional expense allowances during session	
	Daily pay plan		Salary plan	Limit on no. of days of pay			Amount per mile	Number of trips during session		
	Amount per day	Limit on no. of days of pay		Amount of salary calculated for biennium						Amount of pay of day
Alabama.....	\$10	36 L(a)	.....	\$10	36 L	Const.	1946	10c	One round trip	\$20 per day(a)
Alaska.....	..	..	\$ 5,000(b)	..	..	Stat.	1961	15c	One round trip(c)	\$35 per day; \$300 postage-stationery allowance; presiding officers receive an extra annual allowance of \$500
Arizona.....	..	..	3,600(b,d)	..	..	Const.	1958	10c	.....	\$12 per day subsistence for legislators from outside city limits of capital(d)
Arkansas.....	20	60 C	2,400(e,f)	6	..	Const.	1958	5c	One round trip	.....
California.....	..	..	12,000(b)	..	..	Const.	1954	5c(g)	One round trip	\$19 per day(f)
Colorado.....	..	..	6,400(b,h)	h	..	Stat.	1963	(i)	One round trip	None during session(g)
Connecticut.....	..	..	2,000	..	..	Stat.	1959	10c	Each day	\$500 expense allowance
Delaware.....	..	..	6,000(b)	..	..	Const.	1959	15c	Unlimited mileage	\$25 stationery and supplies
Florida.....	..	..	2,400	..	..	Const.	1954	10c	Round trip per week	\$25 per day
Georgia.....	10	(b,j)	.....	10	70 C(k)	Const.	1945	10c	Four round trips	\$40 per day
Hawaii.....	..	..	4,000(b,l)	(l)	..	Const. & Stat.	1959	20c	One round trip	\$32.50 per day for members from Oahu; \$45 for legislators from neighbor islands
Idaho.....	10	60 C	.....	10	20 C	Const.	1946	10c	One round trip	Additional \$15 a day for committee members
Illinois.....	..	..	12,000	..	..	Stat.	1957	10c	Round trip per week	\$50 for postage and stationery
Indiana.....	..	..	3,600	..	..	Stat.	1955	7c	Round trip per week	.....
Iowa.....	30	..	.....	30	..	Stat.	1957	7c	One round trip	.....
Kansas.....	10	120 C(b,m)	.....	10	30 C	Stat.	1963	7c	Six actual round trips during regular and three actual round trips during special or budget session	\$15 per day; not to exceed \$1,350 during regular session nor \$450 during special or budget session; \$50 per month between sessions
Kentucky.....	25	60 L(n)	.....	25	..	Stat.	1950	15c	One round trip	\$25 a day; \$50 in lieu of stationery
Louisiana.....	50	90 C(b,o)	.....	50	30 C	Stat.	1956	10c	Eight round trips and four round trips during budget session	\$250 per month while legislature not in regular session
Maine.....	..	..	1,600	10	..	Stat.	1959	5c	Round trip per week	Small allowance for postage, telephone, etc.
Maryland.....	..	..	3,600(b)	..	..	Const.	1948	20c(p)	One round trip	\$2,400 per biennium
Massachusetts.....	..	..	15,600(b)	(q)	..	Stat.	1963	8c(p)	Each day(r)	\$1,200 per biennium; weekly expense allowance according to distance from capital(q)
Michigan.....	..	..	14,000(b)	..	..	Stat.	1962	10c	Two round trips per month	\$2,500 per biennium; plus allowance for postage, telephone and telegraph
Minnesota.....	..	..	4,800	25	..	Stat.	1955	15c	One round trip	In 1963, \$18 per day except that legislators who did not have to leave their homes to attend session received \$12 per day
Mississippi.....	..	..	3,000	22.50	..	Stat.	1956	10c	One round trip(s)	\$100 per month between sessions
Missouri.....	..	..	9,600	..	..	Stat.	1961	10c	Twice per month	\$10 per day
Montana.....	20	60 C	.....	20	60 C	Stat.	1955	8c	One round trip	.....
Nebraska.....	..	..	4,800	..	..	Const. & Stat.	1961	8c	One round trip	\$100 postage allowance
Nevada.....	25	60 C	.....	25	20 C	Stat.	1957	10c	Daily commuting(t)	\$15 per day(t); \$60 for postage, etc.
New Hampshire.....	..	..	200	3	15 L	Const.	1889	(u)	Daily round trip(u)	.....