

ALASKA LEGISLATURE COMMITTEE FILES 1997-1998 00/2

9281 HOUSE LABOR & COMMERCE

RECEIVED

JAN 23 1991

Dear Sirs:

In regards to proposed House Bill 68.

I, David Schwegel and family, are 100% in favor of its <sup>Ans'd.....</sup> Approval.....  
I am married with one child. I am a heavy equipment operator  
for Fairbanks Gold Mining Inc, at Fort Knox Mine, Fairbanks.

As to our current working days, which are as follows are  
strenuous to our health. (Seven swing shifts, one day off. Seven  
night shifts, two days off. And seven day shifts, four days off  
over and over.)

I miss my family coming and going, and the extra wear  
and tear on transportation doiley adds up in a hurry. With 99%  
of our work force driving 25 miles or more (one way) every day.

In behalf of the rest of the employes and my self. We really  
appreciate the concern our company has for us.

And would really appreciate your concern of our future.

This job is my life. Lets get out of the Bank Ages.

Its time for a change. For a better life style, House Bill 68.

Thank You Very Much,

David Schwegel

TO THESE WORKERS.

WHILE IT IS STATED THIS LAW WOULD BE ON A "VOLUNTARY FLEXIBLE WORK PLAN" HOWEVER, IT IS OBVIOUS THAT WOULD BE A ONE TIME PLAN, BECAUSE, WERE IT EVER VOTED IN AT A GIVEN JOB SITE IT WOULD NO LONGER BE VOLUNTARY.

I FEEL THE WORKERS AT FORT KNOX MINE HAVE NOT BEEN MADE AWARE OF OR GIVEN ANY OTHER OPTIONS AND FURTHERMORE THAT THEY DO NOT FULLY REALIZE THE RAMIFICATIONS OF WHAT THEY ARE TRYING TO DO.

I FEEL THIS IS AN ISSUE THAT GOES BEYOND JUST THE FORT KNOX MINE & ITS' WORKERS. THIS BILL WILL ALSO IMPACT OTHER MINES WORKERS AS WELL, IRRESPECTIVE OF WHETHER OR NOT IT IS CALLED A "VOLUNTARY FLEXIBLE WORK PLAN." FOR THIS REASON I FEEL THE REMAINDER OF THE ALASKA WORK FORCE SHOULD NOT ONLY BE HEARD BUT LISTENED TO WITH REGARD TO THEIR (OUR) WISHES CONCERNING HB-68 AND ANY OTHER PROPOSED CHANGES TO ANY LABOR LAWS.

INCIDENTALLY, MY HUSBAND IS CURRENTLY EMPLOYED AT USIBELLI COAL MINE AND PRIOR TO THIS HE ALSO WAS EMPLOYED BY VALDEZ CREEK GOLD MINE. SO I RECOGNIZE THE INDUSTRY WELL AND THE HARD WORK THAT DESERVES TO BE REWARDED AS INTENDED BY THE HARD WON LABOR LAWS CURRENTLY ON THE BOOKS.

MAR 27 1997

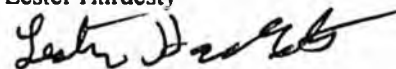
3-21-97

Dear Representative Norman Rokeberg;

I have lived in the best State in the union, "Alaska" since my graduation from high school in 1980. One of the things that has made this State a great place to live is that it has always valued its residents as the hard working individuals that they are! We seem to have a wolf in sheep clothing, "Fort Knox Gold Mine". The Managers of this corporation would like us to believe that they are trying to help their employees by having our state labor laws rewritten to meet the needs of their employees. Fort Knox Gold Mine would like our Legislators to change the current law to allow them to work employees under a "flexible work hour plan" for 12 hours a day up to 40 hours per week without overtime pay. Fort Knox Gold Mine currently works their employees a shift schedule so grueling and inconsistent that most of us could not and/or would not work it. I say that if Fort Knox Gold Mine really cared about their employees they would have never asked them to work such a grueling schedule in the first place. If Fort Knox Gold Mine wants to line their pockets with "Gold" they will learn to protect their most valuable assets their employees. Fort Knox Gold Mine has the key to their own problem, pay their employees overtime and work them a schedule that is reasonable and consistent. Moses taught us this lesson many years ago when he fed the Pharaoh's Grain to the workers. Take care of your workers and they will take care of you.

I urge you to vote NO on HB 68. Thank you for your time and consideration in this matter.

Sincerely,  
Lester Hardesty



PO Box 3047  
Valdez, Alaska 99686  
(907) 835-5680  
les\_kat@Alaska.net

Laren Haskins  
P.O. Box 19  
Healy, Alaska  
99743

Written testimony for the surface mine overtime bill.

I am concerned about the surface mine overtime bill sponsored by Gene Therrialt. I work at a surface mine in Healy, AK, Usibelli Coal. As this effects all surface miners hearings should be held in all districts that have surface mines.

I do not feel that this is a good bill. The present labor laws concerning overtime on the state and federal levels were put into effect for good reasons. I have worked my whole working career under the present overtime laws and do not wish to go backwards. We should listen to our own state Dept. of Labor officials in that this is not good for workers in the state.

The Fairbanks News Miner said the reason for the bill is for less commuting to the Fort Knox mine. If the mine proves to be a good place to work people will move to the Fox area which is very close to the mine.

Sincerely,

*Laren Haskins*

Laren Haskins

70

JAN 30 1997

To Whom it May Concern,

My Name is Doug Holland,  
I am a shovel operator on crew 3,  
HB 68 is being pushed more  
by the employers at Ft. Knox  
than by the company. The benefits  
of it are; less money in gas per  
month because I will work fewer  
days, more time off for us, and  
better production. There is also  
a 2.3% pay increase ~~and~~ with  
the new schedule, more hours  
per pay period. This bill will  
help us greatly, please help us  
by supporting it.

Thank you



no return address



# Alaska State Legislature JAN 31 1997

Please enter into the record my testimony to the H.B. 68  
 committee on Voluntary Flexible work plan committee name  
 committee on Voluntary Flexible, dated Jan 29<sup>th</sup> 1997  
 bill/subject

*Typed testimony on following page*

Signed: JR Hank Gungman 55# 387-28-6505  
 Testifier  
The working public of Alaska  
 Representing (Optional)  
3921 Astro Circle Anch. AK 99517  
 Address  
907-243-4355  
 Phone No.

James R. (Hank) Langman - Member of Labor Force in the state of Alaska 47 years.

I oppose HR Bill #68 for the reason that Amex Corp., Alaska Gold Company, Fort Know Mine knew the rules of labor laws in the state of Alaska when they came to stake the claims and mine the gold from Alaska land. Now they would like to change the state laws to up their profits at the expense of the Alaska labor force.

If allowed to make this change to the labor laws of Alaska they will be setting precedent for all labor forces forever after, be it the fishing, or logging other types of mining, construction service industries such as building supply or even food service.

It can be pointed to by any organization that hires common labor unskilled labor as a reason to not pay overtime for long hours worked.

Then we will be back to the sweat shops of old with their 16 hour work days.

Signed  
JR Hank Langman  
52387-28-6505

MAR 03 1997

2-20-97

DEAR REP. ROKERBERG:

I'VE BEEN INFORMED PER THE ATTACHED  
IBGW NOTICE THAT A PROPOSAL (HB-68)  
IS BEING CONSIDERED THAT MAY LENGTHEN  
AN EMPLOYEE'S WORK DAY FROM 8 HRS TO  
12 HRS PER DAY WITHOUT BENEFIT OF OVER-  
TIME COMPENSATION.

ON THE SURFACE I WOULD OBJECT TO  
SUCH AN ENDEAVOR FOR FEAR OF AN EMPLOYEE  
BEING UNFAIRLY TAKEN ADVANTAGE OF. BUT  
IT HAS OCCURRED TO ME THAT THERE MIGHT  
BE CIRCUMSTANCES AT THE WORK SITE THAT  
WOULD CALL FOR AN "EXCEPTION TO THE RULE."

IF TRUE, THOUGH, I WONDER WHY IT COULD  
NOT HAVE BEEN RESOLVED AT THE WORK SITE  
WITHOUT THE INVOLVEMENT OF THE LEGISLATURE.

PLEASE EXERCISE YOUR BEST JUDGMENT  
ON THIS MATTER.

THANK YOU FOR YOUR TIME.

*Robert Lifter*



Robert Lifter  
1331 W. 80th Ave.  
Anchorage, AK 99518-2428



Dear IBEW Brothers and Sisters,

Legislation that will undo **fifty years of progress for working families** in Alaska is pending in the House Rules Committee.

House Bill 68 will increase the workday from 8 to 12 hours **without overtime pay** for those employed at a surface mining operation.

The 8 hour workday we all enjoy today was only won after incredible sacrifices and persistent and determined efforts. **Until June 1938, millions of Americans were toiling 10 and 12 hours a day, six days a week, with no overtime pay.**

Now, using the pretext of shift work relief, we have the Fort Knox Gold Mine trying to take our 8 hour day away and return Alaskan workers to a standard we left behind over fifty years ago.

This is only the tip of the iceberg. **Today miners, tomorrow truckers and then who is next?** You can bet this despicable trend won't stop at the mine.

I urge you to exercise your right to send a free Public Opinion Message (POM) to your legislator, and better yet, write a personal letter expressing your opposition to this frightening attempt to turn back the hands of time.

**To send a POM simply call your local Legislative Information Office (LIO):**

Anchorage 258-8111	Barrow 852-7111	Bethel 543-3541
Cordova 424-5461	Delta Junction 895-4236	Dillingham 842-5319
Fairbanks 452-4448	Glennallen 822-5588	Homer 235-7878
Juneau 465-4648	Kenai 283-2030	Ketchikan 225-9675
Kodiak 486-8116	Kotzebue 442-3880	Mat-Su 376-3704
Nome 443-5555	Petersburg 772-3741	Seward 224-5066
Sitka 747-6276	Tok 883-5020	Valdez 835-2111

They will ask you your name, physical address and telephone number. Your message opposing HB 68 can be up to 50 words long. To write a personal letter, the address is: Senator/Representative, State Capitol, Juneau, Alaska 99801-1182. If you prefer a personal call to your legislator the LIO will give you the number.

Please do this today. We cannot afford to let this anti-working-family legislation become law in Alaska.

Fraternally,


Gary Brooks, Business Manager

International Brotherhood of Electrical Workers  
Local Union 1547  
2702 Denali Street  
Anchorage, Alaska 99503

Non-Profit Org.  
U.S. Postage  
**PAID**  
Anchorage, AK  
Permit No. 413

ROBERT A. LIFTEE  
1331 W 80TH  
ANCHORAGE, AK 99518

**URGENT ACTION ALERT**

<b>PHONE MESSAGE</b>		DATE <i>1/28</i>	TIME <i>11:09</i> <sup>A.M.</sup> <sub>P.M.</sub>
FOR	<i>Shiley</i>		
M	<i>Charles Morrison</i>		
OF	<i>521 Fern Lane 99504</i>		
PHONE (	<i>1</i>	<i>337-7733</i>	EXT.
<input type="checkbox"/> FAX	<input type="checkbox"/> MOBILE	<input type="checkbox"/> PAGER (	)
MESSAGE	<i>hb 68 - opposition to what mends on in Jambank from London. Said enough to get 40 rolls in. Will rather let up on everyone else. Don't fail &amp; equidate.</i>		
 <b>AVERY</b>			SIGNED

- URGENT
- PHDNE
- RETURNED YOUR CALL
- PLEASE CALL BACK
- WILL CALL AGAIN
- WAS IN
- WANTS TO SEE YOU

Mucha / Jerry /  
Last Name First Name M.I.

243-2851 day phone pm phone

Address:  
2310 Lincoln St.  
Arch. 99517

(STAFF INITIAL/DATE)	
igj	phone call 3/5
	letter sent
	data base

ISSUE: HP108 - oppose DATE: 3/6/97

NOTES/COMMENTS:

Bristol Bay permit holder, commercial fisherman, wants you to support the seafood marketing assn. Wants copies of your position statements.

Agency Contact:

RESULTS:

FOLLOW UP:

**International Brotherhood of Electrical Workers**  
Local 1547

2702 DENALI STREET  
ANCHORAGE, ALASKA 99503-2779

TELEPHONE      DISPATCH      FAX  
(907) 272-6571   (907) 276-1547   (907) 276-1963

GARY BROOKS  
BUSINESS MANAGER • FINANCIAL SECRETARY

KNUTE ANDERSON  
PRESIDENT



January 23, 1997

Representative Norman Rokeberg, Chairman  
DEPARTMENT OF LABOR AND COMMERCE  
State Capitol, Room 24  
Juneau, AK 99801-1182

Re: HB 68

Dear Representative Rokeberg:

The International Brotherhood of Electrical Workers, Local Union 1547, represents nearly 5,000 men and women throughout the State of Alaska, all of whom are paid an hourly wage in exchange for their work. On behalf of those five-thousand represented Alaskan workers, and indeed all Alaskan workers, represented or not, we would like to state our emphatic opposition to this proposed change in state wage and hour law. To adopt this proposed change would return the Alaskan worker to a pre-twentieth century standard, effectively undoing one-hundred years of progressive reform.

We are especially offended by the concept that, as a voluntary work plan, this change in state law is initiated at the behest of workers. Wage and hour laws were established in response to employer coercion. There is a strong motive for an employer to subtly, or even overtly, suggest workers "voluntarily" give back two hours of overtime per day. One must seriously consider the realistic chances of an employee risking his job by refusing to accommodate his employer and thereby facing the prospect of being replaced by someone a little hungrier who is willing to work under the "voluntary" plan. This is exactly why the provision exists in State law for workers to develop a bona fide voluntary flex-plan within a collective bargaining agreement. The employee is shielded from coercion by the nature of the collective bargaining process and the mutually agreed upon, negotiated result.

Representative Norman Rokeberg

January 23, 1997

Page 2

Corporate benefit is the issue at hand in this legislation. We are not convinced in the least that this reduction in compensation is being brought before the Legislature "on behalf" of workers. We are doubtful that any employer would selflessly hire not one, but four lobbyists, to promote legislation purely for the benefit of their workers. The underlying motivation for this legislation is the desire on the part of the employer's to reduce expenses by eliminating a shift and to avoid paying his employees two hours of overtime compensation that he would be entitled to, under current law. The consequence of this legislation, a reduction in shifts results in the exact opposite effect than contemplated as the purpose of overtime statutes; inducing employers to spread employment through the pressure of extra costs<sup>1</sup>

Fort Knox can, and should, accommodate employee shift and commute concerns within the confines of current Alaska law. Nothing precludes them from adopting a twelve-hour schedule. They, as nearly every other Alaskan employer would be obligated to pay for hours worked, including compensation for overtime.

Following on the heels of the 1996 legislation giving the mining industry a complete rewrite of the limitation on the period of employment in underground mines and granting them two additional hours for work to be performed at the face of a mine<sup>2</sup>, we are concerned that incremental assaults on wage and hour and safety legislation will continue to erode the protections for Alaskan workers that have been built into law.

We urge the committee to reject this shameless assault on Alaskan workers and their right to earn a living wage.

Sincerely,



Gary Brooks  
Business Manager

GB/ca

cc: Representative Cowdery  
Representative Hudson  
Representative Ryan  
Representative Sanders  
Representative Croft  
Representative Kubina

---

<sup>1</sup> Janes v. Otis Engineering Corporation, 757 P.2nd 50, Alaska 198

<sup>2</sup> Sec. 23.10.410

**International Brotherhood of Electrical Workers  
Local 1547**

2702 DENALI STREET  
ANCHORAGE, ALASKA 99503-2778

TELEPHONE    DISPATCH    FAX  
(907) 272-8671    (907) 278-1547    (907) 278-1983

GARY BROOKS  
BUSINESS MANAGER • FINANCIAL SECRETARY

KNUTE ANDERSON  
PRESIDENT



Rep. Rokeberg

Dear Norm,

Regarding HB 88 -- I urge to you to stand up for the hard fought rights of working men and women and to vote against this very serious assault on workers, both organized and un-organized. Mike Notar, IBEW Assistant Business Manager for the Juneau region will be available in the committee hearing today if you have further questions.

Yours in solidarity,

Gary Brooks  
Business Manager

PROUDLY SERVING 588,000 SQUARE MILES ON TOP OF THE WORLD

PROUDLY SERVING 588,000 SQUARE MILES ON TOP OF THE WORLD

FEB 21 1997

Dear Representative Norman Koberg

Mr. Koberg I am writing this letter in regards to HB 68. This issue is very disturbing to me. As a supporter of yours I ask that you vote no to this bill. The impact that this will have state wide will be devastating to me as well as all Alaskans who work over forty hours per week. This will allow non Alaskans to be able to survive in our work place and Alaskans are sure to perish. I can't believe we would allow anyone to work over forty hours and not get paid time and one half for this. According to my calculations that is a thirty percent drop in wages for the same work load. Unlike non-residents this bill hits hardest, those living, buying, and working here at home because our cost of living is more than most places in the lower forty eight. As a voter I certainly will be watching ~~to~~ the people representing our district as well as the state representatives next election. Please help save our state from this type tyranny.

Randy Chivers

Chivecs (chivers) D-25  
PO Box 233362

Anch AK

99523-3362

FEB 13 1997

REP. NORM ROKEBURG,

I ASK THAT YOU VOTE AGAINST H.B. 68.  
I FEEL THAT THIS LEGISLATION IS DIRECTED AGAINST THE  
BEST INTEREST OF THE WORKING PEOPLE OF ALASKA.  
TO WORK THE CONSTRUCTION CREWS ON STRAIGHT TIME  
AND TAKE AWAY THE OVERTIME THAT SHOULD BE PAID.  
THANK YOU FOR YOUR CONSIDERATION ON THIS  
MATTER.

JOHN H. DALE  
4704 LAKE SPENARD DR.  
ANCHORAGE, AK 99517-2821

FEB 13 1997

Dear Sir,

I strongly oppose the HB 68. I  
feel it is wrong to work more than 8 hrs and  
not get overtime pay.

Mr. Benito De La Cruz  
P.O. Box 141662 Anch.  
ALASKA 99514

TO: Norm Rokeberg  
FROM: Tony Fischer  
RE: House Bill 68

I understand that brevity is the word of the day, however, I am unable to comply with the fifty (50) <sup>word</sup> limit imposed by the public opinion message. Please take a moment to read my opinion.

As a forty-four (44) year old, 40% disabled Alaskan Vet, I do not want to be coerced by my employer to work twelve (12) hour days. (I did notice the word voluntary) This might be fine for the twenty (20) year olds, but as we grow older few people are physically able to work a twelve (12) hour day in the construction industry. I work with asbestos, hazardous waste, and demolition. I can assure you that safety and quality of work suffer significantly when people work tired. In the industry when safety standards diminish, people die. This affects both of us as I might get sent home in a body bag and you might get exposed to asbestos fibers.

Please reconsider, as this bill could have serious consequences to it.

Sincerely,

  
Tony L. Fischer

FEB 19 1997

DEAR SIR:

I have lived, worked, and voted here in FBKs since 1974. I have worked in construction and mining including the grant mine on Ester Dome off Shays creek where we worked a gold processing mill just like Ft. Knox but smaller.

We worked 4 on 4 off and were paid overtime over 8 hrs. We processed all known ore and they are currently exploring for more reserves. When they reopen this would obviously affect me directly (HB 68) I am very opposed to HB 68. This bill does not only affect Ft. Knox.

I have experience in Gold ore processing and lived here since 1974 but FBKs GOLD brought people up from the Lower 48 to work there. I may still get the opportunity to work there and I would not want to work 12 hours without overtime.

Wes Graf

P.O. Box 73216

FBKs Ak 99707

115 SE 531 CHANGE LAKE Chena Ridge

FEB 13 1997

2-10-97

ANCHORAGE Honorable NORM ROSENBERG

As a long time Constituent  
of yours I WANT you to be AWARE  
THAT I STRONGLY oppose H. B. 68  
and ANY future legislation which  
would WEAKEN the working condition  
of HARD WORKING men & women  
in Alaska

Sincerely

Julio Guerra  
2303 McKinley Ave.  
Anch. AK 99517

FEB 24 1997

February 23 1997

Rep. Norman Rokeberg  
State Capitol - Room 24  
Juneau, Alaska

Re: HB 68

Dear Rep. Rokeberg,

My name is Mike Peterson. I have been a wage and hour laborer/operator in the construction trade for some 22 years, primarily of non-union representation, though benefitting from the wages that were standardized through the Davis-Bacon Act. Within the last 2 years I have become a member of an organized labor group, which I might add is quite contrary to my philosophy of only a few years ago, and have very much come to appreciate the hard won gains in the organized labor industry.

My worry is that the legislature may become embroiled in matters that are not of immediate concern and that the opportunity for labor and management to resolve the overtime issue would be taken away.

My concern is that the passing of HB68, in any form, may be construed as a form of leverage to weaken organized labor.

It is my belief that the overtime issues at the Red Dog Mine can be resolved between management and labor without the passing of HB68 and without the need for the workers to organize.

It is my request that HB68 be halted.

Thank you for your consideration.

Respectfully,

*Mike Peterson*

Peterson / Bowns  
Box 240913  
Douglas, AK 99824

MAR 17 1997

JIM PLAQUET  
1444 SECOND AVENUE  
FAIRBANKS, ALASKA 99701

March 11, 1997

Representative Norman Rokeberg  
State Capitol, Room 24  
Juneau, AK 99801-1182

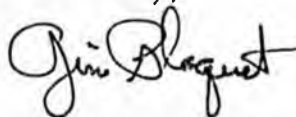
Dear Representative Rokeberg:

I am writing this letter regarding my outrage of the consideration of taking away from Alaskan workers the overtime provisions contained in House Bill 68. This bill is very regressive and would put working Alaskan miners back in the 1920's. As, I am sure you are aware of history, the struggle for the eight-hour day goes back many years in which workers fought and even died to achieve better wages and the eight-hour work day. I respect the workers at Fort Knox and sympathize with their present work schedule problem. I feel, however, that there are solutions to this problem without the necessity of changing State Statute.

Would the employees at the mine agree to cut their base wage, so that even if they worked twelve-hour shifts, with overtime pay their weekly earnings would not fall? The mine's costs would continue to remain the same and their employees would get their preferred work schedule. Or, why not change shifts every few months? Employees would still have a long daily drive, but at least they would not have to make huge adjustments every week and they would avoid being trapped forever in a schedule opposite the rest of the community.

Alaska should be the leaders of workers' rights in the protection of Alaskan workers. House Bill 68 is bad for Alaska and Alaskans and, therefore, should be defeated.

Cordially,



Jim Plaquet

APR 01 1997



March 16, 1997

Dear Alaska Legislator,

I am opposed to House Bill 68. H.B. 68 started out as legislation that would affect the entire surface mining industry by eliminating the requirement for overtime compensation for time worked over eight hours per day. The original language received overwhelming opposition and hence was changed to target a smaller group of workers involved with companies surface mining precious metals. Even though the coverage of this Bill has decreased, the number of Alaska workers opposed to it has not, they have increased.

Alaskan workers can clearly project that if this legislation passes it would start a flood of other industries wanting the same economic concession. This will come at the expense of the workers, families, and communities of Alaska.

I understand you have received support on H. B. 68 from a strong majority of the workers at the Ft. Knox Gold Mine. It is no surprise to me that they would seek relief from the atrocious schedule imposed on them by Fort Knox. ( See current schedule ) By far, this is the worst schedule I have seen in my 22 years of working life. Fort Knox has manipulated the support of its workers by imposing it and now claim to to be a good employer by hiring four lobbyists to convince you to gut the overtime laws of Alaska.

There is nothing wrong with Alaska's wage and nour laws. What needs to be fixed is the despicable schedule Fort Knox has put on their employees. That will come at a cost to Fort Knox, but they knew the cost of doing business in Alaska before they started development. They should be required to pay the necessary straight time wage to keep from losing their employees on the existing schedule, or change the schedule, or change the schedule and pay overtime. There are many other solutions that Fort Knox could function under, many of which businesses in Alaska have used and prospered under.

Please don't set the working men and women back 60 years just because of corporate greed. Make them stand up as a corporate citizen and pay the cost to keep the employees who work to make them millions of dollars per year.

Please vote NO on H.B.68!

Sincerely,

A handwritten signature in cursive script that reads "Jay Quakenbush".

Jay Quakenbush  
P.O. Box 82391  
Fairbanks, Alaska 99708

**Current Schedule**

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<b>Week 1</b>	Days	Days	Days	Days	Days	Off	Off
<b>Week 2</b>	Off	Off	Swing	Swing	Swing	Swing	Swing
<b>Week 3</b>	Swing	Swing	Off	Night	Night	Night	Night
<b>Week 4</b>	Night	Night	Night	Off	Off	Days	Days

	Hours	Dollars
Straight Time	40	\$700
Overtime	0	\$0
Straight Time	40	\$700
Overtime	0	\$0
Straight Time	40	\$700
Overtime	8	\$210
Straight Time	40	\$700
Overtime	0	\$0
<b>Straight Time</b>	<b>160</b>	<b>\$2,800</b>
<b>Overtime</b>	<b>8</b>	<b>\$210</b>
<b>Total</b>	<b>168</b>	<b>\$3,010</b>

**Proposed**

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<b>Week 1</b>	Days	Days	Days	Days	Off	Off	Off
<b>Week 2</b>	Off	Off	Off	Off	Night	Night	Night
<b>Week 3</b>	Night	Off	Off	Off	Day	Day	Day
<b>Week 4</b>	Off	Night	Night	Night	Off	Off	Off

Straight Time	40	\$700
Overtime	8	\$210
Straight Time	36	\$630
Overtime	0	\$0
Straight Time	40	\$700
Overtime	8	\$210
Straight Time	36	\$630
Overtime	0	\$0
<b>Straight Time</b>	<b>152</b>	<b>\$2,660</b>
<b>Overtime</b>	<b>16</b>	<b>\$420</b>
<b>Total</b>	<b>168</b>	<b>\$3,080</b>



FFR 0 3 1007

# General Teamsters Local 959 State of Alaska

*Affiliated with the International Brotherhood of Teamsters*

ANCHORAGE, ALASKA 99504, 4300 BONIFACE PKWY. (907) 269-4122 FAX (907) 337-6668 GERALD L. HOOD Secretary/Treasurer

FAIRBANKS, ALASKA 99707, P.O. Box 70609  
JUNEAU, ALASKA 99801, 306 Willoughby

(907) 452-2959 FAX (907) 452-5051  
(907) 586-3225 FAX (907) 586-1227

January 30, 1997

Representative Norman Rokeberg  
State Capitol, Room 24  
Juneau, Alaska 99801-1182

Re: House Bill No. 68

Dear Representative Rokeberg:

As Safety Director of Teamsters Local 959 and Safety Representative for the Western Alaska Building and Trades Council, I am writing to express our concern regarding twelve (12) hour day compressed work schedules. I have attached a report prepared by Roger R. Rosa, National Institute of Occupational Safety and Health. The report addresses some of the concerns we have raised, such as excessive fatigue, increased injuries both on and off the job, and long-term health effects.

Although the report references one study that shows no differences in incident rates for miners working twelve (12) hour shifts versus eight (8) hour shifts, it is important to note the study was conducted at a remote site where workers stayed on site during the work period. There are good reasons to be concerned about the negative effects on workers who have to commute to work each day and are exposed to the additional routine distractions of family life. Workers who stay on site are part of a controlled environment and would not be subject to off-site distractions that could result in additional stress, fatigue, and sleep deprivation.

The reports I have reviewed for all industries generally show an increase injury events, poor job performance, sleep deprivation, and overall decline in mental acuity. At the very least, the State should carefully examine the epidemiology of long, shift compressed work weeks before proceeding with this legislation.

I hope this information is useful. Please let me know if I can be of further assistance.

Respectfully,

TEAMSTERS LOCAL 959

Steve Trospen  
Safety Director

Enclosure  
pgalivo@rokeberg.ltr

## Extended workshifts and excessive fatigue

ROGER R. ROSA

National Institute for Occupational Safety and Health, Division of Biomedical and Behavioral Science, Cincinnati, Ohio, USA

**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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are associated with overtime vs. scheduled extended shifts, or whether the effects are concentrated in specific occupations or industries.

In the health or health/safety domain, overtime has been associated with lower self-ratings of health status (Broadbent *et al.* 1985), lower birth weight or gestational age in children of women working overtime (Marbury 1992), and increased presence of corticosteroids (in women) possibly indicative of a stress response (Härenstam and Theorell 1990; Lundberg and Palm 1989). Increased triglycerides and cholesterol (risk factors for cardiovascular disease) were observed in construction managers who frequently worked overtime (Sutherland and Davidson 1993). This group also reported higher levels of job dissatisfaction and poor psychological health. Frequent overtime work was associated with heavy and problem-drinking in men (Kawakami *et al.* 1993), higher suicide rates in both men and women (Starrin *et al.* 1990), and cardiovascular mortality in women (Starrin *et al.* 1990). In all of these studies, the possibility of a role for fatigue as one of the underlying factors producing health compromises at least should be considered, but such a possibility is highly speculative given that no attempt was made to measure fatigue.

A few reports raise the possibility of a more direct role of fatigue from working overtime. In a case-control study, overtime was identified as a risk factor for occupational low back injury in mail handlers (Daltroy *et al.* 1991), while another study reported that complaints of low back pain were more frequent in those who worked less overtime (Svensson and Andersson 1983). In the latter study, the authors suggested that workers with low back pain had limited their working hours because of their condition.

Two reports identified increased staff overtime as a factor contributing to separate outbreaks of *Staphylococcus aureus* infection in hospitals (Arnow *et al.* 1982; Russell *et al.* 1983). In both incidents, an unanticipated combination of high patient load and understaffing resulted in extensive use of overtime to meet demands for patient care and treatment. The infectious outbreaks associated with these periods of overtime were attributed by the investigators both to time pressure from the high patient load, and to high levels of fatigue from long work hours, which resulted in inadequate compliance with aseptic practices (i.e. skipping steps or rushing through procedures). While perceived time pressure or fatigue levels were not assessed directly in these studies, the fatigue interpretations given by the authors are consistent with our laboratory study demonstrating increased errors and faster response times (a speed-accuracy tradeoff) in an externally-paced reasoning task during 12-h work days compared to rest days (Rosa and Colligan 1988).

Operator fatigue from working overtime was also suggested as a factor that is detrimental to safety performance in nuclear-power plants (Baker *et al.* 1994). In a plant-level analysis of operator, technical, and maintenance staff overtime, safety incidents were associated most strongly with operator average annual overtime, which

ranged from 300 to 1200 h. These results were attributed to operator fatigue, rather than overall plant inefficiency, because no strong association was observed between safety incidents and technical staff or maintenance staff overtime.

Worksite studies taking behavioural measures of fatigue (e.g. performance tests or self-report scales) in association with overtime are rare. In a cohort study of automotive industry workers, however, recent experience with overtime was associated with poorer performance on neuropsychological tests, such as trailmaking and card sorting, which are sensitive to fatigue-related deficits in attention or cognitive function (Proctor 1992).

In summary, cross-sectional studies have associated overtime work with a handful of health and safety outcomes which may be related to fatigue. In most of these studies, it was recognized that the fatigue effects of overtime occurred in combination with other personal, occupational, or organizational factors and that, because of the cross-sectional designs, clear directions of causality could not be determined. The putative role of sleep loss, excessive fatigue, or their combination, usually was not explicit. Only one study attempted to quantify fatigue deficits using behavioural measures. No studies were identified which were able to prospectively measure safety- or health-related effects of overtime. The irregular and often unscheduled nature of overtime work, however, would make such a study difficult to conduct.

## SCHEDULED EXTENDED WORKSHIFTS

Surveys of on-the-job fatigue effects of scheduled extended workshifts have considered efficiency and productivity accidents, absenteeism, and subjective reports. Regardless of the outcome variables tested, there are no consistent trends. With respect to productivity, there were, for example, equal numbers of oil refineries reporting increases, decreases, or no change after the introduction of 12-h shifts (Campbell 1980). Nevertheless, a major US electronics manufacturer and a majority of US government sites abandoned long workshifts because of reductions in productivity (Tepas and Tepas 1981). Studies of absenteeism have also produced equivocal results (Campbell 1980), as have surveys of accidents and injuries. No change in accident frequency or severity, for example, was observed in 57 oil refineries, an increase was observed in five refineries, and a decrease was observed in eight refineries (Campbell 1980). Another study reported no increases in accidents, or in violations of occupational health and safety regulations, in a sample of 5 oil refineries (Northrup *et al.* 1979). The adequacy of the survey approach used in these studies is open to question, however, as the investigators reported only manager impressions in response to brief, general questions to determine the frequency of accidents or safety violations. Since the cause of most of these incidents involve multiplicity of factors, a more fine-grained analysis than that gained from one or two brief questions is required.

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 analysed 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 Potasova (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 Bonnet 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 opportunities 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 a 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 (Park 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 forfeit, 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 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 affect fatigue but there are few standards for work periods longer than 8 h. Chemical solvents cause drowsiness (Dick 19

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 off 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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MAR 13 1997

March 11, 1997

Representative Norman Rokeberg  
State Capitol, Room 24  
Juneau, AK 99801-1182

Dear Representative Rokeberg:

I am writing this letter to voice my strong objection to the passing of HB68 concerning overtime provisions for Alaskan metals surface miners.

As I'm sure you are aware the history of the struggle for the 8 hour day goes back more than 100 years. The administration of Andrew Jackson in the 1830's established the 10 hour day in the Philadelphia Navy Yard, at a time when most workers were on an 11 or 12 hour day. President Martin Van Buren extended the 10 hour day to all workers on Federal Public Works Projects. The United States Government established the 8 hour day for government laborers and mechanics in 1868. In the years since then, many people fought and even died, to achieve this end.

I am a strong supporter of natural resource development in Alaska but House Bill 68 is regressive legislation plain and simple. It erodes existing wage and hour laws designed to protect workers. Overtime hours should be compensated as such. We should not be turning back the clock. Alaska should be a leader in worker's rights. House Bill 68 is bad special interest legislation and should be defeated

Sincerely,



Scott Vaughn  
324 Slater Drive  
Fairbanks, Alaska 99701  
907 452 4735

Mr. Tim D Renner  
719 HERNING ROAD  
FAIRBANKS AK 99712

FEB 03 1997

My name is Tim D Renner. I am 23 yrs old, single, born and raised in Fairbanks, Alaska.

I am opposed to House Bill 68. I attended the public hearing held on Monday, Jan. 27<sup>th</sup> 3:00 PM at the L.F.O. in Fbks. I heard all arguments for and against.

Let me give you a little working background. I am now an apprentice carpenter and a member of Local 1243. I have worked non union construction for 3 yrs, until I realized I would get nowhere following that road. A great opportunity came about for me with the apprenticeship program. I am LEARNING a trade now. Pay and benefits are an added bonus, thanks to my union and all union members who fought before me, for me and others. I have worked varied shifts, including 8, 10, and 12 hours, I even worked four 9 hr days and one 4 hr day. Rarely was I payed overtime for those hours exceeding 8 in one day, mostly I was compensated O.T. pay for those hrs exceeding 40 in a week. If I was approached to VOLUNTARILY work extra hours a day, I accepted, for fear of losing face with my employer, or perhaps losing my job. 12 hour day are very demanding on a persons body, even if only for 3 or 4 ~~hrs a~~ days a week, I for one am not fond of those long hrs. I sympathize with those with family, being single, I have only parents and friends in town, I dont see much of them either. Working construction, or many other careers for that matter, it is a fact of life.

Ft. Knox employees pointed out that this is not a union controversy, I believe it is, union members spoke out in force against this bill with good reason. Directly it will not

have an effect on me, but it will affect other industries to move in the same direction, creating a domino effect. Eventually leading to unions to do the same to stay competitive, jeopardizing wages and benefits. I stand to lose substantially if this Bill were to pass and become law, as do others, not only union members but all working Alaskans. I urge all of the house members to vote no on this proposed bill.

*J. D. Renner*

JAN-28-1997 10:50

IUOE FAIRBANKS

9074521434 P.03



# ALASKA STATE LEGISLATURE

PLEASE ENTER INTO THE RECORD MY TESTIMONY TO THE Labor + Commerce  
COMMITTEE NAME

COMMITTEE ON HB 68 DATED 1-29-97  
BILL/SUBJECT

*opposed*

SIGNED Steve Shafford  
TESTIFIER

REPRESENTING (OPTIONAL)  
1912 Central Ave. Fairbanks, AK 99709  
ADDRESS/PHONE NUMBER

JAN-28-1997 10:50

JUDE FAIRBANKS

9074521434 P.03



# ALASKA STATE LEGISLATURE

PLEASE ENTER INTO THE RECORD MY TESTIMONY TO THE Labor + Commerce  
COMMITTEE NAME

COMMITTEE ON HB 68 DATED 1-29-97  
BILL/SUBJECT

*opposed*

SIGNED *Pat G. Con*  
TESTIFIER

REPRESENTING (OPTIONAL)

8934 Rich Hwy Solche Alaska 99714  
ADDRESS/PHONE NUMBER / (907) 488-0182

JAN-28-1997 10:58

TUDE FAIRBANKS

9074521434 P.03



# ALASKA STATE LEGISLATURE

PLEASE ENTER INTO THE RECORD MY TESTIMONY TO THE Labor + Commerce  
COMMITTEE NAME

COMMITTEE ON HB 68 DATED 1-29-97  
BILL/SUBJECT

*opposed*

SIGNED *Song Chang*  
TESTIFIER

REPRESENTING (OPTIONAL)

4369 YORK AVE FIELS AK 99109  
ADDRESS/PHONE NUMBER

JAN-28-1997 10:50

110E FAIRBANKS

9074521434 P.03



# ALASKA STATE LEGISLATURE

PLEASE ENTER INTO THE RECORD MY TESTIMONY TO THE Labor + Commerce  
COMMITTEE NAME

COMMITTEE ON HB 68 DATED \_\_\_\_\_  
BILL/SUBJECT

*Am opposed to HB68.*

SIGNED

*Kimberly D Lamb*

TESTIFIER

REPRESENTING (OPTIONAL)

ADDRESS/PHONE NUMBER

01/28/97 12:08  
JAN-28-1997 10:51

9072643245

APSC.....

005

100E FAIRBANKS

9074521434 P.05



# ALASKA STATE LEGISLATURE

PLEASE ENTER INTO THE RECORD MY TESTIMONY TO THE Labor & Commerce  
COMMITTEE NAME

COMMITTEE ON HB 68 DATED 1/29/97  
BILL/SUBJECT

*I oppose H.B. 68 and  
don't want to work 12  
hours straight time.*

SIGNED Jarice Denham.  
TESTIFIER

REPRESENTING (OPTIONAL)

POB 223, ESTER, AK 99725  
ADDRESS/PHONE NUMBER

01/28/97 12:06  
JAN-28-1997 10:51

9072843245

APSC.....

005

LUDE FAIRBANKS

9074521434 P.05



# ALASKA STATE LEGISLATURE

PLEASE ENTER INTO THE RECORD MY TESTIMONY TO THE Robert Frank COMMITTEE NAME

COMMITTEE ON AB 68 DATED 1/29-97  
BILL/SUBJECT

I strongly oppose any change to the state law regarding overtime. Why should a small group of people be able to ruin conditions for everyone who works. I know the Bill keeps changing and now say precious metals but, where will it stop? Every other company will want it too. Vote against H.B. 68 or we will vote against you.

SIGNED Camille Clark  
TESTIFIER

302  
REPRESENTING (OPTIONAL)

PO Box 3437 Valley, AK 99686  
ADDRESS/PHONE NUMBER



# Alaska State Legislature

Please enter into the record my testimony to the HOUSE LABOR AND COMMERCE COMMITTEE  
committee name

committee on C.S. H.B. 68, dated 1-27-97  
bill/subject

I STRONGLY OPPOSE THIS BILL AS A DIRECT ATTACK AGAINST THE RIGHTS OF  
WORKING ALASKANS. AND, I URGE THIS COMMITTEE TO NOT ALLOW THIS BILL  
TO GO FORWARD.

Signed: William T. B...  
Testifier

Representing (Optional)  
2449 RONNY PH ALEKH P. 508  
Address

Phone No.



# Alaska State Legislature FEB 05 1997

Please enter into the record my testimony to the Labor and Commerce  
committee name  
committee on CSHB 68, dated 1-27-97  
bill/subject

We are NOT in SUPPORT  
OF IT.

WAY NO

Signed: Kenneth V. Benson  
Testifier  
234 E 15 APT. 515 (MYSELF)  
Representing (Optional)  
Anchorage AK 99501  
Address  
277-9594  
Phone No.



# Alaska State Legislature

Please enter into the record my testimony to the HOUSE LABOR AND COMMERCE COMMITTEE  
committee name

committee on C.S. H.B. 68, dated 1-27-97  
bill/subject

I STRONGLY OPPOSE THIS BILL AS A DIRECT ATTACK AGAINST THE RIGHTS OF  
WORKING ALASKANS. AND, I URGE THIS COMMITTEE TO NOT ALLOW THIS BILL  
TO GO FORWARD.

Signed: \_\_\_\_\_

*Salma Bager*  
Testifier

\_\_\_\_\_  
Representing (Optional)

*12940 Summer Circle*  
Address *Anchorage, AK 99516*

*345-6734*  
Phone No.

01/28/97 12:08  
JAN-28-1997 10:51

9072843245

APSC.....-

005

LDGE FAIRBANKS

9074521434 P.05



# ALASKA STATE LEGISLATURE

PLEASE ENTER INTO THE RECORD MY TESTIMONY TO THE LABOR + Commerce  
COMMITTEE NAME

COMMITTEE ON HB 68 DATED 1-29-97  
BILL/SUBJECT

*oppose*

SIGNED Barad Petersen  
TESTIFIER  
Box 63 Fort Yukon AK 99740  
REPRESENTING (OPTIONAL)  
(907) 662-2540  
ADDRESS/PHONE NUMBER

JAN-29-97 WED 12:40

PUMP 3 EQUIP. SHOP

FAX NO. 4355

P. 07

01/28/97 12:08  
JAN-28-1997 10:51

9072043245

APSC.....

@1005

LUDE FAIRBANKS

9074521434 P.05



# ALASKA STATE LEGISLATURE

PLEASE ENTER INTO THE RECORD MY TESTIMONY TO THE LABOR + Commerce  
COMMITTEE NAME

COMMITTEE ON

HB 68

DATED

1-29-97

BILL/SUBJECT

*oppose*

SIGNED

David Petersen

TESTIFIER

Box 63 Fort Yukon AK 99740

REPRESENTING (OPTIONAL)

(907) 662-2540

ADDRESS/PHONE NUMBER



# ALASKA STATE LEGISLATURE

PLEASE ENTER INTO THE RECORD MY TESTIMONY TO THE \_\_\_\_\_  
COMMITTEE NAME

COMMITTEE ON \_\_\_\_\_ DATED \_\_\_\_\_  
BILL/SUBJECT HB 68

*In opposition to HB 68.*

SIGNED \_\_\_\_\_  
TESTIFIER Clade Holmes

\_\_\_\_\_  
REPRESENTING (OPTIONAL) Fairbanks Wacker

1105 Kennedy St. Fairbanks Alaska 99709 474-8864  
ADDRESS/PHONE NUMBER



# ALASKA STATE LEGISLATURE

PLEASE ENTER INTO THE RECORD MY TESTIMONY TO THE labor & Commerce (i.e.)  
COMMITTEE NAME

COMMITTEE ON House Bill No 68 DATED 1-27-97  
BILL/SUBJECT

I oppose this bill

SIGNED *William A. Gault*  
TESTIFIER

REPRESENTING (OPTIONAL) (907) 457-2068  
36 College Rd. Ste. 2180 Fairbanks AK 99709  
ADDRESS/PHONE NUMBER



# ALASKA STATE LEGISLATURE

PLEASE ENTER INTO THE RECORD MY TESTIMONY TO THE Loisord Commence  
COMMITTEE NAME

COMMITTEE ON H.B. 68 DATED 27 Jan 1997  
BILL SUBJECT

I am an employee of Ford Knox - This Bill would affect me & my family directly - I am in favor of this Bill and ask your support in getting it passed.

With the Chemical Process we use - the plant must run 24 hrs a day, 365 days a year. You cannot just turn a switch to stop these chemical reactions. But my life must go on also. I missed 4 of my children growing up ~~working~~ rotating shifts. I have worked 8 hrs & 12 hrs rotating and by for 12 hrs give me more "quality" time with my family. I've been there - I know! Please give me your support! Thank you

SIGNED

TESTIFIER

J. J. McDall Employee # 210

REPRESENTING (OPTIONAL)

724 Love Road Adia 99712  
ADDRESS/PHONE NUMBER



# ALASKA STATE LEGISLATURE

PLEASE ENTER INTO THE RECORD MY TESTIMONY TO THE Commerce Lab. r  
COMMITTEE NAME

COMMITTEE ON H.B. 68 DATED 1-27-97  
BILL/SUBJECT

I Terry J. Deuzo feel that if this bill is put it will impact my income in a way that can harm my wife family. And also can harm the rest of the Resandists in the state of Alaska.

We have been paid over time for over 8 hours a day lower year I have been here in the state - Alaska.

SIGNED Terry J. Deuzo  
TESTIFIER

7405 302  
REPRESENTING (OPTIONAL)

4500d Richardson Hwy. Fairbanks Alaska 99701  
ADDRESS/PHONE NUMBER

Passing HB-68 would only put the working man & women back into the ice age. Twelve hour shifts on straight time is pathetic and an insult to the people of Alaska. From figures & information received from Fbks. Gold in the past how are we expected to take this for granted. Fairbanks Gold is not here for the worker, they are only here for themselves. As far as promoting mining goes, turning down HB-68 will not discourage ~~company's~~ companies from investing in Alaska.

Thank You  
J.L. Rye.



# ALASKA STATE LEGISLATURE

PLEASE ENTER INTO THE RECORD MY TESTIMONY TO THE \_\_\_\_\_  
 COMMITTEE NAME  
 COMMITTEE ON HB 68 DATED 1/28/97  
 BILL SUBJECT

*I work at Usibelli Coal Mine in Healy AK.  
 I disagree with this Bill. I feel there could  
 be other ways to help with Fort Knox's problems  
 out beside the introduction of a bill that would affect  
 every single miner in the state*

SIGNED \_\_\_\_\_  
 TESTIFIER

*Jeff D. Gromowski*

REPRESENTING (OPTIONAL)

P.O. BOX 391 HEALY AK. 99743 707-683-2831  
 ADDRESS/PHONE NUMBER

*(105)*



# ALASKA STATE LEGISLATURE

PLEASE ENTER INTO THE RECORD MY TESTIMONY TO THE Commerce & Labor  
COMMITTEE NAME

COMMITTEE ON House Bill 68 DATED 1/27/97  
BILL SUBJECT

Dear sirs, I want 12 hr shifts !!!!! I am used to longer hrs. I would like to tell you some reasons why my wife and me are for the 12 hrs shifts,

Longer hrs means shorter work weeks and longer ~~work~~ weekends! These longer weekends ~~are~~ give a family more time to work on a house, to garden, to fish, to hunt, to work on vehicles or in my family's case, to start a small home business. Now I'd like to conclude by clearing up some misconceptions.

nobody is twisting our arms at the mine. We would receive a pay increase not a pay decrease! Please sign this bill.

SIGNED \_\_\_\_\_  
TESTIFIER

REPRESENTING (OPTIONAL)

2367 Harper Rd Fairbanks AK 99709  
ADDRESS/PHONE NUMBER

907 - 457 - 2275

vehicle (56)



# ALASKA STATE LEGISLATURE

PLEASE ENTER INTO THE RECORD MY TESTIMONY TO THE House Labor Commerce  
COMMITTEE NAME Committee

COMMITTEE ON HOUSE Bill 68 DATED 1-27-97  
BILL/SUBJECT

I am strongly opposed to this Bill due to the undermining of what I consider fair labor practice for which I've fought for in my 30 yrs as construction worker. This bill if passed would set the working man back 50yrs. If longer work shifts are needed to complete the work then overtime wage should be paid to the worker who after all is performing the task.

SIGNED Kenneth R...  
TESTIFIER

~~RE~~ FRANK  
REPRESENTING (OPTIONAL)

610 Collier Rd Apt 4 FBKS AK 99701  
ADDRESS/PHONE NUMBER

907-451-0193

(61)



# ALASKA STATE LEGISLATURE

PLEASE ENTER INTO THE RECORD MY TESTIMONY TO THE Commons Labor  
COMMITTEE NAME

COMMITTEE ON H.B. 68 DATED 1-27-97  
BILL/SUBJECT

I Terry J. Benz feel that if this Bill is put it will treat my income in a way that can harm my wife family. And also can harm the rest of the residents in the state of Alaska.

We have been paid over time for over 8 hrs a day every year I have been here in the state - Alaska.

SIGNED

Terry J. Benz  
TESTIFIER

7406 302  
REPRESENTING (OPTIONAL)

Wood Richardson, Hwy Fairbanks Alaska 99701  
ADDRESS/PHONE NUMBER



# ALASKA STATE LEGISLATURE

PLEASE ENTER INTO THE RECORD MY TESTIMONY TO THE Labor & Commerce  
COMMITTEE NAME

COMMITTEE ON # 68 - Flexible Workforce DATED 1-27-97  
BILL/SUBJECT

I have worked in mining, construction and the freight industries. I am a home raised Alaskan.

I am <sup>against</sup> opposed to the changes outlined in the above mentioned bill # 68.

I feel this change would cause problems in all industries if it were passed. It would cause a reduction in earning power for many workers that are not aware of this legislation. Voluntary written agreement to agree to such "flex time" condition would fast become a requirement upon hire or better described a "Condition of employment". Why is the Legislature pushing this bill through so rapidly with only 1 (one) committee referral? If we are ever to need an income tax structure in this state again this would reduce gross earning then for reduce tax income for our state. Please vote No on # 68 do not let this bill pass.

SIGNED Michael C. Miller  
TESTIFIER

Alaskan Worker for the Workers state wide  
REPRESENTING (OPTIONAL)

907-522-9415 811 Peepoll Ln, FRES. AK.  
ADDRESS/PHONE NUMBER

(50)



# ALASKA STATE LEGISLATURE

PLEASE ENTER INTO THE RECORD MY TESTIMONY TO THE H.L. & C.  
 COMMITTEE ON House Bill 68 DATED \_\_\_\_\_  
 BILL/SUBJECT COMMITTEE NAME

*I am against working 12 hours  
 per day at straight time pay.*

*I've been a union member 25 years  
 and the current wage & hour laws are  
 satisfactory and should not be changed*

SIGNED John Lee McVord  
 TESTIFIER

Self & Local operators 302

REPRESENTING (OPTIONAL)  
Po Box 10026 FAIRBANKS ALASKA 99710  
 ADDRESS/PHONE NUMBER

JAN-28-1997 10:50

1106 FAIRBANKS

9074521434 P.03



# ALASKA STATE LEGISLATURE

PLEASE ENTER INTO THE RECORD MY TESTIMONY TO THE Labor + Commerce  
COMMITTEE NAME

COMMITTEE ON HB 68 DATED 1/29/97  
BILL/SUBJECT

*HB. 68 does not help the  
working person - Opposed to it.*

SIGNED Carol A. Sheppard  
TESTIFIER

REPRESENTING (OPTIONAL)

1912 Central Ave, Fairbank, AK 907-457-1508  
ADDRESS/PHONE NUMBER



# ALASKA STATE LEGISLATURE

*Labor + Commerce*

PLEASE ENTER INTO THE RECORD MY TESTIMONY TO THE Wage + Hour  
COMMITTEE NAME

COMMITTEE ON AB 68 DATED 1-27-97  
BILL/SUBJECT

*I can't believe you'd even consider working  
anyone 12 hrs. with no overtime, not even under  
emergency conditions.*

SIGNED *Alice J. Decker*  
TESTIFIER

REPRESENTING (OPTIONAL)

P.O. Box 10325 (1673 Gold Pkwy) Fbks. AK 99710  
ADDRESS/PHONE NUMBER



# ALASKA STATE LEGISLATURE

PLEASE ENTER INTO THE RECORD MY TESTIMONY TO THE Labor + Commerce  
COMMITTEE NAME

COMMITTEE ON HB 68 DATED 1-27-97  
BILL/SUBJECT

I Michael David Desnoyers oppose

HB 68. I am a surface miner at Usibelli Coal Mine. The miners at Fort Knox have many other avenues to change their work schedules besides changing state law. I feel this bill would be a direct attack on my wages. I ~~do~~ do not want to see the employers or employees of Fort Knox dictating laws and law changes to all surface miners state wide. I hope the workers at Fort Knox get the best deal they can without HB 68

SIGNED Michael D. Desnoyers  
TESTIFIER

REPRESENTING (OPTIONAL)

Box 33 Healy AK 99749 6831498  
ADDRESS/PHONE NUMBER

(41)



# ALASKA STATE LEGISLATURE

PLEASE ENTER INTO THE RECORD MY TESTIMONY TO THE LABOR/COMMERCE  
 COMMITTEE NAME  
 COMMITTEE ON HR 68 DATED 27 JAN 97  
 BILL SUBJECT

HR 68 IS BASICALLY AN ATTEMPT  
 TO REDUCE <sup>FURTHER</sup> WAGES THAT (PARTICULARLY  
 IN THE CASE OF FORT HONOR) ARE ALREADY RATHER  
 SUBSTANDARD. IT'S ALSO ABOUT A CANADIAN  
 COMPANY TRYING TO GET AWAY WITH SOMETHING  
 THEY WOULD PROBABLY BE JAILED FOR IN  
 CANADA.

SIGNED Henry B McNeal  
 TESTIFIER  
TEAMSTERS 959  
 REPRESENTING (OPTIONAL)  
3263 ABPP ROAD NORTH POLE  
 ADDRESS/PHONE NUMBER



# ALASKA STATE LEGISLATURE

PLEASE ENTER INTO THE RECORD MY TESTIMONY TO THE labor + congress  
 COMMITTEE ON Congress + labor <sup>HOUSE BILL 68</sup> DATED JAN 27  
COMMITTEE NAME  
BILL/SUBJECT

I have known a Alaskan since 1980 and see no reason we should change the law to satisfy a Canadian Co. A working man not only his wages to support his Family and I strongly urge that we don't take the overtime pay away from him + Give it to a Canadian Co.

None of the other open pit mines, Usabelli coal on Komenco at Red dog mine have asked for Relief and I see this as another way to Rip off the working man.

I have not been active in Politics but after seeing this bill I shall be more involved in the future to assure this state does not pass laws to drive the working man any further down than he is.

SIGNED Robert E McGill  
 TESTIFIER

REPRESENTING (OPTIONAL)

PO Box 56197 North Pole AK 99705 907 8948  
 ADDRESS/PHONE NUMBER



# Alaska State Legislature

Please enter into the record my testimony to the HOUSE LABOR AND COMMERCE COMMITTEE  
committee name

committee on C.S. H.B. 68, dated 1-27-97  
bill/subject

I STRONGLY OPPOSE THIS BILL AS A DIRECT ATTACK AGAINST THE RIGHTS OF  
WORKING ALASKANS. AND, I URGE THIS COMMITTEE TO NOT ALLOW THIS BILL  
TO GO FORWARD.

Signed: Donna White  
Testifier

Representing (Optional)  
P.O. Box 221964 Anchorage AK, 99572  
Address  
248-1461  
Phone No.



# Alaska State Legislature

FEB 05 1997

Please enter into the record my testimony to the Labor and Commerce  
committee name

committee on CSHB 68, dated 1-27-97  
bill/subject

*I oppose this Bill*

Signed: \_\_\_\_\_

*A. W. Young*  
Testifier

Representing (Optional)

*P.O. Box 112130 Anch. AK.*  
Address

*345-1072*  
Phone No.



# Alaska State Legislature

Please enter into the record my testimony to the HOUSE LABOR AND COMMERCE COMMITTEE  
committee name

committee on C.S. H.B. 68, dated 1-27-97  
bill/subject

I STRONGLY OPPOSE THIS BILL AS A DIRECT ATTACK AGAINST THE RIGHTS OF  
WORKING ALASKANS. AND, I URGE THIS COMMITTEE TO NOT ALLOW THIS BILL  
TO GO FORWARD.

Signed:

Oran L Zimann

Testifier

The Gibraltar Group

Representing (Optional)

4242 Murphy Court 99508

Address

907 333-7365

Phone No.



# ALASKA STATE LEGISLATURE

PLEASE ENTER INTO THE RECORD MY TESTIMONY TO THE Labor & Commerce  
COMMITTEE NAME

COMMITTEE ON HB 68 DATED 1/27/97  
BILL/SUBJECT

I am definitely against this bill, its another  
give away, ft Knox has had enough breaks and all  
it has done is cost the local tax payer money

SIGNED John A Wilson  
TESTIFIER

REPRESENTING (OPTIONAL)

4800 Park Verde Ave Ft. Kn., Ak. (99709)  
ADDRESS/PHONE NUMBER

MAR 14 1997

JOHN A. WILSON  
4820 PALO VERDE AVENUE  
FAIRBANKS, ALASKA 99709

March 11, 1997

Representative Norman Rokeberg  
State Capitol, Room 24  
Juneau, AK 99801-1182

Dear Representative Rokeberg:

I am writing in reference to House Bill 68 and my sincere opposition to it. This is a total breakdown of our hourly wage standards. I do, however, realize, at this time, that this bill only pertains to the mining industry. That is only the first step in a give away plan by the State if implemented. It will only be a matter of time before it erodes into the construction industry. You can bet on the fact that contractors will want a piece of this pie. This will definitely migrate into the construction industry!

I make my living as a construction worker and, as you well know, the construction work season is all too short. I rely on a portion of my income as being overtime pay. From a financial standpoint, if it were not for this overtime pay, I would not be able to exist. The implementation of this bill would be devastating to myself, as well as many other families who rely on the construction industry for their income.

This matter is something that should have been handled at the level of its origin; Fort Knox. The State should stay completely out of this matter. It is as simple as a signature on a waiver by each employee at Fort Knox Mine to resolve this situation in house. Why has it even gotten this far?

I, as a resident of Alaska, am asking for your consideration when this bill comes before you. Please vote "NO"! Are you going to let a small minority of workers have an overall negative affect at the expense of the majority of Alaskan workers?

Sincerely,



John A. Wilson



# ALASKA STATE LEGISLATURE

PLEASE ENTER INTO THE RECORD MY TESTIMONY TO THE Commerce & Labor  
 COMMITTEE ON H.B. 68 DATED 1-27-97  
 BILL/SUBJECT Oppose HB 68 because it

I Bill R. Williams have lived & worked in Alaska for the past 30 years my children were reared here. I have worked construction for many years, construction jobs are generally short lived not 'permanant' I believe this House bill 68 if passed will give all employers in Alaska a foot in the door to take away overtime in which we need to make it. Passing a bill to satisfy the employer of less than 750 people, which will greatly affect 60 to 80 thousand other workers is not right nor is it good for the State of Alaska. These companies want to take the riches out of Alaska at low cost, and put this on the back of the working man.

SIGNED Bill R. Williams  
 TESTIFIER

Individual  
 REPRESENTING (OPTIONAL)  
P.O. Box 83279 FBKS, AK. 99708  
 ADDRESS/PHONE NUMBER HS8-7248

Res. 305 6th ave FBKS, AK. 99707



# ALASKA STATE LEGISLATURE

PLEASE ENTER INTO THE RECORD MY TESTIMONY TO THE Labor & Commerce  
COMMITTEE NAME  
 COMMITTEE ON HB 68 DATED 1/31/97  
BILL/SUBJECT

I oppose HB 68. Why are we even  
 contemplating this bill. Workers rights  
 are in place to protect the workers from  
 things like this. It would be the first  
 step in eroding workers rights and conditions.  
 If this gets started, where would it end.  
 Everyone would feel that they fell under  
 the "me too" clause

Don't pass HB 68!

SIGNED Wade Williams (Wade Williams)  
TESTIFIER

voter  
REPRESENTING (OPTIONAL)

510 Hazelbarger Ave, EBKs AK 99712  
ADDRESS/PHONE NUMBER



JAN 31 1997

# Alaska State Legislature

Please enter into the record my testimony to the LABOR & COMMERCE  
committee name

committee on H.B. 108, dated 1-29-97  
bill/subject

As a construction worker of over twenty years in Alaska I am opposed to any law which would eliminate overtime for ~~over~~ any hours worked in excess of eight hours in one day.

Signed: Donald B Weber  
Testifier

MEMBER HOUSE 341  
Representing (Optional)

P.O. Box 671196 CHUGIAK AK  
Address

1088-0485  
Phone No.



# Alaska State Legislature

FEB 03 1997

Please enter into the record my testimony to the Labor and Commerce  
committee name  
committee on CSHB 68, dated 1-27-97  
bill/subject

I am adamantly opposed to this or any other legislation which undermines the hard fought rights of working men and women.

THE IDEA THAT A 12 HR SHIFT SHOULD THOUGHT OF AND TREATED AS ACCEPTABLE OR FAIR IS OUTRAGEOUS THE 8 HR DAY WAS A BATTLE WORKING PEOPLE WON 70 YEARS AGO AND IT AIN'T ABOUT TO BE GIVEN AWAY NOW.

Signed: Eric M Wasserman

Testifier

Representing (Optional)

13441 Spendlove Dr

Address

345 2120

Phone No.



# Alaska State Legislature

Please enter into the record my testimony to the HOUSE LABOR AND COMMERCE COMMITTEE  
committee name

committee on C.S. H.B. 68, dated 1-27-97  
bill/subject

I STRONGLY OPPOSE THIS BILL AS A DIRECT ATTACK AGAINST THE RIGHTS OF  
WORKING ALASKANS. AND, I URGE THIS COMMITTEE TO NOT ALLOW THIS BILL  
TO GO FORWARD.

Signed: \_\_\_\_\_

*Anthony Ray Ward*

Testifier

\_\_\_\_\_  
Representing (Optional)

3103 FIDE STREET APT 7 Anch AK 99503

Address

907-562-7877

Phone No.



# Alaska State Legislature

Please enter into the record my testimony to the HOUSE LABOR AND COMMERCE COMMITTEE  
committee name

committee on C.S. H.B. 68, dated 1-27-97  
bill/subject

I STRONGLY OPPOSE THIS BILL AS A DIRECT ATTACK AGAINST THE RIGHTS OF  
WORKING ALASKANS. AND, I URGE THIS COMMITTEE TO NOT ALLOW THIS BILL  
TO GO FORWARD.

Signed: Myron Walker MYRON WALKER  
Testifier

Representing (Optional)

3905 WYOMING A, ANCHORAGE, AK

Address

563-9500

Phone No.



# Alaska State Legislature

Please enter into the record my testimony to the HOUSE LABOR AND COMMERCE COMMITTEE  
committee name

committee on C.S. H.B. 68, dated 1-27-97  
bill/subject

I STRONGLY OPPOSE THIS BILL AS A DIRECT ATTACK AGAINST THE RIGHTS OF  
WORKING ALASKANS. AND, I URGE THIS COMMITTEE TO NOT ALLOW THIS BILL  
TO GO FORWARD.

Signed: Calvin J. Stroble  
Testifier

Representing (Optional)

2432 Brook Hill Cir Anch. Ak. 99516

Address

907 - 269-4266

Phone No.



# Alaska State Legislature

FEB 11 1997

Please enter into the record my testimony to the Labor and Commerce  
 committee name  
 committee on CSHB 68, dated 1-27-97  
 bill/subject

Our forefathers worked very hard to establish the eight hour work day and the forty hour work week. Some of them even gave their lives. Research has shown that this schedule optimizes productivity. It has been proven that productivity declines *and* *accidents increase* beyond eight hours. In this day when two incomes are needed to support a family, parents should be encouraged to spend as much time as possible at home as regularly as possible. This bill is a blatant attempt to turn back the benefits fought for by our fathers. It is an attack on the integrity of the family unit and should not be supported.

Signed: *Richard Stout*  
 Testifier

Representing (Optional)  
PO Box 234, PALMER, AK 99645  
 Address

Phone No. \_\_\_\_\_



# Alaska State Legislature

Please enter into the record my testimony to the HOUSE LABOR AND COMMERCE COMMITTEE  
committee name

committee on C.S. H.B. 68, dated 1-27-97  
bill/subject

I STRONGLY OPPOSE THIS BILL AS A DIRECT ATTACK AGAINST THE RIGHTS OF  
WORKING ALASKANS. AND, I URGE THIS COMMITTEE TO NOT ALLOW THIS BILL  
TO GO FORWARD.

Signed:

*[Signature]*

Testifier

*Self*

Representing (Optional)

*1518 W 14<sup>th</sup> AVE 99501*

Address

*(907) 279-2138*

Phone No.



# Alaska State Legislature FEB 05 1997

Please enter into the record my testimony to the Labor and Commerce  
committee name

committee on CSHB 68, dated 1-27-97  
bill/subject

I think this is one of the most anti-american ideas toward labor that I have ever heard of in my life. This Bill would set labor back one hundred years.

I am totally against this bill.

We need a bill to pay overtime after six (6) hours in a day.

Signed: Richard J. Landazzo  
Testifier

Representing (Optional)

805 SOUTH LANE - ANCHORAGE, ALASKA

Address

(907) 333-1065

Phone No.

99508



# Alaska State Legislature

FEB 05 1997

Please enter into the record my testimony to the Labor and Commerce  
committee name

committee on CSHB 68, dated 1-27-97  
bill/subject

Dear Sir;

I am, not in support of this bill. The working man has taken a beating in the last ten years, please allow <sup>us</sup> to take care of our family with a little help on the income side our lives.

This is very important to the voting work-  
ing man!!

Signed:

Van S. Riley

Testifier

~~HA~~ MY SELF

Representing (Optional)

PO Box 231256

Address

ANCH. AK 99523

Phone No.



# ALASKA STATE LEGISLATURE

PLEASE ENTER INTO THE RECORD MY TESTIMONY TO THE \_\_\_\_\_  
 COMMITTEE ON HB 68 DATED 1/27/97  
BILL/SUBJECT COMMITTEE NAME

I oppose this bill because it may set a precedence affecting all Alaskan workers in the future.

I feel that the workers at the mine and mine management can come to an agreement on this issue without changing state statutes.

Respectfully,  
 Steve Cuppy  
 (Paul Cuppy)

SIGNED Paul Cuppy  
 TESTIFIER

REPRESENTING (OPTIONAL)  
Dixon Apts. 100-10 AVENUE APT 2B-5  
 ADDRESS/PHONE NUMBER  
 Fairbanks, AK 99701



# ALASKA STATE LEGISLATURE

PLEASE ENTER INTO THE RECORD MY TESTIMONY TO THE \_\_\_\_\_  
 COMMITTEE NAME  
 COMMITTEE ON HB68 DATED Jan. 27, 1997  
 BILL/SUBJECT

All things sound good, and everything would work in a perfect world. But no one needs rules in a perfect world. You, as representatives, are charged with keeping the playing field level.

Quality of life is of the highest importance. This is a possible floodgate. Keep it closed. Keep overtime as it stands.

SIGNED Jim Craig  
 TESTIFIER

REPRESENTING (OPTIONAL)  
P.O. Box 178, Healy, AK 99743  
 ADDRESS/PHONE NUMBER

(66)



# Alaska State Legislature

Please enter into the record my testimony to the HOUSE LABOR AND COMMERCE COMMITTEE  
committee name

committee on C.S. H.B. 68, dated 1-27-97  
bill/subject

I STRONGLY OPPOSE THIS BILL AS A DIRECT ATTACK AGAINST THE RIGHTS OF  
WORKING ALASKANS. AND, I URGE THIS COMMITTEE TO NOT ALLOW THIS BILL  
TO GO FORWARD.

Signed: Eustace P. Registe  
Testifier

Representing (Optional)  
7712 Snow View Dr Anch- AK 99507  
Address  
(907) 349-2542  
Phone No.



# Alaska State Legislature

Please enter into the record my testimony to the HOUSE LABOR AND COMMERCE COMMITTEE  
committee name

committee on C.S. H.B. 68, dated 1-27-97  
bill/subject

I STRONGLY OPPOSE THIS BILL AS A DIRECT ATTACK AGAINST THE RIGHTS OF  
WORKING ALASKANS. AND, I URGE THIS COMMITTEE TO NOT ALLOW THIS BILL  
TO GO FORWARD.

Signed: LELAND R. RAMSEY  
Testifier

Representing (Optional)  
POBX 91695 ANCH AK 99509  
Address  
907-248-1786  
Phone No.



# Alaska State Legislature

FEB 05 1997

Please enter into the record my testimony to the Labor and Commerce  
committee name

committee on CSHB 68, dated 1-27-97  
bill/subject

Signed: Harold O. New  
Testifier

We worked hard for our 4000 WAGES  
Representing (Optional) THIS IS A REAL RIP OFF!!

P.O. Box 877389 WASILLA, AK  
Address 99687

(907) 373-7945  
Phone No.



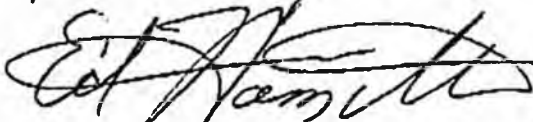
# Alaska State Legislature

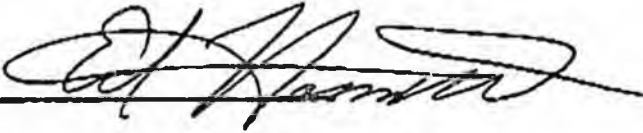
Please enter into the record my testimony to the LABOR & COMMERCE  
 committee name  
 committee on HB 68 , dated 1-29-97  
 bill/subject

DEAR REPRESENTATIVE ROKEBERG  
 Fax #9074652040

I AM UNABLE TO ATTEND THE  
 PUBLIC HEARING ON HB 68.

PLEASE READ MY TESTIMONY  
 INTO THE RECORD.

Thank You  
  
 Fax #9073376668

Signed: ED HAMILTON   
 Testifier

Representing (Optional)  
10242 JAMES TOWN DR. JT ANCH. 99507  
 Address  
W. 9072694346 H. 9073443478  
 Phone No.