

MAINE STATE LEGISLATURE

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1 FIRST REGULAR SESSION
2

3 ONE HUNDRED AND TWELFTH LEGISLATURE
4

5 Legislative Document

No. 1202.

6
7 S.P. 435

In Senate, April 2, 1985

8 Referred to the Committee on State Government. Sent down for
9 concurrence and ordered printed.

10 JOY J. O'BRIEN, Secretary of the Senate

Presented by President Pray of Penobscot.

11 Cosponsored by Representative Diamond of Bangor, Senator Perkins of
Hancock and Representative Murphy of Kennebunk.

12 STATE OF MAINE
13

14 IN THE YEAR OF OUR LORD
15 NINETEEN HUNDRED AND EIGHTY-FIVE
16

17 AN ACT to Involve the Legislature in
18 Establishing Equal Pay for Jobs of
19 Comparable Worth in State Government.
20

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

23 5 MRSA §634-A is enacted to read:

24 §634-A. Implementation of Comparable Worth Study

25 1. Purpose of the Implementation Committee. The
26 Implementation Committee established pursuant to sub-
27 section 2, shall, as soon as possible following the
28 completion of the Comparable Worth Study, establish a
29 plan for implementing the findings and recommenda-
30 tions of the study and develop recommendations as to
31 any legislative action necessary for implementation.

32 2. Implementation Committee. Prior to the com-
33 pletion of the Comparable Worth Study, an Implementa-
34 tion Committee shall be established as follows.

1 A. The Legislative Council shall appoint 3 mem-
2 bers of the Legislature to serve on the committee
3 as voting members, no more than 2 of whom may be
4 representatives of the same political party. The
5 first member of the Legislature appointed to
6 serve on the committee shall serve as the chair-
7 man of the committee.

8 B. The collective bargaining agent of each af-
9 fected bargaining unit shall select one represen-
10 tative of the unit to serve on the committee as a
11 voting member.

12 C. The Governor of the State shall appoint rep-
13 resentatives to serve on the committee as voting
14 members equal in number to the total number of
15 representatives of affected bargaining units.

16 D. Affected bargaining units and the State may
17 also be represented on the committee by profes-
18 sional representatives who shall have full rights
19 to participate in the committee's discussions and
20 deliberations, but who shall not be voting mem-
21 bers of the committee.

22 3. Remuneration of committee members; committee
23 expenses. Members of the Legislature serving on the
24 committee shall be reimbursed by the Legislature for
25 their time and expenses as committee members in ac-
26 cordance with the Legislatures' usual practice. The
27 affected bargaining units and the State shall each
28 bear the expenses incurred by their own representa-
29 tives on the committee. Employees of the Executive
30 Department serving as members of the committee shall
31 receive their usual pay and benefits for time spent
32 on committee business but, shall receive no addition-
33 al remuneration for that time.

34 4. Effect on other laws. Nothing in this sec-
35 tion may abridge, expand or otherwise modify rights
36 and duties of the State or of state employees and
37 their collective bargaining agents arising under this
38 Part.

39 5. Definitions. As used in this section, unless
40 the context indicates otherwise, the following terms
41 have the following meanings.

1 A. "Affected bargaining unit" or "unit" means a
2 bargaining unit that has been established under
3 the State Employees Labor Relations Act, Title
4 26, chapter 9-B, and is composed of 5 or more
5 classifications of state employees.

6 B. "Comparable Worth Study" or "study" means the
7 study of the comparable worth of classified jobs
8 held by employees of the State, conducted under
9 the supervision of the Joint Labor-Management
10 Committee on Comparable Worth in accordance with
11 the 1982-83 and 1984-86 collective bargaining
12 agreements between the State and the Maine State
13 Employees Association.

14 C. "Implementation Committee" or "committee"
15 means the committee established pursuant to sub-
16 section 2.

17 D. "Professional representative" means legal
18 counsel or professional labor negotiator.

19

STATEMENT OF FACT

20 The purpose of this bill is to carry out the in-
21 tent of the Maine Revised Statutes, Title 26, section
22 628, and to insure the proper implementation of the
23 Comparable Worth Study now being conducted jointly by
24 the State and the Maine State Employees Association.
25 It is anticipated that the study will discuss the ex-
26 tent to which the State's current job classification
27 and compensation system achieves the goal of equal
28 pay for jobs of comparable value and that it will
29 contain recommendations as to revision of the system.
30 Since these revisions might have a significant impact
31 on all classified jobs within the executive branch,
32 and since those changes would ultimately be presented
33 to the Legislature for funding, it is appropriate
34 that the Legislature be involved in the implementa-
35 tion process from the outset. The bill is not in-
36 tended to diminish or expand the rights and duties of
37 the collective bargaining parties under other laws or
38 under other sections of the Personnel Law.

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