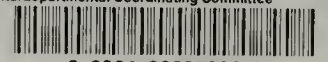


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Women

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Interdepartmental Coordinating Committee for Women

Spring 1990

ICCW

ICCW Submits Testimony to Committee on State Employee Compensation, February 8, 1990

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"vacancy savings" and layoffs have increased the workload for many state employees without corresponding increases in compensation. As a result of these factors, experienced employees are lured away by employers who offer better compensation. Meanwhile, equally valuable employees who remain committed to public service continue to lose ground financially. Employees in lower-paid positions, where women employees are heavily concentrated, are especially hard hit. In addition, employees who have reached the final step of their grade level will see no increase in their salaries unless they receive a grade promotion. Even then, employees who get a promotion that results in a 15-percent or more pay increase are penalized by losing steps. The statewide pay plan is clearly due for a major overhaul.

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This order is effective immediately.



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Stan Stephens, Governor

ATTEST:
Mike Cooney, Secretary of State

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Joyce Andrus
Secretary of State
Room 225, State Capitol

Important issues you believe will affect women
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 - 1. Sponsor training programs and promote participation in ICCW-sponsored and other training opportunities.
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1. Participate on and act as a resource to the Child Care Advisory Council.

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1. Provide follow-up on the 1989 Session to ICCW membership.
2. Prepare for 1991 Session.

ICCW Subcommittee Members & Activities

Chair: Pat Gaydos
Family Services
5900

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Becky Buska,
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Mary Arnold,
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Becky Baumann,
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4109

Vivian Hayes,
Historical Society
4739

Edwina Rose,
Revenue
3372

Sioux Roth,
Office of Public Instruction
4407

Edwina Wheat,
University System
6570

Kate Whitney,
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Nancy Jones,
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Lisa Loynng,
Livestock
4995

Lynda Saul,
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6628

Insurance Committee Rep:

Cindy Anders,
Revenue
3474

Membership Coordinator:

Shelly Juvan,
Highways
6090

Other Members:

Cindy Blanton,
Social & Rehabilitation Services
4540

Marge Deal-Matthews,
Labor & Industry
2489

Diana Halverson,
Montana State Library,
3115

Carol Kimble,
Agriculture
3144

Mary Letang,
Institutions
4235

Marilyn Miller,
Governor's Office
5510

Barbara Ridgway
Montana State Library
3115

Brenda Spurlock,
Commerce
5478

Carolyn Linden
Lt. Governor's Office
3111

Susan Witte,
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2040

Carol Frasier
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4769

ICCW members, if you are not signed up for a subcommittee, the benefits and training subcommittees could use more assistance.

Jeanne Doney Resigns

Long-time ICCW member Jeanne Doney has resigned due to other demands on her time. Jeanne served as chair in 1988-89 and, for much of the past nine years, was either representative or alternate for the Department of Natural Resources and Conservation. During the 1989 Session, she played a major role in the successful passage of comprehensive child care legislation.

Over the years, Jeanne has seen many changes in ICCW, most notably the group's increased participation in the legislative process and a growing independence from the Governor's Office. She attributes much of her success in state government to the communication skills she acquired through her ICCW experience. In looking toward the fu-

ture, Jeanne hopes that "ICCW will continue to build its knowledge base as a source of strength, and continue to exercise influence on current issues affecting women in state government."

Good luck in your future endeavors, Jeanne.

Mountain View School Appeals for Big Sisters

The Mountain View School Big Sister Program involves women from the Helena community relating on a one-to-one basis with residents of the institution. The rewards may be great or little, but Big Sisters give a little of themselves so that Mountain View's young ladies have an opportunity

to see how someone can have a positive relationship with another individual. Big Sisters are also instrumental in assisting residents transition back into the community by providing opportunities to go off campus and have positive community exposure.

Those who volunteer for the program go to Mountain View where they tour the facility, fill out an application and provide character references. Matches are made by looking at how much time the Big Sister has available, her interests and dislikes, the needs of residents and their particular personalities.

If you are interested in finding out more about the program, please call Nola Torgeson at 458-9016.

In Interdepartmental Coordinating Committee for Women

Spring 1990

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5510

Barbara Ridgway
Montana State Library
3115

Brenda Spurlock,
Commerce
5478

Carolyn Linden
Lt. Governor's Office
3111

Susan Witte,
Auditor's Office
2040

Carol Frasier
Historical Society
4769

ICCW members, if you are not signed up for a subcommittee, the benefits and training subcommittees could use more assistance.

Jeanne Doney Resigns

Long-time ICCW member Jeanne Doney has resigned due to other demands on her time. Jeanne served as chair in 1988-89 and, for much of the past nine years, was either representative or alternate for the Department of Natural Resources and Conservation. During the 1989 Session, she played a major role in the successful passage of comprehensive child care legislation.

Over the years, Jeanne has seen many changes in ICCW, most notably the group's increased participation in the legislative process and a growing independence from the Governor's Office. She attributes much of her success in state government to the communication skills she acquired through her ICCW experience. In looking toward the fu-

ture, Jeanne hopes that "ICCW will continue to build its knowledge base as a source of strength, and continue to exercise influence on current issues affecting women in state government."

Good luck in your future endeavors, Jeanne.

Mountain View School Appeals for Big Sisters

The Mountain View School Big Sister Program involves women from the Helena community relating on a one-to-one basis with residents of the institution. The rewards may be great or little, but Big Sisters give a little of themselves so that Mountain View's young ladies have an opportunity

to see how someone can have a positive relationship with another individual. Big Sisters are also instrumental in assisting residents transition back into the community by providing opportunities to go off campus and have positive community exposure.

Those who volunteer for the program go to Mountain View where they tour the facility, fill out an application and provide character references. Matches are made by looking at how much time the Big Sister has available, her interests and dislikes, the needs of residents and their particular personalities.

If you are interested in finding out more about the program, please call Nola Torgeson at 458-9016.



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