

# MAINE STATE LEGISLATURE

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

3 FIRST REGULAR SESSION  
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5 ONE HUNDRED AND ELEVENTH LEGISLATURE  
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7 Legislative Document

No. 1469

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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

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

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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.  
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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28 766, §4, is repealed and the following enacted in its  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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