

MAINE STATE LEGISLATURE

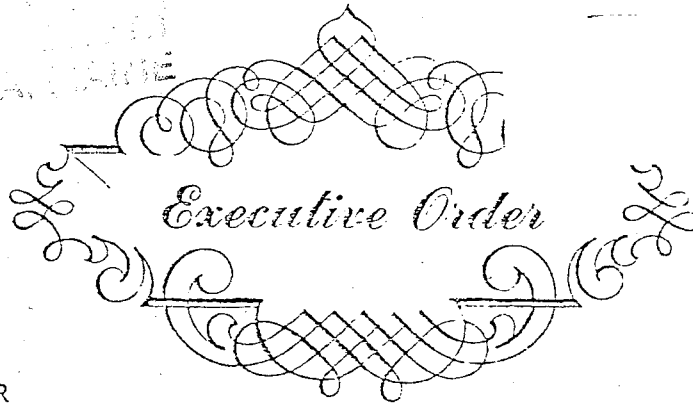
The following document is provided by the
LAW AND LEGISLATIVE DIGITAL LIBRARY
at the Maine State Law and Legislative Reference Library
<http://legislature.maine.gov/lawlib>



Reproduced from scanned originals with text recognition applied
(searchable text may contain some errors and/or omissions)

MAINE

STATE LAW LIBRARY
AUGUSTA, MAINE



OFFICE OF
THE GOVERNOR

NO. 7FY 80/81
DATE February 6, 1981

COMMISSIONER OF PERSONNEL'S RESPONSIBILITY
FOR 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; and

WHEREAS, collective bargaining and State personnel administration are interrelated and the functions warrant closer coordination;

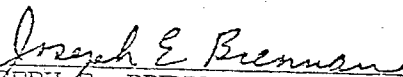
NOW, THEREFORE, I, JOSEPH E. BRENNAN, Governor of the State of Maine, do hereby direct that the Commissioner of Personnel assume responsibility for employee relations and for coordination of the functions of personnel administration and collective bargaining. The Commissioner shall adopt such programs as may be necessary to carry out these responsibilities. The Commissioner 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 Commissioner may appoint, subject to the Governor's approval, such deputies, assistants, consultants, clerical assistance 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 Commissioner's responsibilities for employee relations include:

- (1) Developing and executing employee relations policies, objectives and strategies consistent with the 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 Commissioner 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.

This Executive Order supersedes Executive Order 8FY 78/79 of March 23, 1979, entitled "Governor's Office of Employee Relations."



JOSEPH E. BRENNAN
Governor