

MAINE STATE LEGISLATURE

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Superseded by:
7 FY 83/81

OFFICE OF
THE GOVERNOR

NO. 8 FY 78/79
DATE March 23, 1979

GOVERNOR'S OFFICE OF EMPLOYEE RELATIONS

WHEREAS, it is the policy of the State to allow State employees to voluntarily join, form and participate in employee organizations of their own choosing for the purpose of collective bargaining; and

WHEREAS, this Administration is committed to ensuring that the best interests of all citizens, including State employees, are served by active and positive managerial involvement in the collective bargaining process; and

WHEREAS, it is necessary to create clear lines of responsibility and authority for the implementation and execution of the State's employee relations policy within the Executive Branch of State Government.

NOW, THEREFORE, I, JOSEPH E. BRENNAN, Governor of the State of Maine, do hereby establish within the Executive Department a Governor's Office of Employee Relations, to be headed by a Director of Employee Relations who will serve as my designee for carrying out the functions of the employer under the State Employees Labor Relations Act, and any other duties that I may from time to time assign. The Director of Employee Relations may appoint, subject to the Governor's approval, such deputies, assistants, consultants and other employees as may be needed for the performance of his duties, and may prescribe their powers and duties and fix their compensation within the amount appropriated therefor; and be it further ORDERED: That the responsibilities of the Office of Employee Relations include:

- (1) Developing and executing employee relations policies, objectives and strategies consistent with the overall objectives of this Administration.
- (2) Conducting negotiations with certified and recognized bargaining agents under applicable statutes.
- (3) Administering and interpreting collective bargaining agreements, and coordinating and directing agency activities as necessary to promote consistent policies and practices.
- (4) Representing the State in all bargaining unit determinations, elections, prohibited practice complaints and any other proceedings growing out of employee relations and collective bargaining activities.

- (5) Coordinating the compilation of all data and information needed for the development and evaluation of employee relations programs and in the conduct of negotiations.
- (6) Coordinating the State's resources as needed to represent the State in negotiations, mediation, fact-finding, arbitration or other proceedings.
- (7) Providing staff advice on employee relations to the various departments and agencies of State Government, including providing for necessary supervisory and managerial training.

Now, be it further ORDERED: That all State offices or departments, agencies or commissions shall provide such assistance, services and information as may be necessary to allow the Director of Employee Relations to properly carry out his functions, powers and duties and to take such administrative or other action as may be necessary to implement and administer the provisions of any binding agreement between the State and one or more employee organizations entered into under law.



JOSEPH E. BRENNAN, Governor