

MAINE STATE LEGISLATURE

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(Governor's Bill)
FIRST REGULAR SESSION

ONE HUNDRED AND TENTH LEGISLATURE

Legislative Document

No. 1377

H. P. 1156

House of Representatives, March 18, 1981

Referred to the Committee on State Government. Sent up for concurrence and ordered printed.

EDWIN H. PERT, Clerk

Presented by Representative G. W. Diamond of Windham.

Cosponsors: Senator Clark of Cumberland, Representative Lund of Augusta and Senator Ault of Kennebec.

STATE OF MAINE

IN THE YEAR OF OUR LORD NINETEEN HUNDRED AND EIGHTY-ONE

AN ACT to Authorize the Commissioner of Personnel to Study Wage Comparability Between Male and Female Workers in State Government.

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

Sec. 1. Study authorized. The Commissioner of Personnel is authorized to conduct a pilot study assessing the wages paid to classified workers in state employment to determine whether positions are compensated on the basis of comparative worth, or on factors relating to the sex of employees in these positions.

Sec. 2. Contract. In carrying out the provisions of section 1, the commissioner is authorized in accordance with Title 5, section 1816 to enter into a contract with any private organization to conduct such of the work as he may direct. The commissioner shall expend no more than the amount appropriated for this purpose pursuant to section 5.

Sec. 3. Commission for women. To assist in examining the pay equity issue thoroughly, the Commission for Women shall act as an advisory body to the commissioner in the conduct of his responsibilities pursuant to this Act.

Sec. 4. Report. The commissioner shall report his findings to the Governor and the Legislature on or before March 1, 1982.

Sec. 5. Appropriation. To carry out the purposes of this Act, there is appropriated from the General Fund the sum of \$27,000 as follows:

1981-82

COMMISSIONER OF PERSONNEL,
OFFICE OF

Administration — Personnel

All Other

\$27,000

STATEMENT OF FACT

Pay equity as between male and female employees in all sectors of the economy is an important and complex issue.

While the most obvious cases of discrimination exists where employees of different sexes are paid different wages on jobs requiring substantially equal skill, effort and responsibility, discrimination can also occur when occupations largely staffed with people of one sex are paid substantially less than those in comparable occupations staffed with people of the other sex.

State Government should take the lead in assuring that sex has played no role in the setting of levels of pay for its employees.

The results of such a study can have a bearing on the negotiating position the State takes with respect to employee labor organizations.

This issue was not addressed in the Hay Study and its examination is long overdue.