

MAINE STATE LEGISLATURE

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1 (New Draft of H.P. 638, L.D. 789)
2 (New Title)

3 FIRST REGULAR SESSION
4

5 ONE HUNDRED AND ELEVENTH LEGISLATURE
6

7 Legislative Document

No. 1469

9 H.P. 1125

House of Representatives, April 14, 1983

10 Reported by the Majority from the Committee on State Government and
11 printed under Joint Rule 2.

12 Original bill sponsored by Representative Mitchell of Vassalboro.
Cosponsored by Representative Hayden of Durham, Senator Hayes of
Penobscot, and Senator Najarian of Cumberland.

EDWIN H. PERT, Clerk

14 STATE OF MAINE
15

16 IN THE YEAR OF OUR LORD
17 NINETEEN HUNDRED AND EIGHTY-THREE
18

19 AN ACT to Promote Apprenticeship and
20 Training Opportunities in State Government
21 and to Assist Qualified Recipients of Aid
22 to Families with Dependent Children to
23 Compete for State Apprenticeships.
24

25 Be it enacted by the People of the State of Maine as
26 follows:

27 Sec. 1. 5 MRSA §636, as amended by PL 1975, c.
28 766, §4, is repealed and the following enacted in its
29 place:

30 §636. Training and apprenticeship programs

31 The commissioner shall devise plans for and coop-
32 erate with appointing authorities and other supervis-
33 ing officials in the development and conduct of

1 employee training and apprenticeship programs to
2 recruit and develop well qualified employees, to aid
3 in meeting affirmative action requirements and to
4 otherwise carry out the state's role as a responsible
5 and effective employer.

6 The Bureau of Labor Standards shall assist the
7 commissioner in determining which classifications are
8 apprenticeable and in encouraging and assisting state
9 agencies to utilize the benefits of apprenticeship
10 programs or other training programs.

11 Consistent with the Code of Fair Practices and
12 other merit system and affirmative action require-
13 ments, the State, through the Department of Person-
14 nel, the Bureau of Labor Standards and its other
15 departments and agencies, shall support the policies
16 of the United States Job Opportunity Act of 1981.
17 The State shall seek to meet a target of filling 10%
18 of state apprenticeships established with qualified
19 candidates who are recipients of Aid to Families with
20 Dependent Children. By December 31, 1985, the State
21 shall make a good faith effort to establish at least
22 the first 15 of these apprenticeships.

23 1. Listing of apprenticeable classifica-
24 tions. With the assistance of the Bureau of Labor
25 Standards and other state agencies, the commissioner
26 shall develop a list of apprenticeable classifica-
27 tions. The first list shall be developed by December
28 31, 1983, and shall be revised annually thereafter.

29 2. Agency review. The Bureau of Labor Standards
30 and each agency utilizing apprenticeable classifica-
31 tions shall determine where apprenticeships should be
32 established, subject to the authorization of the Com-
33 missioner of Personnel and the requirements of the
34 State Apprenticeship and Training Council.

35 3. Annual report. The commissioner shall
36 include in the annual report of the Department of
37 Personnel the following information:

38 A. A review of the development and operation of
39 training and apprenticeship programs;

40 B. The list of apprenticeable classifications
41 pursuant to subsection 1;

- 1 C. A summary of the agencies and types of posi-
2 tions involved;
- 3 D. A summary of registered apprenticeships;
- 4 E. The number of persons who applied for appren-
5 ticeship positions under this chapter;
- 6 F. The number of persons who were accepted into
7 the apprenticeship program under this chapter;
- 8 G. The number of persons, under this chapter,
9 who successfully completed and the number of per-
10 sons who failed to complete the program estab-
11 lished under this chapter;
- 12 H. The number of persons who, following the suc-
13 cessful completion of the program, remain
14 employed;
- 15 I. A summary of other training programs estab-
16 lished; and
- 17 J. A breakdown of the total number of persons,
18 defined in paragraphs E, F and G, by sex, race
19 and any other characteristics deemed by the com-
20 missioner to be pertinent to the intent of this
21 chapter.

22 4. Bargaining agreements. Nothing in this
23 section may operate to invalidate or supersede the
24 provisions of a collective bargaining agreement
25 between an employee organization and the State.

26 Sec. 2. 26 MRSA §1012, as enacted by PL 1981, c.
27 512, §18, is repealed and the following enacted in
28 its place:

29 §1012. Coordination

30 1. Procedures to be established. The State
31 Apprenticeship and Training Council shall establish
32 procedures for the coordination of programs developed
33 under this subchapter with the Maine Aid to Families
34 with Dependent Children Coordinating Committee estab-
35 lished in Title 22, section 3773.

- 1 4. Opening up new career fields; and
2 5. Providing more flexible employment alterna-
3 tives in lay-off situations.

4 This new draft recognizes the State's commitment
5 as a responsible employer to assist recipients of Aid
6 to Families with Dependent Children to gain employ-
7 ment. Under the new draft, the State will seek to
8 meet a target of filling 10% of the apprenticeships
9 established with qualified candidates who are recip-
10 ients of Aid to Families with Dependent Children.

11 Where not otherwise limited to current state
12 employees, programs will be subject to open competi-
13 tion. Client assistance agencies, like the state's
14 Welfare Employment, Education and Training Program,
15 will provide the preapprenticeship training which
16 should enable their clients to compete successfully.

17 Formal apprenticeships would be subject to the
18 requirements of the State Apprenticeship and Training
19 Council as required by law.

20 Personnel Analysts in the Department of Personnel
21 and staff of the Bureau of Labor Standards would pro-
22 vide for a review of potential training or appren-
23 ticeship classifications in State Government. The
24 Personnel Analysts would develop minimum entrance re-
25 quirements for trainee and apprenticeship job classi-
26 fications and develop qualifying examinations.

27 The staff of the Bureau of Labor Standards would
28 work with line agencies, utilizing apprenticeable
29 classifications to determine where specific appren-
30 ticeship programs should be established.

31 In addition to on-the-job training during the
32 regular work day, apprentices attend approximately
33 144 hours of classes annually in becoming
34 journeypersons.

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