

ALASKA LEGISLATURE COMMITTEE FILES 1997-1998 8672

9275 HOUSE LABOR & COMMERCE

Weatherguard, Inc. 200 West 34th, Suite #371 Anchorage, AK 99503	05/01/91
Weaver Brothers, Inc. P.O. Box 2229 Kenai, AK 99611	06/30/95
Dr. Thomas J. Wells, DDS MS PC 2550 Denali Street, Suite 1200 Anchorage, AK 99503	11/09/92
Wendy's 239 West 4th Avenue Anchorage, AK 99501	11/04/86
West Anchorage Veterinary Clinic, Inc. 3630 Jewel Lake Road Anchorage, AK 99502	01/23/87
West Coast Construction P.O. Box 248 Unalakaleet, AK 99684	11/02/89
Western Alaska Contractors, C.V. 6120 A Street Anchorage, AK 99518	02/19/86
West Anchorage Veterinary Clinic 3630 Jewel Lake Road Anchorage, AK 99502	12/09/91
West Coast Construction Services, Inc. P.O. Box 1386 Haines, AK 99827	09/10/93
West Line Construction, Inc. P.O. Box 7816 Olympia, WA 98507	04/12/95
Western Marine Construction, Inc. 1001 SW Klickitat Way, Suite 200A Seattle, WA 98134	03/04/93
Scott Wetzel Services, Inc. 500 Pacific Avenue, Suite 700 Bremerton, WA 98310	01/15/92
J. B. White, Inc. 703 West Tudor Road, Suite 201 Anchorage, AK 99503	06/08/88
Jack White Company 3201 C Street, Suite 400 Anchorage, AK 99503	07/26/90
Wilbur's, Inc. P.O. Box 190829	09/13/91

Anchorage, AK 99519	
Wilderness Women of Alaska P.O. Box 871016 Wasilla, AK 99687	08/07/92
Winfree & Hompesch, APC 119 North Cushman Street, Suite 400 Fairbanks, AK 99701	07/07/92
Wings of Alaska/Alaska Juneau 1873 Shell Simmons Drive Juneau, AK 99801	06/03/91
Women's Resource & Crisis Center 325 South Spruce Street Kenai, AK 99611	07/22/94
Thad L. Woodard & Associates 1200 Airport Heights Anchorage, AK 99508	04/14/94
Woods Motel 333 Concrete Street Anchorage, AK 99501	04/26/91
Woodsy's, Inc. 1115 3rd Street Douglas, AK 99824	11/08/93
Woodward-Clyde Consultants 3501 Denali St. Suite 101 Anchorage, AK. 99503	06/07/96
World Express Travel, Inc. 206 West 34th Avenue Anchorage, AK 99503	03/27/96
World Wise Movers, Inc. 7120 Hart Street Anchorage, AK 99518	09/22/94
Phil Wright, D.D.S. 1000 East Dimond Boulevard, Suite 200 Anchorage, Ak 99515	01/20/93
Wright General, Inc. 900 Snohomish Dr Wasilla, AK 99654	06/18/96
Yes Foods 1310 West 56th, Avenue Anchorage, AK 99518	09/29/94
Young At Heart Sales 2815 East Tudor Anchorage, AK 99507	08/18/95

Yukon Brewing & Bottling Company, Inc. 2020 Abbott Road, #3 Anchorage, AK 99507	08/26/91
Yukon Kuskokwim Health Corporation P.O. Box 528 Bethel, AK 99559	03/31/88
Yute Air Alaska, Inc. P.O. Box 190169 Anchorage, AK 99519	09/20/94
Zack's Famous Frozen Yogurt 2770 Minnesota Drive Anchorage, AK 99503	01/07/92
Zeppo's, Ltd. 328 G Street Anchorage, AK 99501	12/06/85
Zubeck, Inc. 7983 Kenai Spur Highway Kenai, AK 99611	05/18/92

ALASKA DEPARTMENT OF CORRECTIONS

DIVISION OF ADMINISTRATIVE SERVICES



JOSEPH REEVES
ASSISTANT DIRECTOR

DATE: _____
FROM: _____
STATE OF ALASKA
Department of Corrections
Division of Administrative Services
P.O. Box 112000
Juneau, Alaska 99811-2000
Phone: (907) 465-3315
FAX: (907) 465-3253

FACSIMILE COVER SHEET

TO: Casey Sullivan COMPANY: Rep. Conderg
FAX #: 2069 PHONE #: 3879

NUMBER OF PAGES + COVER SHEET: _____

COMMENTS

Of 1,014 Institutional Staff approx 80% or 818,
work 84 hr workweek (i.e. 7-12hr) for week
on week off schedule. Ruled by Article 27 B64

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2. In instances of contract negotiations and other highly critical matters of long duration, the Employer agrees that every reasonable effort will be made to release bargaining unit members from their duties; however, the parties recognize that a situation may develop such that a bargaining unit member may not reasonably be released.

ARTICLE 27

SHIFT ASSIGNMENT

- A. Hours of Operation.
 1. Hours of operation shall be established by the Employer.
 2. The Employer will notify the Union prior to implementing any large scale change in the hours of operation.
- B. Shift Assignments.
 1. Shift assignments shall be made in accordance with the needs of the Employer.
 2. Seniority shall be considered in assigning employees to desired shift assignments. For purposes of this Article, seniority means continuous length of service in the job class.
 3. Neither permanent assignments nor temporary reassignments shall be used as a means of disciplining bargaining unit members. The parties acknowledge that changes in assignment may be appropriate as part of a corrective or investigatory action.

C. **Alternative Workweeks.**

1. A four (4) day workweek or other form of alternative workweek schedule may be established by written mutual agreement of the Employer and the Union, the terms of which schedules shall be set forth in letters of agreement.
2. All letters of agreement establishing alternative workweek schedules in effect on date of signing of this Agreement shall be automatically cancelled ninety (90) days after signing unless specifically renewed or renegotiated.

D. **Flexible Work Hours.**

1. Flexible work hours may be established by the commissioner of the employing department.
2. The commissioner or the commissioner's designee shall be the approving authority for bargaining unit member requests for flexible work hours.

E. **Shift bidding procedures may be established for a particular work site by letter of agreement between the Employer and the Union.**

F. **Nothing in this Article precludes temporary reassignment of a bargaining unit member because of illness, vacation, emergency, training, orientation, or similar causes.**

G. **A bargaining unit member may trade shifts with another bargaining unit member provided prior approval has been secured from the supervisor of the work being performed. The bargaining unit member is responsible for accounting for shifts "traded" and "paid back." The Employer will pay the member scheduled to work for the actual hours worked on the shift.**

H. **Split Shifts. The Employer agrees that bargaining unit members will not be scheduled to work split shifts except in those instances where there is no reasonable alternative.**

JAN 30 1997

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Minimum Wage and Overtime Premium Pay Standards Applicable to
 Nonsupervisory NONFARM Private Sector Employment
 Under State and Federal Laws
 January 2, 1997

State or other jurisdiction*	Future effective date	Basic mini- mum rate (per hour)	Premium pay after designated hours <u>1/</u>	
			Daily	Weekly
FEDERAL:				
Fair Labor Standards Act (FLSA)	9/1/97	\$4.75 5.15		40
STATE:				
Alabama	
Alaska	9/1/97	5.25 5.65	8 <u>2/</u>	40 <u>2/</u>
Arizona	
Arkansas (Applicable to em- ployers of 4 or more)		4.25		40
California	3/1/97 9/1/97 3/1/98	4.75 5.00 5.15 5.75	8 <u>3/</u> over 12 (double time)	40 <u>3/</u> 7th day <u>3/</u> First 8 (time and half) over 8 (double time)
Colorado		4.75	12	40
Connecticut	9/1/97	4.77 5.18		40 <u>4/</u>
Delaware	9/1/97	5.00 5.15		...
District of Columbia	9/1/97	5.75 6.15		40
Florida	

See footnotes at end of table

Minimum Wage and Overtime Premium Pay Standards Applicable to
 Nonsupervisory NONFARM Private Sector Employment
 Under State and Federal Laws--Continued
 January 2, 1997

State or other jurisdiction*	Future effective date	Basic mini- mum rate (per hour)	Premium pay after designated hours <u>1/</u>	
			Daily	Weekly
Georgia (Applicable to employers of 6 or more)		\$3.25
Guam	9/1/97	4.75 5.15		40
Hawaii <u>5/</u>		5.25		40
Idaho		4.25		40
Illinois (Applicable to employers of 4 or more)	9/1/97	4.75 5.15		40
Indiana (Applicable to employers of 2 or more)		3.35		...
Iowa	9/1/97	4.75 5.15		...
Kansas		2.65		46
Kentucky		4.25		40 7th day <u>6/</u>
Louisiana	
Maine	9/1/97	4.75 5.15		40
Maryland	9/1/97	4.75 5.15		40 <u>7/</u>
Baltimore City Ordinance (Applicable to employers of 2 or more)		4.25		40
Massachusetts		5.25		40

See footnotes at end of table

Minimum Wage and Overtime Premium Pay Standards Applicable to
 Nonsupervisory NONFARM Private Sector Employment
 Under State and Federal Laws--Continued
 January 2, 1997

State or other jurisdiction*	Future effective date	Basic mini- mum rate (per hour)	Premium pay after designated hours <u>1/</u>	
			Daily	Weekly
Michigan (Applicable to employers of 2 or more)		\$3.35		40
Minnesota Large employer (enterprise with annual receipts of \$362,500 or more)		4.25		48
Small employer (enterprise with annual receipts of less than \$362,500)		4.00		
Mississippi	
Missouri <u>8/</u>	9/1/97	4.75 5.15		40 <u>8/</u>
Montana <u>except</u> businesses with gross annual sales of \$110,000 or less	9/1/97	4.75 5.15 4.00		40
Nebraska (Applicable to em- ployers of 4 or more)		4.25		...
Nevada	9/1/97	4.75 5.15	8 <u>9/</u>	40 <u>9/</u>
New Hampshire	9/1/97	4.75 5.15		40
New Jersey		5.05		40
New Mexico		4.25		40
New York		4.25		40
North Carolina		4.25		40 <u>10/</u>
North Dakota		4.75		40

See footnotes at end of table

Minimum Wage and Overtime Premium Pay Standards Applicable to
 Nonsupervisory NONFARM Private Sector Employment
 Under State and Federal Laws--Continued
 January 2, 1997

State or other jurisdiction*	Future effective date	Basic minimum rate (per hour)	Premium pay after designated hours <u>1/</u>	
			Daily	Weekly
Ohio		\$4.25	—	40
<u>except</u> , employers with gross annual sales from \$150,000 to \$500,000		3.35		
and <u>except</u> employers with gross annual sales under \$150,000		2.80		
Oklahoma				...
Employers of 10 or more full-time employees at any one location and employers with annual gross sales over \$100,000 irrespective of number of full-time employees	9/1/97	4.75 5.15		...
All other employers		2.00		
Oregon		5.50	<u>11/</u>	40
	1/1/98	6.00		
	1/1/99	6.50		
Pennsylvania		4.75		40
	9/1/97	5.15		
Puerto Rico		1.20 to 4.75 <u>12/</u>	8, and on statutory rest day (double time)	40 (double time)
Rhode Island		5.15	<u>13/</u>	40
South Carolina	
South Dakota		4.25		...
Tennessee	

See footnotes at end of table

Minimum Wage and Overtime Premium Pay Standards Applicable to
 Nonsupervisory NONFARM Private Sector Employment
 Under State and Federal Laws--Continued
 January 2, 1997

State or other jurisdiction*	Future effective date	Basic mini- mum rate (per hour)	Premium pay after designated hours <u>1/</u>	
			Daily	Weekly
Texas		\$3.35		...
Utah	9/1/97	4.75 5.15		...
Vermont (Applicable to employers of 2 or more)	9/1/97	5.00 5.15		40 <u>14/</u>
Virginia (Applicable to employers of 4 or more)	9/1/97	4.75 5.15		...
Virgin Islands <u>except</u> businesses with gross annual receipts of less than \$150,000		4.65 <u>15/</u> 4.30	8	40 On 6th and 7th con- secutive days
Washington		4.90		40 <u>16/</u>
West Virginia (Applicable to employers of 6 or more at one location)		4.25		40
Wisconsin		4.75		40
Wyoming		1.60		...

See footnotes on next page

FOOTNOTES

*In 10 States, the State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act (Arkansas, Georgia, Indiana, Kansas, Missouri, Oklahoma, Texas, Utah, Virginia and West Virginia). Four other States (Hawaii, Michigan, Montana, and North Carolina), have a contingent exclusion i.e. Federally covered employment is excluded except when the State standard is higher than the Federal.

1/ The overtime premium rate is one and one-half times the employee's regular rate, unless otherwise specified.

2/ Alaska: Under a voluntary flexible work hour plan, with a written, signed employee/employer agreement filed with and approved by the Department of Labor, a 10-hour day, 40-hour week may be instituted with premium pay after 10 hours a day instead of after 8 hours.

The premium overtime pay requirement on either a daily or weekly basis is not applicable to employers of fewer than 4 employees.

3/ California: Under very specific rules, a 10 or 12-hour day (varying by wage order) may be instituted without premium pay after 8 hours, but overtime pay at applicable premium rates is required after 40 hours a week and for hours or days in excess of scheduled hours or days. For any such alternative workweek a prior voluntary written agreement is required, ratified by a two-thirds vote of affected employees in a secret ballot election, and signed by the employer.

Premium pay required: after 56 hours a week in ski establishments; after 54 hours a week for organized camp counselors and certain other care-provider occupations; and after 14 hours a day in motion picture industry under specified circumstances.

Premium pay on 7th day not required for employee whose total weekly work-hours do not exceed 30 and whose total hours in any one work day thereof do not exceed 6.

4/ Connecticut: In restaurants and hotel restaurants, for the 7th consecutive day of work, premium pay is required at time and one-half the minimum rate.

5/ Hawaii: An employee earning a guaranteed monthly compensation of \$1,250 or more is exempt from the law.

6/ Kentucky: The 7th day overtime law, which is separate from the minimum wage law, differs in coverage from that in the minimum wage law and requires premium pay to those employees who have worked 40 hours on the six previous days.

7/ Maryland: Premium pay required after 48 hours in bowling alleys and for residential employees of institutions (other than a hospital) primarily engaged in care of sick, aged, or mentally ill.

8/ Missouri: In addition to the exemption for federally-covered employment, the law exempts, among others, employees of a retail or service business with gross annual sales or business done of less than \$500,000. Premium pay required after 52 hours in seasonal amusement or recreation business.

9/ Nevada: By mutual employer/employee agreement, a scheduled 10-hour day for 4 days a week may be worked without premium pay after 8 hours. The premium overtime pay requirement on either a daily or weekly basis is not applicable to employees who are compensated at not less than one and one-half times the minimum rate or to employees of enterprises having a gross annual sales volume of less than \$250,000.

10/ North Carolina: Premium pay is required after 45 hours a week in seasonal amusements or recreational establishments.

11/ Oregon: Premium pay required after 10 hours a day in nonfarm canneries, driers, or packing plants and in mills, factories or manufacturing establishments (excluding sawmills, planing mills, shingle mills, and logging camps).

12/ Puerto Rico: Separate minimum rates are in effect for almost 350 nonfarm occupations by industry Mandatory Decrees. A few rates above the listed rate include a \$6.50 minimum rate in effect for cigarette manufacturing employees, and a \$5 rate for occupations related to telephone and other related services of the Commonwealth.

13/ Rhode Island: Time and one-half premium pay for work on Sundays and holidays in retail and certain other businesses is required under two laws that are separate from the minimum wage law. These laws require a license or permit for Sunday/holiday operation that would otherwise be unlawful.

14/ Vermont: The State overtime pay provision has very limited application because it exempts numerous types of establishments, such as retail and service; seasonal amusement/recreational; hotels, motels, restaurants; and transportation employees to whom the Federal (FLSA) overtime provision does not apply.

15/ Virgin Islands: Implementation of an indexed rate, which was to have started January 1, 1991, has been delayed. (The law provides that on January 1, 1991, and each January 1 thereafter, the minimum rate is to equal 50 percent of the average private, nonsupervisory, nonagricultural hourly wage as determined by the Virgin Islands Wage Board for the previous November, rounded to the nearest multiple of 5 cents.)

16/ Washington: Premium pay not applicable to employees who request compensating time off in lieu of premium pay.

Note: Laws in 19 jurisdictions link changes in the State rate to changes in the highest minimum wage under the Federal Fair Labor Standards Act (FLSA). Linkage provisions are of several types:

- 1) Laws in 10 jurisdictions do not contain current dollar minimums. Instead, these 10 statutes adopt the FLSA rate by reference, or mandate or authorize matching the FLSA rate by administrative action, thereby conforming to Federal changes on a continuing basis. These 10 jurisdictions are Guam, Illinois, Maryland, Missouri, Montana (mandates administrative action), Nevada, (mandates administrative action), Oklahoma, Pennsylvania, Utah (authorizes, but does not mandate, administrative action) and Virginia.
- 2) Laws in Delaware, Iowa, Maine, New Hampshire and Vermont have their own rates, but replace the State rate with the FLSA minimum if it is higher than the State minimum.
- 3) In Alaska, Connecticut, and the District of Columbia, the rates rise above the Federal rate by a fixed differential on a continuing basis. In Alaska, the rate is automatically set at 50 cents above the FLSA rate. In Connecticut, the State rate automatically increases to 1/2 of 1 percent above the FLSA rate if the Federal minimum equals or becomes higher than the State minimum. In the District of Columbia, the rate is set at \$1. above the FLSA rate.
- 4) Another type of linkage is in California. The California rate, now \$4.75, matches any higher Federal rate on a continuing basis. In California, the Industrial Welfare Commission sets rates administratively by issuance of industry wage orders. If the Federal rate is scheduled to exceed the state rate, the Commission is directed to adopt, in a public meeting, an order matching the higher rate, without the necessity of convening a wage board.

Prepared by:
Division of External Affairs
Wag. and Hour Division, Employment Standards Administration
U.S. Department of Labor
December 12, 1996

JAN 30 1997

Minimum Hourly Cash Wage for TIPPED EMPLOYEES Under State Minimum Wage Laws
January 2, 1997

Jurisdiction	Future Effective date	Basic combined cash & tip minimum wage rate	Maximum tip credit against minimum wage	Minimum cash wage <u>1/</u>	Definition of tipped employee by minimum tips received (monthly unless otherwise specified)
FEDERAL: Fair Labor Standards Act (FLSA)					
	9/1/97	\$4.75 5.15	\$2.62 3.02	\$2.13 2.13	More than \$30
STATE LAW DOES NOT ALLOW TIP CREDIT		<u>Minimum rate same for tipped and non-tipped employees</u>			
Alaska	9/1/97			5.25 5.65	
California	3/1/97 9/1/97 3/1/98			4.75 5.00 5.15 5.75	
Guam	9/1/97			4.75 5.15	
Minnesota:					
Large employer <u>2/</u>				4.25	
Small employer <u>2/</u>				4.00	
Montana:					
Business with gross annual sales over \$110,000	9/1/97			4.75 5.15	
Business with gross annual sales of \$110,000 or less				4.00	
See footnotes at end of table					

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WAGE & HOUR

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Minimum Hourly Cash Wage for **TIP-ED EMPLOYEES** Under State Minimum Wage Laws
January 2, 1997

Jurisdiction	Future Effective date	Basic combined cash & tip minimum wage rate	Maximum tip credit against minimum wage	Minimum cash wage <u>1/</u>	Definition of tipped employee by minimum tips received (monthly unless otherwise specified)
Nevada	9/1/97			\$4.75 5.15	
Oregon	1/1/98 1/1/99			5.50 6.00 6.50	
Puerto Rico: Restaurant, bar and soda fountain industry				3.70 <u>3/</u>	
Washington				4.90	
<u>Minimum rate lower for tipped employees than for non-tipped</u>					
New Mexico <u>4/</u>				2.125	More than \$30

STATE LAW ALLOWS TIP CREDIT

Arkansas	4.25	50%	2.125	Not specified
Colorado	4.75	\$2.62	2.13	More than \$30

See footnotes at end of table

Minimum Hourly Cash Wage for **TIPPED EMPLOYEES** Under State Minimum Wage Laws
January 2, 1997

Jurisdiction	Future Effective date	Basic combined cash & tip minimum wage rate	Maximum tip credit against minimum wage	Minimum cash wage <u>1/</u>	Definition of tipped employee by minimum tips received (monthly unless otherwise specified)
Connecticut	9/1/97	\$4.77 5.18			
Beauty shop	9/1/97		None	\$4.77 5.18	At least \$10 weekly for full-time employees or \$2.00 daily for part-time in hotels and restaurants. Not specified for other industries.
Hotel, restaurant	9/1/97		23%	3.6729 3.9886	
Any other industry	9/1/97		\$.35	4.42 4.83	
Delaware	9/1/97	5.00 5.15	2.77 2.92	2.23 2.23	
District of Columbia	9/1/97	5.75 6.15	55%	2.59 2.77	Not specified
Hawaii (Tip credit permissible only for employees who average 70 cents an hour or more in tips)		5.25	.20	5.05	More than \$20
Idaho		4.25	25%	3.1875	More than \$30

See footnotes at end of table

01/30/97 THU 14:20 FAX 2022195122 WAGE & HOUR

Minimum Hourly Cash Wage for TIPPED EMPLOYEES Under State Minimum Wage Laws
January 2, 1997

Jurisdiction	Future Effective date	Basic combined cash & tip minimum wage rate	Maximum tip credit against minimum wage	Minimum cash wage <u>1/</u>	Definition of tipped employee by minimum tips received (monthly unless otherwise specified)
Illinois	9/1/97	\$4.75	\$1.90	\$2.85	\$20
		5.15	2.06	3.09	
Indiana		3.35	40%	2.01	Not specified
Iowa	9/1/97	4.75	40%	2.85	More than \$30
		5.15		3.09	
Kansas		2.65	40%	1.59	More than \$20
Kentucky		4.25	50%	2.125	More than \$30
Maine	9/1/97	4.75	50%	2.38	More than \$20
		5.15		2.58	
Maryland	9/1/97	4.75	50%	2.38	More than \$30
		5.15		2.58	
Massachusetts		5.25	50%	2.625	More than \$30
Michigan		3.35	25% <u>5/</u>	2.5125	Not specified

See footnotes at end of table

Minimum Hourly Cash Wage for **TIPPED EMPLOYEES** Under State Minimum Wage Laws
January 2, 1997

Jurisdiction	Future Effective date	Basic combined cash & tip minimum wage rate	Maximum tip credit against minimum wage	Minimum cash wage <u>1/</u>	Definition of tipped employee by minimum tips received (monthly unless otherwise specified)
Missouri	9/1/97	\$4.75 5.15	Up to 50%	-	Not specified
Nebraska		4.25	\$2.12	\$2.13	Not specified
New Hampshire	9/1/97	4.75 5.15	50%	2.38 2.58	More than \$20
New Jersey		5.05	5/ 40%	3.03	Not specified
Chambermaid, nonseasonal hotel: without food and/or lodging with food and/or lodging			11% 16%	4.49 4.24	
Chambermaid, seasonal hotel: without food and/or lodging with food and/or lodging			20% 25%	4.04 3.79	
New York		4.25			Not specified
Building service			None	4.25	
Hotel, restaurant Employees averaging \$.95 to \$1.35 per hour in tips			\$.95	3.30	

See footnotes at end of table

Minimum Hourly Cash Wage for **TIPPED EMPLOYEES** Under State Minimum Wage Laws
January 2, 1997

Jurisdiction	Future Effective date	Basic combined cash & tip minimum wage rate	Maximum tip credit against minimum wage	Minimum cash wage <u>1/</u>	Definition of tipped employee by minimum tips received (monthly unless otherwise specified)
Employees averaging \$1.35 per hour or more in tips			\$1.35	\$2.90	
Resort only hotel					
Service employees whose weekly average tips exceed \$2.40 per hour			1.70	2.55	
Chambermaids averaging \$.65 to \$2.40 per hour in tips			.65	3.60	
Chambermaids averaging more than \$2.40 per hour in tips			1.35	2.90	
Miscellaneous Industries					
Employees averaging \$.65 to \$1.05 per hour in tips			.65	3.60	
Employees averaging \$1.05 per hour or more in tips			1.05	3.20	
North Carolina <u>6/</u>		4.25	50%	2.125	More than \$20
North Dakota		4.75	33%	3.18	More than \$30
Ohio <u>7/</u>		4.25	50%	2.125	More than \$30

See footnotes at end of table

Minimum Hourly Cash Wage for TIPPED EMPLOYEES Under State Minimum Wage Laws
January 2, 1997

Jurisdiction	Future Effective date	Basic combined cash & tip minimum wage rate	Maximum tip credit against minimum wage	Minimum cash wage <u>1/</u>	Definition of tipped employee by minimum tips received (monthly unless otherwise specified)
Oklahoma <u>8/</u>	9/1/97	\$4.75 5.15	50% <u>5/</u>	\$2.38 2.58	Not specified
Pennsylvania	9/1/97	4.75 5.15	45%	2.61 2.83	More than \$30
Rhode Island		5.15	2.26	2.89	Not specified
South Dakota		4.25	50% <u>5/</u>	2.13	More than \$35
Texas		3.35	50%	1.68	More than \$20
Utah	9/1/97	4.75 5.15	50%	2.38 2.58	More than \$30
Vermont	9/1/97	5.00 5.15	47% 48%	2.65 2.68	More than \$30
Customer service, chambermaids, and counter service employees in hotels resort hotels, motels restaurants, and tourist places					
All other employees			None	5.00	

See footnotes at end of table

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Minimum Hourly Cash Wage for TIPPED EMPLOYEES Under State Minimum Wage Laws
January 2, 1997

Jurisdiction	Future Effective date	Basic combined cash & tip minimum wage rate	Maximum tip credit against minimum wage	Minimum cash wage <u>1/</u>	Definition of tipped employee by minimum tips received (monthly unless otherwise specified)
Virginia	9/1/97	\$4.75 5.15	Actual amount received		Not specified
Virgin Islands					
Tourist Service and Restaurant industries		4.65	50%	\$2.33	Not specified
All other industries		4.65	None	4.65	
West Virginia		4.25	20%	3.40	Not specified
Wisconsin <u>9/</u>		4.75	2.42	2.33	Not specified
Wyoming		1.60	50%	1.10	More than \$20

See footnotes on next page

01/30/97 14:22 FAX 2022195122 PAGE & BOOK

Footnotes

The following seven states, not included in table, do not have State minimum wage laws: Alabama, Arizona, Florida, Louisiana, Mississippi, South Carolina, and Tennessee. Also not included is Georgia, which exempts tipped employees from its law.

Some states set subminimum rates for minors and/or students or exempt them from coverage, or have a training wage for new hires. Such differential provisions are not displayed in this table.

- 1/ Other additional deductions are permitted, for example for meals and lodging, except as noted in footnote 6/.
- 2/ Minnesota. A large employer is an enterprise with annual receipts of \$362,500 or more; a small employer, less than \$362,500.
- 3/ Puerto Rico. Rates are established by industry wage orders and vary by industry, occupation or other factors. A tip credit allowance is not permitted in, 1) the restaurant, bar and soda fountain industry which has a \$3.70 minimum for all employees, and 2) the guest house industry, with a minimum of \$2.75. However, in the hotel industry, a lower rate is established for tipped occupations than for non-tipped. For hotel waiters and bellboys, the minimum wage is \$2.50 or \$2.25, depending on whether annual gross income is \$362,500 or more or less than this amount, and \$3.35 or \$2.90 for other employees.
- 4/ New Mexico. The minimum rate for non-tipped employees is \$4.25 per hour.
- 5/ In Michigan, New Jersey, Oklahoma, and South Dakota, the listed maximum credit is the total amount allowable for tips, food and lodging combined, not for tips alone as in other states.
In New Jersey, in specific situations where the employer can prove to the satisfaction of the labor department that the tips actually received exceed the creditable amount, a higher tip credit may be taken.
- 6/ North Carolina. Tip credit is not permitted unless the employer obtains from each employee, monthly or for each pay period, a signed certification of the amount of tips received.
- 7/ Ohio. The minimum cash wage for tipped employees of employers with gross annual sales of \$500,000 or less is \$2.01 per hour. For non-tipped employees of such employers, the minimum rates are \$3.35 for employers with sales from \$150,000 to \$500,000 and \$2.80 with sales under \$150,000.

8/ Oklahoma. For employers with fewer than 10 full-time employees at any one location who have gross annual sales of \$100,000 or less, the basic minimum rate is \$2.00 per hour, with a 50% maximum tip credit.

9/ Wisconsin. \$2.13 per hour may be paid to employees who are not yet 20 years old and who have been in employment status with a particular employer for 90 or fewer consecutive calendar days from the date of initial employment.

Prepared by:
Division of External Affairs
Wage and Hour Division
Employment Standards Administration
U.S. Department of Labor

AGENDA

Good Afternoon

This Meeting Of The House Labor & Commerce Committee Is Called To Order
On February 5, 1996 At _____ PM

For The Record The Committee Members Present Are:

Rep. Norman Rokeberg, Chairman - On Teleconference at the

Rep. John Cowdery, Vice Chairman

Rep. Bill Hudson

Rep. Joe Ryan

Rep. Jerry Sanders

Rep. Tom Brice

Rep. Gene Kubina

If A Committee Member Arrives Late Announce:
Representative (Name) Has (Joined) (Left) The
Committee At (Time).

Our committee secretary for our committee is Ms. Kathy Wood, Supervisor for House Records.

A Quorum (Is) (Is Not) Present.

On Today's Calendar We Are Continuing The hearing on:

HB 68 Voluntary Flexible Work Plan - Overtime

We do have several individuals who have been invited by the committee To Testify On HB 68

Please Sign The Witness Register For The Legislative Record
Print Your Name, Address, Telephone Number, Agency Or Business And Title.

Teleconference Sites Today are:

Anchorage LIO - Committee Members have not

Fairbanks LIO-

Mr. Time Sharp (Labors Local Business Agent)

Mr. Bob Thorton (959 Teamsters Business Manager)

Mr. Milt Bear (Local 302 Operating Engineers Business Agent)

Mr. Mike Notar (Statewide IBEW President)

Mr. Dan Simian (Local 942)

Mr. Pete Elair (Fairbanks Local Business Agent)

Would the sponsor of HB 68 like To Address Any Of the Testimony the Committee has heard in
the previous two hearings

Take Testimony In Order, Recognizing Each Witness By Name:

1. Other Legislators (Ask Other Legislators To Join The Committee At The Table)
2. Individuals With Time Constraints
3. Individuals In Order On Witness List.
4. Teleconferenced Testimony Should Be Rotated Between Locations.
(Teleconference Moderator Will Provide You With A List Of Witnesses
At The Various Locations)

Each New Witness Should Be Reminded Of The Following:

For The Record, Please Clearly State Your Full Name, Your Affiliation And Title. If You Have Written Testimony, Please Summarize It And Provide The Committee With A Full Written Copy.

Signal The Importance Of Particular Testimony Or Discussion By Saying: **For The Record Or Will The Committee Secretary Note For The Record.....**So The Committee Secretary Will Take Special Note Of The Discussion.

After Hearing All The Speakers Announce:

Is there any further testimony - Hearing None

Public Testimony Is Now Closed For HB 68 Is There Any Further Discussion By The Committee.

If Not.....

**The Chair Will Entertain A Motion To Move CS for HB 68
From Committee With Individual Recommendations.**

At the end of committee business announce: **THIS COMMITTEE STANDS AJOURNED AT (time)**

J. Sleep Res. (1995) 4, Suppl. 2, 51-56

Extended workshifts and excessive fatigue

ROGER R. ROSA

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SUMMARY Studies of overtime have pointed to fatigue as a potential factor producing, for example, a three-fold increase in accident rate after 16 h of work, increases in back injuries, hospital outbreaks of bacterial infection, or nuclear-power plant safety compromises. Fatigue has been measured more directly in studies of scheduled long workshifts, where performance decrements in both work-related tasks and laboratory-type behavioural tests have been observed, and significant loss of sleep and increases in subjective sleepiness have been reported. Analyses of accidents or injuries during scheduled extended workshifts, however, have produced equivocal results. Factors which could compound the fatiguing effects of extended workshifts, such as workload, noise, chemical exposure, or duties and responsibilities outside of the workplace, rarely have been studied systematically. It is concluded that extended workshift schedules should be instituted cautiously and evaluated carefully, with appropriate attention given to staffing levels, workload, job rotation, environmental exposures, emergency contingencies, rest breaks, commuting time, and social or domestic responsibilities.

KEYWORDS accidents, long work hours, overtime, performance decrements, sleep loss, work scheduling.

INTRODUCTION

Socio-economic developments in industrialized countries over the past two decades have produced a trend toward increasing use of workdays or workshifts longer than the typical 8 h. Some schedules compress the workweek by completing a 36-48 h week in 3 or 4 days instead of 5. Other situations require frequent bouts of overtime work because of impending deadlines (e.g. in construction), understaffing (e.g. in nursing), or emergency contingencies (e.g. in firefighting). Other industries, such as shipping, mining, or oil drilling, formally schedule long periods of work, followed by long rest periods, because the difficulty with travel to a remote site makes frequent staff turnover impractical. The degree to which the jobs in any of these contexts can be performed safely and efficiently has been the subject of considerable debate. In Europe, such debate has intensified recently as a current directive on working time proposes, with some exceptions, a minimum daily rest period of 11 consecutive hours, and a maximum of 8 h of night work (Harrington 1994). The concern of this directive, and the debate in general, is the avoidance of excessive fatigue and

the possible risks of accident and injury in the short term, or deterioration of health in the long term. The purpose of this review is to characterize the state of knowledge on long work hours and their association with fatigue, and point to some factors which might produce fatigue or deterioration of performance and alertness in the worker. Studies of extended workshifts can be divided roughly into those concerned with scheduled long workshifts, such as the 10- or 12-h shifts used in compressed workweeks, and those concerned with unscheduled or sporadic long workshifts, which collectively can be termed as overtime.

OVERTIME

Survey and questionnaire studies have associated overtime mostly with health outcomes or with outcomes which are both health- and safety-related. Overtime has been associated least with outcomes which are primarily within the domain of safety, such as accidents or acute traumatic injuries. An exception is a recent analysis of a national occupational-injury database where a constant accident/injury rate was observed through nine consecutive hours of work, followed by a progressive increase to three times that rate at 16 h of work (Åkerstedt 1994). That report is preliminary, however, so it is not clear whether those rates

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determine the contributory role of long workshifts. Such an approach was used in a long-term study of accidents over 10-y periods of 8-h and 12-h shifts in a yarn manufacturer (Laundry and Lees 1991). In that study, lower rates of the most minor injuries on the job, but higher rates of more major injuries off the job, occurred during the 10-y period of 12-h shifts.

Despite the fact that some studies of scheduled extended workshifts have reported little or no effect on gross indices of health and safety, there still are persistent concerns about excessive fatigue. Such concerns were given as a primary reason for not adopting the compressed workweek by 800 members of the American Management Association (Wheeler *et al.* 1972). In Singapore, 12-h shift systems in several industries were abandoned because of their adverse impact on worker health and social life (Kogi *et al.* 1989). The reported health factors associated with fatigue included insufficient sleep and weight loss, while other factors potentially associated with fatigue included lower productivity, high turnover, and more frequent part-time work on off-duty days. Even among industries using long workshifts, the subjective impression of increased fatigue is acknowledged. Studies have shown that the primary source of worker dissatisfaction with compressed workweeks was increased fatigue (Hodge and Tellier 1975). Despite the fatigue, however, employees generally were more satisfied with the compressed schedule.

Attempts at more direct assessments of fatigue have analyzed job factors or administered laboratory-type performance tests and self-report scales. With a standard nursing-care job analysis, Mills *et al.* (1983) concluded that 12-h shifts had no adverse impact. Todd *et al.* (1989), on the other hand, concluded that overall nursing care was adversely affected by 12-h shifts, while direct physical care was not affected. Reid *et al.* (1993), however, reported that nurses' direct care time with patients was reduced on 12-h shifts as more unscheduled rest breaks were taken. In his analysis of truck-driver accidents, Hamelin (1987) reported that accident risk was particularly high after 11 h of work, especially if work occurred at night.

Behavioural assessment of extended workshifts with standard performance tasks and self-report scales have indicated some improvements and some decrements associated with these shifts. Volle *et al.* (1979) reported decreased grip strength and decreased critical flicker fusion frequency in a factory on 10-hour shifts compared to a similar factory on 8-h shifts. Peacock *et al.* (1983) reported increased sleep, improved subjective alertness and cardiovascular fitness in police officers after a switch from 8-h to 12-h shifts, and no effect on critical flicker-fusion frequency or grammatical reasoning performance. Mills *et al.* (1983) reported increased subjective fatigue in nurses across a 12-h shift, and more frequent errors in a grammatical reasoning task and a medical record reviewing task. Daniel and Porasova (1989) concluded that chemical workers on 12-h shifts performed more poorly on reasoning, visual search,

reaction time and tapping tasks when compared to 8-h shift workers. They suggested, however, that differences in the capabilities of the workers selected for each shift system contributed to these results.

The United States National Institute for Occupational Safety and Health has conducted two worksite evaluations of extended workshifts using standard performance tests and self-report scales. In the authors' first study (Rosa *et al.* 1989), decreased reaction time and grammatical reasoning performance and increased subjective fatigue were observed after 7 months of 12-h shifts as compared to the previous 8-h shift schedule. Daily sleep logs indicated a 1-h sleep debt by the end of the 12-h/3-4 day workweek. Performance did not deteriorate across the workweek, however, indicating that the shorter workweek compensated somewhat for the longer workshift. After 3.5 y on the 12-h shift schedule, declines in alertness with time on-shift and reductions in total sleep time were still apparent, and few improvements were observed relative to the 7-month test phase (Rosa 1991). In a second worksite study at a natural gas utility, there were decrements in reaction time performance and subjective alertness 10 months after the change to the 12-h shift schedule (Rosa and Bonner 1993). There were also reductions in sleep across the workweek which were most apparent on 12-h night shifts. The declines in alertness observed in the authors' studies were most apparent at night when lowered circadian arousal added to fatigue resulting from hours of work (see also Hamelin 1987).

TWO SPECIAL CASES OF LONG WORK HOURS

The 'on-call' schedules of hospital-resident physicians in training and the part-time work of adolescents who also attend school constitute two special cases of long work hours which do not fit neatly into the overtime or scheduled extend workshift categories. The average 80-h workweek of resident physicians has received substantial study over the last three decades because the potential for functional impairment from the combination of long work hours and sleep deprivation might compromise patient care. Behavioural studies of resident physician fatigue, however, have met with equivocal results. Several of these studies have been reviewed recently and tabulated in detail by Leung and Becker (1992). These authors attribute the lack of consistent results to three methodological domains including differences in test methodology, variations in the definition of sleep deprivation, and failures to distinguish between acute and chronic sleep loss. With respect to differences in test methodology, some studies used standard neuropsychological or laboratory performance tests, other studies used work-related tasks, and a third set of studies used medical examination results. Definitions of experimental (sleep-deprived) and control (rested) conditions by different studies varied by several hours. Deaconson *et al.* (1988), for example, defined sleep-deprived subjects as those receiving

less than 4 h of sleep and control subjects as those receiving more than 4 h of sleep in the 24 h prior to testing. Rubin *et al.* (1991), on the other hand, defined the sleep deprivation condition as less than 2 h of sleep and the rested condition as more than 6 h of sleep in the previous 33 hours. Many studies did not define the rested condition at all. While some attempt was made to define acute sleep loss in the previous 24–48 h, little effort was made to quantify chronic sleep debt or circadian-rhythm disruptions which may have accumulated over several days. In addition to the methodological concerns highlighted by Leung and Becker (1992), the consecutive number of hours worked (as opposed to simply resting at the hospital) was considered rarely, which may have contributed further to the variable results. A notable exception concerning work hours is an early study by Wilkinson *et al.* (1975), who reported that greater numbers of hours worked within the on-call duty period were associated with lower self-reported levels of work efficiency. Despite a failure to observe fatigue or sleep-loss effects in some studies, the number of studies observing such effects has prompted recent review and revision of resident physician work schedules, both within hospital systems and at the government or professional-association level (American College of Physicians 1989; Leung and Becker 1992; Scott 1992).

A second special case of long work hours involves adolescents engaged in part-time employment. If the primary 'job' of adolescents is schoolwork (in the USA, approximately 35 h of school attendance plus homework), then any additional employment can be construed as within the domain of extended work hours. Based on a survey of over 3900 students, Steinberg and Dornbusch (1991) reported that approximately half had part-time employment, and that half of those employed worked more than 20 h per week. Increasing hours of employment was associated with poorer school performance, higher psychological stress, more frequent substance abuse, and reduced parental supervision. Those students working the most hours tended to obtain the least sleep and were the most sleepy during the day based both on electroencephalographic assessment (the Multiple Sleep Latency Test), and on subjective reports of intrusive sleepiness while driving or frequent inattention during class (Carskadon 1989/90; Carskadon 1990). From these studies, it can be asserted that schoolwork plus 20 or more hours of employment places a significant number of students at acute risk of accident or injury (from sleepiness, possibly combined with substance use), and also presents a developmental disadvantage because of poor school performance (if they attend school at all) and increased stress.

FACTORS PRODUCING FATIGUE

A multitude of factors can contribute to the level of fatigue or performance efficiency observed during extended workshifts. These factors can be divided roughly into those

related to work-rest scheduling, job tasks and workload, the environment (both within and around the workplace), and social/domestic demands and support. Of these factors, only work-rest scheduling has been examined with any frequency and only in its broadest terms, i.e. considering such parameters as number of hours worked, day work vs. night work, number of consecutive days worked, or opportunity for sleep/recovery. When increased fatigue is observed, as in our own worksite studies, then fatigue, sleepiness, or performance loss, will increase with number of hours worked. This effect will be higher on night shift compared to day shift and may be compounded by partial sleep deprivation, but may be tempered by a shorter workweek.

Virtually no worksite research has compared different job tasks or workloads under the same extended workshift schedules, and environmental or social elements have been recognized but not studied systematically in terms of how they might affect fatigue (see Carskadon 1989/90, for an exception). With respect to job tasks, it appears that scheduled extended workshifts have been applied most frequently in jobs that are sedentary, automated, or require relatively more cognitive as opposed to physical activity (e.g. control room monitoring, computer operations). Almost no studies have examined extended workshifts in jobs with high physical workloads. One notable exception is a study of 12-h workshifts in underground mining where the associated fatigue was judged to be no different from that seen on 8-h shifts. That study was conducted at a remote mine site where the workers stayed at the site for several days (Duchon *et al.* 1994). Such a practice also occurs on off-shore oil rigs using extended workshifts. Environmental factors and support systems are quite different in those situations because non-work activities are restricted (e.g. prohibition of alcohol, no access to a second job) and food and housing needs are provided at the site (Parke 1994).

In addition to physical workload, other job factors can affect fatigue observed on long workshifts. Job pacing, for example, has been examined only rarely, although worker-paced jobs afford, and externally-paced jobs forgo the opportunity for unscheduled rest breaks to reduce fatigue (Reid *et al.* 1993).

Environmental and social effects have been recognized but not studied systematically. As mentioned above, workers are separated from the demands and distractions of home and community then long workshifts might be manageable. Such observations lead to questions about the compounding fatigue effects of a long commuting time, heavy traffic, or the fatigue effects of a high domestic workload, such as in the care of small children. For example, if the individual working long shifts is the primary caretaker in the home, then that person's own rest and recovery may be sacrificed for the needs of the children.

Other environmental exposures on the job can add fatigue but there are few standards for work periods longer than 8 h. Chemical solvents cause drowsiness (Dick 198

and noise, vibration, or heat may produce performance decrements (Hockey 1983, reviews), yet little is known about the influence of an additional 2-4 h of daily exposure to any of these agents.

CONCLUSION

In conclusion, research demonstrating increased fatigue with long workshifts, and a lack of substantial research on other factors which may modulate fatigue, indicates that schedules requiring long workshifts should be instituted with caution. If such schedules are used they should be evaluated carefully. While many jobs allow a wide margin of error, any situation where increased fatigue, decreased sleep, or performance loss can be demonstrated is a situation where the margin for error is reduced, albeit by some unknown amount.

If experts in a certain occupation or industry already consider a job to be dangerous on an 8-h shift, then extended workshifts probably should be avoided. When extended workshifts are used, it is conservative to assume a priori that the margin for error will be reduced and contingency plans should be devised accordingly. A primary concern is having sufficient personnel to cover all working hours, because an individual required to work an additional 6-12 h overtime following their usual 12-h shift may push fatigue past acceptable limits.

In addition, workloads should be distributed to account for critical time periods when fatigue is assumed to be high. From our own studies, the final 4 h of a 12-h night shift was identified as a critical time because the fatigue from extra hours of work combines with the circadian low-point in arousal to produce the highest amount of subjective sleepiness and fatigue, and the lowest efficiency in performance.

Where demand permits, breaks should be distributed liberally throughout the shift to provide temporary recovery from the task at hand. Job rotation also becomes more critical as repetitive work, or long, monotonous tasks can induce boredom and loss of attention. The risk of fatigue-related mishaps on the job must also be anticipated because institutionalized safety procedures at the worksite will be absent. A critical time in this regard is the commute to and from the worksite as excessive fatigue can compromise the quick response time occasionally needed to drive in dense urban traffic, and also increase the potential for drowsiness during long monotonous drives in unpopulated areas.

Studies of long workshifts at remote worksites point to the influence of domestic obligations adding to work-related fatigue. Especially when children are involved, day-to-day home duties may not change just because additional hours are worked each day. Therefore, if a substantial number of single parents of small children comprise the workforce, then use of long workshifts may not be advisable.

Beyond the initial anticipation and rectification of factors which may exacerbate extended workshift fatigue, periodic quantitative evaluation of the work schedule is strongly advised for continued prevention of undue risk. Evaluation efforts should extend beyond the initial 'honeymoon' or 'Hawthorne' period, when the mere act of change is viewed positively, into the time of potential complacency when a relaxed state of vigilance could allow problems to arise.

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Official Business

COMMITTEE:

HOUSE LABOR & COMMERCE

DATE: January 27, 1997

SIGN-IN

Subject of meeting:

HB 68 VOLUNTARY FLEXIBLE WORK PLAN: OVERTIME

PLEASE PRINT!

NAME	ADDRESS (MAILING) & (ZIP)	PHONE	REPRESENTING	DO YOU WANT TO TESTIFY?
Steve Lang	Fairbanks	490-2201	Fairbanks Gold Mining Co.	Yes
Tom Castle	JNU	2700	DEPT OF LABOR	Yes
Mike Star	JNU	586-3050	IBEW	No
Katie Price	P.O. Box 33796 ⁹⁴⁸⁰³ Juneau, AK	364-2131		NO
Don E. Haridge	Juneau	586-3709	La. B. L. S.	Yes
Lorne L. Chase	FBRs	456-2030	Ft Knox	yes
Gene Anderson	3350 THOMAS #11 FBR, AK 99709	479-6126	FT Knox	Yes
DEAN NEUMEYER	1280 HEATH FAIRBANKS, AK 99712	456-6383	FAIRBANKS GOLD MINING INC. I	Yes

01/27/97

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HOUSE LABOR & COMMERCE

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HB 68	MR.	RICK	BOYLES	TESTIFY
HB 68	MR.	TOM	EVANS	TESTIFY
HB 68	MR.	WES	GRAF	TESTIFY
HB 68	MR.	BILL	WILLIAMS	TESTIFY
HB 68	MR.	DAN	CLAS	TESTIFY
HB 68	MR.	DAVE	SAWATSKY	TESTIFY
HB 68	MS.	HELENA	COCCO	TESTIFY
HB 68	MS.	CATHALEEN	HOSREK	TESTIFY
HB 68	MR.	MIKE	FAIR	TESTIFY
HB 68	MR.	JAY	QUAKENBUSH	TESTIFY
HB 68	MR.	MARK	ROSSER	TESTIFY
HB 68	MR.	RON	PUNTON	TESTIFY
HB 68	MR.	CHRIS	MORLEY	TESTIFY
HB 68	MR.	MILT	BEHE	TESTIFY
HB 68	MR.	JOHN	BROWN	TESTIFY
HB 68	MR.	JULIUS	MATHEW	TESTIFY
HB 68	MR.	MARTIN	CARVALHO	TESTIFY
HB 68	MR.	GEORGE	HASKINS	TESTIFY
HB 68	MS.	CHRYSTAL	KOSIDOWSKI	TESTIFY
HB 68	MR.	SCOTT	KILLIAN	TESTIFY
HB 68	MR.	MICHAEL	DESROYERS	TESTIFY
HB 68	MR.	ROBERT	MCGILL	TESTIFY
HB 68	MR.	BRUCE	MITCHELL	TESTIFY
HB 68	MR.	DON	SWARNER	TESTIFY
HB 68	MR.	DAN	HOFFMAN	TESTIFY

left

take to
my 0.1

disrupt w/ GWS to

unhappy
left

NO

Seward - input

NO - later

NO

3A computer

Chair
Clyde

Mouley
LOGAN 3

HB 68	MR.	ZINN	DECKER	✓		TESTIFY
HB 68	MR.	RICHARD	GAUL	✓	LOCAL 942	TESTIFY
HB 68	MR.	CHARLES	DERRICK	✓	LOCAL 942	TESTIFY
HB 68	MR.	JOSH	MOORE	✓	FT KNOX YES	TESTIFY
HB 68	MR.	KARL	HANNEMAN	✓	AK MINER'S ASSOCTESTIFY	TESTIFY
HB 68	MR.	SHAWN	LOWRY	✓	FT KNOX	TESTIFY
HB 68	MR.	TOM	IRWIN			TESTIFY
HB 68	MR.	B.W.	MITCHELL			TESTIFY
HB 68	MR.	DON	DOKKEN			TESTIFY
HB 68	MR.	TOMMY	GARNER			TESTIFY
HB 68	MR.	TOM	TIGHE		LOCAL 942	TESTIFY
HB 68	MR.	HANES	HALL			TESTIFY
HB 68	MR.	HARRY	MCHEAL	✓	TEAMSTER 939	TESTIFY
HB 68	MR.	JOHN	MCDONALD			TESTIFY
HB 68	MR.	THOMAS	MINDER		LOCAL 1547	TESTIFY
HB 68	MR.	ROGER	LUCAS	✓	FGMI YES	TESTIFY
HB 68	MR.	DAN	SIMIEN	✓	NO	TESTIFY
HB 68	MS.	JANE	BENEDICT			TESTIFY
HB 68	MR.	ALLEN	SMITH	✓	FT KNOX	TESTIFY
HB 68	MR.	EDWARD	IRBY			TESTIFY
HB 68	MR.	RANDY	WETSON	✓	FT KNOX	TESTIFY
HB 68	MR.	WILLIE	LEWIS			TESTIFY
HB 68	MR.	DAVID	GUTTENBERG	✓		TESTIFY
HB 68	MR.	MICHAEL	MEENAGHAN			TESTIFY
HB 68	MR.	JERRY	MARSHALL	✓	FT KNOX	TESTIFY

Robert Melvin FT KNOX - Y
~~Harvey McWart~~ - NO
 Tony Garner - 12th district
 Keith Upford - NO
 Kevin Brown - 12th - FT KNOX - YES

01/27/97 14:53:06

LEGISLATIVE TELECONFERENCE NETWORK SYSTEM

LTN1120

MESSAGE FROM: LIOCFRA IN FAIRBANKS

JNU

RE TCN: 70134 SCHEDULED FOR: 01/27/97 15:00 TO 17:00

SPONSOR: HOUSE LABOR & COMMERCE

PURPOSE: PUBLIC HEARING

MESSAGE TEXT: ~~TIM SHARP WAS SUPPOSED TO BE #1~~

— *Lalau 942* — *Agent*
Local —

01/27/97 LEGISLATIVE TELECONFERENCE NETWORK SYSTEM LTN1150
14:59:12 PARTICIPANT LIST (ALL PARTICIPANTS) BY:ANC
TCN:70134 SCHEDULED FOR:01/27/97 15:00 TO 17:00 FOR:ANC

PUBLIC HEARING HOUSE LABOR & COMMERCE

LOCATION: ANCHORAGE

HB 68	✓ MANO	FREY	AK AFL-CIO	TESTIFY
HB 68	✓ RAYMOND	SMITH <i>Plumber Local</i>	WAB&CTC	TESTIFY
HB 68	ED	KAREEN <i>L302 Op NO</i>		TESTIFY
HB 68	TOM	ARMSTRONG <i>L302-NO-</i>		TESTIFY
HB 68	JIM	PIAQUET <i>Left</i>		TESTIFY
HB 68	LARRY	GALLACHER <i>- Plumber Steam Fitter NO</i>		TESTIFY

01/27/97 LEGISLATIVE TELECONFERENCE NETWORK SYSTEM LTN1150
14:59:17 PARTICIPANT LIST (TESTIFIERS ONLY) BY:VAL
TCN:70134 SCHEDULED FOR:01/27/97 15:00 TO 17:00 FOR:VAL

PUBLIC HEARING HOUSE LABOR & COMMERCE

LOCATION: VALDEZ

HB 68	SYLVIA	SULLIVAN	AK 4 JST SOCIETY	TESTIFY
-------	--------	----------	------------------	---------

01/27/97

LEGISLATIVE TELECONFERENCE NETWORK SYSTEM

LTN1150

16:35:02

PARTICIPANT LIST (TESTIFIERS ONLY)

BY:VAL

TCN:70134 SCHEDULED FOR:01/27/97 15:00 TO 17:00

FOR:VAL

PUBLIC HEARING

HOUSE LABOR & COMMERCE

LOCATION: ~~VT-DEE~~

HB 68

SYLVIA

SULLIVAN ✓

AK 4 JST SOCIETY TESTIFY

NO

HB 68

MR.

LARRY

SPORTSMAN ✓

TESTIFY

01/29/97

LEGISLATIVE TELECONFERENCE NETWORK SYSTEM

LTN1150

14:43:43

PARTICIPANT LIST (ALL PARTICIPANTS)

BY:SIT

TCN:70165 SCHEDULED FOR:01/29/97 15:00 TO 17:30

FOR:SIT

PUBLIC HEARING

HOUSE LABOR & COMMERCE

LOCATION: SITKA

HB 68

DARRELL

HILDEBRAND

FT KNOX - YES

TESTIFY

HB 68

DENNIS

ALEXANDER

FT KNOX - YES

TESTIFY

HB 68

STEPHEN

LANG

Q

TESTIFY

01/29/97

LEGISLATIVE TELECONFERENCE NETWORK SYSTEM

LTN1150

14:54:18

PARTICIPANT LIST (TESTIFIERS ONLY)

BY:JNU

TCN:70165 SCHEDULED FOR:01/29/97 15:00 TO 17:30

FOR:MAT

PUBLIC HEARING

HOUSE LABOR & COMMERCE

LOCATION:MATSU

HB 68	MR	ROBERT	YOUNG	} speak for all 4 peeps	TESTIFY
HB 68	MR	TOM	REHARD		TESTIFY
HB 68	MR	WILLIAM	NOWAK		TESTIFY
HB 68	MS	INGRID	YOUNGS		TESTIFY

NO

} speak for all 4 peeps

01/29/97

LEGISLATIVE TELECONFERENCE NETWORK SYSTEM

LTN1150

15:55:27

PARTICIPANT LIST (ALL PARTICIPANTS)

BY:ANC

TCN:70165 SCHEDULED FOR:01/29/97 15:00 TO 17:30

FOR:ANC

PUBLIC HEARING

HOUSE LABOR & COMMERCE

LOCATION: ANCHORAGE

LOCATION	NAME	STATUS	TESTIFY
HB 68	TERRY QUIRK	✓ - NO	TESTIFY
HB 68	LORIN JOHNSON	✓ - NO	TESTIFY
HB 68	MALCOLM AUBLE	✓ - NO	TESTIFY
HB 68	CURTIS HALL	✓ - written order	TESTIFY
HB 68	STEVE ANDERSON	✓ - NO 302	TESTIFY
HB 68	WAYNE PLUMB	✓ - NO	TESTIFY
HB 68	MICHAEL KILLIAN	✓ - NO AK WORKERS	TESTIFY
HB 68	ART FOURNIER		TESTIFY
HB 68	PHIL THINGSTAD	} left written	TESTIFY
HB 68	TOM EVANS		TESTIFY
HB 68	ED HAMILTON		TESTIFY
HB 68	DAN REPASKY	✓ L1547 1B&C	TESTIFY
HB 68	MARK JOHNSON	✓ NO	TESTIFY
HB 68	J.R. "HANK" LANGMAN	✓	TESTIFY
HB 68	MIKE GALLAGHER	✓ - NO	TESTIFY
HB 68	DAVID FORD	✓ NO B.A. From workers	TESTIFY
HB 68	BLAKE JOHNSON	✓ NO	TESTIFY
HB 68	MANO FREY	✓ - wrong #'s/admits	TESTIFY
HB 68	JAMES CONATSE	✓ - NO	TESTIFY

01/29/97

LEGISLATIVE TELECONFERENCE NETWORK SYSTEM

LTN1150

16:30:30

PARTICIPANT LIST (ALL PARTICIPANTS)

BY:ANC

TCN:70165 SCHEDULED FOR:01/29/97 15:00 TO 17:30

FOR:ANC

PUBLIC HEARING

HOUSE LABOR & COMMERCE

LOCATION: ANCHORAGE

HB 68	TERRY	QUIRK	TESTIFY
HB 68	LORIN	JOHNSON	TESTIFY
HB 68	MALCOLM	AUBLE	TESTIFY
HB 68	CURTIS	HALL	TESTIFY
HB 68	STEVE	ANDERSON	TESTIFY
HB 68	WAYNE	PLUMB	TESTIFY
HB 68	MICHAEL	KILLSAN	AK WORKERS TESTIFY
HB 68	ART	FOURNIER	TESTIFY
HB 68	PHIL	THINGSTAD	TESTIFY
HB 68	TOM	EVANS	TESTIFY
HB 68	ED	HAMILTON	TESTIFY
HB 68	DAN	REPASKY	TESTIFY
HB 68	MARK	JOHNSON	TESTIFY
HB 68	J.R. "HANK"	LANGMAN	TESTIFY
HB 68	MIKE	GALLAGHER	TESTIFY
HB 68	DAVID	FORD	TESTIFY
HB 68	BLAKE	JOHNSON	TESTIFY
HB 68	MANO	FREY	TESTIFY
HB 68	JAMES	CONATSE	TESTIFY
HB 68	DAN	LOUDERBACK	TESTIFY

-NO-

01/29/97

LEGISLATIVE TELECONFERENCE NETWORK SYSTEM

LTN1150

15:06:33

PARTICIPANT LIST (ALL PARTICIPANTS)

BY:FBX

TCN:70165 SCHEDULED FOR:01/29/97 15:00 TO 17:30

FOR:FBX

PUBLIC HEARING

HOUSE LABOR & COMMERCE

LOCATION: FAIRBANKS

HB 68	MR.	NAME	STATUS	TESTIFY
HB 68	MR.	JOHN WARD	✓ - NO	TESTIFY
HB 68	MR.	DENNIS BROSMAN	✓ NO	TESTIFY
HB 68	MR.	JOHN BRODING	✓ - NO	TESTIFY
HB 68	MR.	JOHN BENCK	✓ - NO	TESTIFY
HB 68	MS.	CAROL DESNOYERS	✓ - NO	TESTIFY
HB 68	MR.	CLARENCE NAZURUK	✓ - L942	TESTIFY
HB 68	MR.	JESUS PRIM	✓ - NO	TESTIFY
HB 68	MR.	LYLE JOHNSTON	✓ - NO 942	TESTIFY <i>How can it</i>
HB 68	MR.	JIM BLAKEWAY	✓ NO - Usibelli	TESTIFY <i>Voluntary</i>
HB 68	MR.	MATT CLOWARD	✓ Healy - NO	TESTIFY
HB 68	MR.	MONTY BURBANK	✓ NO Usibelli	TESTIFY
HB 68	MR.	CLICK BISHOP	✓ NO 302	TESTIFY
HB 68	MR.	TONY ROYBAC	✓ NO	TESTIFY
HB 68	MR.	MIKE TOMSHA	✓ NO	TESTIFY
HB 68	MR.	NED GRIFFITH	✓ NO - 942	TESTIFY
HB 68	MR.	DAN SIMIEN	✓ NO	TESTIFY
HB 68	MR.	CLARENCE NAZURUK	✓ NO DUP	TESTIFY
HB 68	MR.	SCOTT VAUGHN	✓ NO	TESTIFY
HB 68	MR.	ED THOMS	✓ NO	TESTIFY 942
HB 68	MR.	RICHARD ROSE	✓ NO	TESTIFY IBEW
HB 68	MR.	JOE ROSSER	✓ NO	TESTIFY
HB 68	MR.	RICK BOYLES	✓ NO	TESTIFY 959
HB 68	MR.	RICHARD STALEY	✓ NO	TESTIFY
HB 68	MR.	CHARLES PASKVAN	✓ NO	TESTIFY <i>Wink 2412 942 ETX/NOX</i>
HB 68	MS.	SANDRA MCGILL	✓ NO	TESTIFY 959

HB 68	MR.	AL	ASHCROFT		TESTIFY
HB 68	MR.	BRUCE	MITCHELL	✓ NO	TESTIFY
HB 68	MR.	FRED	SMITH	✓ Yes FGMI	TESTIFY
HB 68	MR.	PAUL	CUPPY	✓ NO → manipulate	TESTIFY
HB 68	MS.	MICHELLE	SIMPSON	✓ Yes FFMI Husband	TESTIFY
HB 68	MS.	JANE	BENEDICT	✓ Yes Husband / Laundry FT. KNOX	TESTIFY
HB 68	MR.	HOWARD	ALLOWAY	FT KNOX	TESTIFY
HB 68	MR.	STEVE	BRANDT	959	TESTIFY
HB 68	MR.	GLEN	BAYSINGER	✓ Yes - MAJ -	TESTIFY
HB 68	MS.	DARLENE	HERBERT	✓ - FT Knox - NO	TESTIFY
HB 68	MR.	JIM	LAITI	✓ - NO	TESTIFY
HB 68	MR.	MIKE	SWEENEY	✓ Yes	TESTIFY
HB 68	MR.	GREG	CHAPIN	✓ Fairbanks Gold (Yes) - work finds me	TESTIFY
HB 68	MR.	STEVE	STEEL	✓ " Yes	TESTIFY
HB 68	MR.	BRENDAN	MOYLAN	✓ - NO	TESTIFY
HB 68	MR.	DWAYNE	COUCH	✓ - Yes	TESTIFY
HB 68	MR.	JOHN	BROWN		TESTIFY
HB 68		CORY	BELLOWS	✓ - FT Knox (Yes)	TESTIFY
HB 68	MR.	BRAD	MERRILL	✓ - " " from KPC (Yes) 1/6/4	TESTIFY
HB 68	MR.	MARK	HAMBLETON	✓	TESTIFY
HB 68	MR.	MIKE	MENNAGHAN	✓ LL942 - NO new	TESTIFY
HB 68	MR.	EDWARD	IRBY	✓ FT Knox (Yes)	TESTIFY
HB 68	MR.	WAYNE	PEPLER	✓ " "	TESTIFY
HB 68	MR.	DONNIE	RICE	✓	TESTIFY
HB 68	MR.	DEAN	CLARK	✓	TESTIFY
HB 68	MR.	GARY	ALLEN	✓	TESTIFY
HB 68	MR.	JEFF	HOWE	✓ FT Knox (Yes)	TESTIFY
HB 68	MR.	TIM	SHARP	✓ NO AK labor - VICE PRES 942	TESTIFY
HB 68	MR.	ALEX	KARVELIS	✓ FT Knox (Yes)	TESTIFY
HB 68	MS.	MICHELLE	STEEL	✓ FGMI	TESTIFY

Union 1/50
Work 400

17:18:25

PARTICIPANT LIST (ALL PARTICIPANTS)

BY:FBX

TCN:70165 SCHEDULED FOR:01/29/97 15:00 TO 17:30

FOR:FBX

PUBLIC HEARING

HOUSE LABOR & COMMERCE

LOCATION:FAIRBANKS

HB 68

MR. TERRY

COX ✓

FGMI

TESTIFY

HB 68

MR. TIM

RENNER ✓

Wrono

LOCAL 1243

u wrono
TESTIFY

HB 68

MR. PATRICK

SUMPTER ✓

Comm'l Trade Assoc #959

#959

TESTIFY

-68

Slyvia

Ward

Environmentalist

Steve

Brault

FISCAL NOTE

STATE OF ALASKA
1997 LEGISLATIVE SESSION

BILL NO. HB 88

Revision Date: _____
 Title: Voluntary Flexible Work
Plan: Overtime
 Sponsor: Representative Theriault
 Requestor: House L&C

Department Affected: Labor
 BRU: Labor Standards & Safety
 Component: Wage & Hour

COMPONENT SERIAL NO. 345

EXPENDITURES/REVENUES:

(Thousands of Dollars)

OPERATING	FY 98	FY 99	FY 00	FY 01	FY 02	FY 03
PERSONAL SERVICES						
TRAVEL						
CONTRACTUAL						
SUPPLIES						
EQUIPMENT						
LAND & STRUCTURES						
GRANTS, CLAIMS						
MISCELLANEOUS						
TOTAL OPERATING	0.0	0.0	0.0	0.0	0.0	0.0

CAPITAL						
----------------	--	--	--	--	--	--

CHANGE IN REVENUE FUND SOURCE #						
--	--	--	--	--	--	--

FUNDING:

(Thousands of Dollars)

1002 Federal Receipts						
1003 GF Match						
1004 GF						
1005 GF/Program Receipt						
1006 GF/MHTIA						
Other						
TOTAL	0.0	0.0	0.0	0.0	0.0	0.0

POSITIONS:

FULL-TIME						
PART-TIME						
TEMPORARY						

Estimate of current year (FY97) impact: \$ None

ANALYSIS: (Attach a separate page if necessary)

This bill relates to the payment of overtime for work performed at certain mines when the employee and the employer have signed and filed with this department a voluntary flexible work plan. The department anticipates no fiscal impact from this legislation.

Prepared by: Al Dwyer, Director *Al Dwyer 1/27/97* Phone: 465-4855
 Division: Labor Standards & Safety Date: 1/27/97

Approved by Commissioner: Tom Cashen, Commissioner For
 Agency: Department of Labor *Tom Cashen* Date: 1/27/97

PREPARER TO PROVIDE ALL DISTRIBUTION COPIES TO GOVERNOR'S LEGISLATIVE OFFICE
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HB

68

File 2

Letters of Opposition
Distributed to Labor and Commerce Committee

Mr. Thomas M Jenkins
1008 Juneau St

276-8075

Affiliation Reg Voter
U

Anchorage AK 99501

Date POM Sent	Constituency	Bill Number	Response	Subject
01/24/97	N	HB 68	Opposes	

I OPPOSE HB 68.

Mr. Michael
4614 Caravelle Dr

W Patton

248-2383

Anchorage AK 99502

Affiliation Reg Voter
Local Y

Date POM Sent	Constituency	Bill Number	Response	Subject
01/24/97	N	HB 68	Opposes	

I WOULD RATHER SEE AN EIGHT HOUR WORK DAY, FIVE DAYS A WEEK. I WOULD NOT PERSONALLY WORK 12 HOURS A DAY WITHOUT BEING COMPENSATED 1 1/2 ON HOURS OVER EIGHT.

Mr. Donald

G Josten

338-3362

5810 Miley Dr

Anchorage AK 99504

Affiliation Reg Voter

Teamste Y

Date POM Sent	Constituency	Bill Number	Response	Subject
01/24/97	N	HB 68	Opposes	

I DO NOT SUPPORT HB 68 INCREASING THE WORKDAY TO TWELVE HOURS WITHOUT OVERTIME.

Ms. Shirley
PO Box 210224

A Lord

346-3010

Anchorage AK 99521

Affiliation Reg Voter
Y

Date POM Sent	Constituency	Bill Number	Response	Subject
01/24/97	N	HB 68	Opposes	

A TWELVE HOUR WORKDAY IS IN MANY CONDITIONS A SAFETY CONCERN. THE WORKERS IN THIS COUNTRY HAVE FOUGHT FOR YEARS TO ESTABLISH WORKING CONDITIONS THAT ARE THE MODEL FOR THE REST OF THE WORLD. I BELIEVE A 12 HOUR DAY PUTS US

BACK INTO THIRD WORLD CONDITIONS.

Mr. Stephan R Anderson
15100 Mesa Pl

561-5280

Anchorage AK 99516

Affiliation Reg Voter
Local Y

Date POM Sent	Constituency	Bill Number	Response	Subject
01/24/97	N	HB 68	Opposes	

I DO NOT SUPPORT HB 68 INCREASING THE WORK DAY TO TWELVE HOURS WITHOUT OVERTIME.

Mr. Steve
P O Box 232982

J Morris

258-8801

Affiliation Reg Voter
U

Anchorage AK 99523

Date POM Sent	Constituency	Bill Number	Response	Subject
01/24/97	N	HB 68	Opposes	

12 HOUR DAYS ARE TOO LONG AND STRENUOUS NOT TOO HAVE OVERTIME COMPENSATION.

Mr. Gerald A Santana
2010-A E 72nd Ave

563-1911

Affiliation Reg Voter
Local U

Anchorage AK 99507

Date POM Sent	Constituency	Bill Number	Response	Subject
01/24/97	N	HB 68	Opposes	

WE BELIEVE THIS BILL TO BE HARMFUL TO THE WORKING PEOPLE OF ALASKA. THE SAFETY ISSUES ARE VERY IMPORTANT ISSUES.

Mr. Malcolm J Auble
7611 Little Bend Cir

561-5288

Affiliation Reg Voter
 Y

Anchorage AK 99507

Date POM Sent	Constituency	Bill Number	Response	Subject
01/24/97	N	HB 68	Opposes	

I DO NOT SUPPORT HB 68 INCREASE THE WORK DAY TO 12 HOURS WITHOUT OVERTIME.

Mr. Raymond P Smith

562-8843

4020 Dale St #1

Anchorage AK 99503

Affiliation Reg Voter
IBPAT U

Date POM Sent	Constituency	Bill Number	Response	Subject
01/24/97	N	HB 68	Opposes	

WE BELIEVE THIS BILL TO BE EXTREMELY DETRIMENTAL TO THE WORKING MEN AND WOMEN OF ALASKA. THE EMPLOYEE THAT DOES NOT SIGN THE AGREEMENT WITH HIS EMPLOYER WILL FIND THEMSELVES AT THE UNEMPLOYMENT LINE. THIS DEFINITELY WILL BE

USED TO COERCE EMPLOYEES. THIS IS A VERY BAD BILL.

Mr. Robert
1307 W 46th Ave

J Buckman

563-6138

Anchorage AK 99503

Affiliation Reg Voter
Painters Y

Date POM Sent	Constituency	Bill Number	Response	Subject
01/24/97	N	HB 68	Opposes	

I OPPOSE HB 68.

Mr. Dirk
13941 Venus Wy

M Nielsen

835-6560

Affiliation Reg Voter
 Y

Anchorage AK 99515

Date POM Sent	Constituency	Bill Number	Response	Subject
01/24/97	N	HB 68	Opposes	

I DO NOT SUPPORT HB 68 INCREASING THE WORK DAY TO TWELVE HOURS WITHOUT OVERTIME.

Mr. Derek M Newman
2205 Boniface Pkwy #37

333-1437

Affiliation Reg Voter
Y

Anchorage AK 99504

Date POM Sent	Constituency	Bill Number	Response	Subject
01/24/97	N	HB 68	Opposes	

I OPPOSE HB 68.

Mr. Martin
PO Box 243464

P Nolin

563-5053

Anchorage AK 99524

Affiliation Reg Voter
U

Date POM Sent	Constituency	Bill Number	Response	Subject
01/24/97	N	HB 68	Opposes	

I OPPOSE HB 68.

Mr. Jose
3315 E 17th Ave

Sanchez

277-7842

Affiliation Reg Voter
 U

Anchorage AK 99508

Date POM Sent	Constituency	Bill Number	Response	Subject
01/24/97	N	HB 68	Opposes	

I OPPOSE HB 68.

Mr. George T Creasey
P O Box 670715

244-6399

Affiliation Reg Voter
Local U

Chugiak AK 99567

Date POM Sent	Constituency	Bill Number	Response	Subject
01/24/97	N	HB 68	Opposes	

WE BELIEVE THIS BILL TO BE EXTREMELY HARMFUL TO THE WORKING PEOPLE OF ALASKA. THE EMPLOYEE WHO DOES NOT SIGN THE AGREEMENT WITH HIS EMPLOYER WILL FIND HIMSELF IN THE UNEMPLOYMENT LINE. THIS IS A VERY BAD BILL FOR EVERYONE.

Mr. William
1127 1st Ave

Goetz

000-0000

Affiliation Reg Voter
 Y

Fairbanks AK 99701

Date POM Sent	Constituency	Bill Number	Response	Subject
01/24/97	N	HB 68	Opposes	

I DO NOT SUPPORT THIS BILL. AN 8 HOUR DAY IS LONG ENOUGH AND ANYTHING OVER THAT SHOULD BE TIME AND A HALF.

Mr. Lester A Hardesty
PO Box 3047

835-6475

Date POM Sent	Constituency	Bill Number	Response	Subject	Affiliation	Reg Voter
01/24/97	N	HB 68	Opposes			Y

I DO NOT SUPPORT HB 68 INCREASING THE WORK DAY TO TWELVE HOURS WITHOUT OVERTIME.

Mr. Nathan T Hooks
107 W Eagle

746-8876

Palmer AK 99645

Affiliation Reg Voter
Painter U

Date POM Sent	Constituency	Bill Number	Response	Subject
01/24/97	N	HB 68	Opposes	

I BELIEVE THAT THIS WILL BE COUNTER PRODUCTIVE FROM PASS EXPERIENCE WITH OTHER DEALS LIKE THIS ONE. IT WILL CAUSE HARDSHIP ON THE WORKER OF ALASKA AND WILL HAVE AN EFFECT ON SAFETY AND PERFORMANCE OF WORKING ON THE JOB. SO

PLEASE VOTE NO ON THIS BILL.

Mr. Wayne R Plumb

561-5288

22225 Whispering Birch

Affiliation Reg Voter

Chugiak AK 99567

U

Date POM Sent	Constituency	Bill Number	Response	Subject
01/24/97	N	HB 68	Opposes	

I DO NOT SUPPORT HB 68 INCREASING THE WORK DAY TO TWELVE HOURS WITHOUT OVERTIME.

Mr. Selwyn A Jones
730 Birch St

274-1592

Affiliation Reg Voter
Y

Anchorage AK 99501

Date POM Sent	Constituency	Bill Number	Response	Subject
01/24/97	N	HB 68	Opposes	

I AM OPPOSING THIS BILL. IT IS NOT THE WAY THIS COUNTRY WAS SET UP TO BE RUN. SO LISTEN TO THE VOTERS THAN YOU.

Mr. Brian
PO Box 3111

C Parker

835-6505

Valdez AK 99686

Affiliation Reg Voter
U

Date POM Sent	Constituency	Bill Number	Response	Subject
01/24/97	N	HB 68	Opposes	

I DO NOT SUPPORT HB 68 INCREASING THE WORK DAY TO TWELVE HOURS WITHOUT OVERTIME.

Mr. Scott
4796 Mills Dr

M McCoy

835-6517

Affiliation Reg Voter
 U

Anchorage AK 99508

Date POM Sent	Consituency	Bill Number	Response	Subject
01/24/97	N	HB 68	Opposes	

I DO NOT SUPPORT HB 68 INCREASING THE WORK DAY TO TWELVE HOURS WITHOUT OVERTIME.

Mr. Steven D Osborne

835-6154

PO Box 3127

Affiliation Reg Voter
Y

Valdez AK 99686

Date POM Sent	Constituency	Bill Number	Response	Subject
01/24/97	N	HB 68	Opposes	

I DO NOT SUPPORT HB 68 INCREASING THE WORK DAY TO TWELVE HOURS WITHOUT OVERTIME.

Mr. Steven
3217 Wyoming Dr

A Ross

274-5849

Anchorage AK 99517

Affiliation Reg Voter
U

Date POM Sent	Constituency	Bill Number	Response	Subject
01/24/97	N	HB 68	Opposes	

I AM TOTALLY AGAINST HB 68. IT ALLOWS TOO MUCH ROOM FOR ABUSE BY CONTRACTORS. SAFETY BECOMES A REAL CONCERN AFTER 8 HOURS OF HARD PHYSICAL LABOR. IT ALSO ALLOWS THE CONTRACTOR TO USE A WORKER AND DISCHARGE THEM AFTER

ONLY FEW DAYS WORKED BUT MANY HOURS LOGGED WITH NO OVERTIME.

Mr Bradley F Sinyon

835-6505

PO Box 3020

Affiliation Reg Voter
U

Valdez AK 99686

Date POM Sent	Constituency	Bill Number	Response	Subject
01/24/97	N	HB 68	Opposes	

I DO NOT SUPPORT HB 68 INCREASING THE WORK DAY TO TWELVE HOURS WITHOUT OVERTIME.

Mr. Brian A Walker
PO Box 772081

563-1911

Affiliation Reg Voter
U

Eagle River AK 99577

Date POM Sent	Constituency	Bill Number	Response	Subject
01/24/97	N	HB 68	Opposes	

MAKES FOR A LONG DAY, WORKING FOR 12 HOURS WILL MAKE FOR UNSAFE WORKING.

Mr. Robert

J Anselm

495-6322

P O Box 1054

Affiliation Reg Voter

Local Y

Willow AK 99688

Date POM Sent	Constituency	Bill Number	Response	Subject
01/24/97	N	HB 68	Opposes	

I DO NOT SUPPORT HB 68 INCREASING THE WORK DAY TO TWELVE HOURS WITHOUT OVERTIME.

Mr. Cory
PO Box 1082

P Thingstad

563-1911

Affiliation Reg Voter
 Y

Palmer AK 99645

Date POM Sent	Constituency	Bill Number	Response	Subject
01/24/97	N	HB 68	Opposes	

SAFETY SUFFERS FROM TWELVE HOUR SHIFTS. IT TAKES PEOPLE'S TIME AWAY FROM THEIR FAMILIES.
PEOPLE'S WORK STARTS TO GET POOR QUALITY AFTER EIGHT HOURS OF WORK.

Mr. David
PO Box 101995

E Barnett

276-5739

Affiliation Reg Voter
Painters Y

Anchorage AK 99510

Date POM Sent	Constituency	Bill Number	Response	Subject
01/24/97	N	HB 68	Opposes	

THIS BILL IS DETRIMENTAL TO LABOR THIS WILL MAKE FOR VERY POOR WORKING CONDITIONS FOR A LOT OF LABOR.

Mr. Scott
PO Box 2090

D Banner

835-6567

Affiliation Reg Voter
Y

Valdez AK 99686

Date POM Sent	Constituency	Bill Number	Response	Subject
01/24/97	N	HB 68	Opposes	

I DO NOT SUPPORT HB 68 INCREASING THE WORKDAY TO TWELVE HOURS WITHOUT OVERTIME.

Mr. Robert

G Burks

835-6033

PO Box 2391

Affiliation Reg Voter
U

Valdez AK 99686

Date POM Sent	Constituency	Bill Number	Response	Subject
01/24/97	N	HB 68	Opposes	

I DO NOT SUPPORT HB 68 INCREASING THE WORKDAY TO TWELVE HOURS WITHOUT OVERTIME.
