MAINE STATE LEGISLATURE

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124th MAINE LEGISLATURE

FIRST REGULAR SESSION-2009

Legislative Document

No. 888

S.P. 338

In Senate, March 5, 2009

Resolve, Directing the Governor and the Department of Administrative and Financial Services, Bureau of Human Resources To Remove Longevity Biases from Collective Bargaining Agreements

Reference to the Committee on Labor suggested and ordered printed.

JOY J. O'BRIEN Secretary of the Senate

Presented by Senator MILLS of Somerset.

Preamble. Whereas, collective bargaining agreements with state employees contain a number of provisions for extra pay or benefits that are based solely on 2 3 longevity; among them are provisions to pay an extra 30¢ per hour to those with 15 years 4 of longevity, 40¢ to those with 20 years and 50¢ to those with 25 years; and 5 Whereas, each employee pay range contains between 7 and 13 step increases that are awarded annually to over 99% of the employees who become eligible through length 6 7 of service; and 8 Whereas, in its last round of bargaining for the current biennium, the State 9 committed to not "exercise its right to make temporary layoffs during the period of July 10 1, 2007 to June 30, 2009"; as a result, the State has bargained away a significant power to 11 manage costs in these adverse times; now, therefore, be it 12 Sec. 1. Reduce longevity bias. Resolved: That the Governor and the Department of Administrative and Financial Services, Bureau of Human Resources are 13 14 directed to reduce or eliminate within future collective bargaining agreements those provisions that compensate longevity without regard to the value of services rendered to 15 16 the State; and be it further 17 Sec. 2. Recover the option for temporary layoffs. Resolved: That the Governor and the Department of Administrative and Financial Services, Bureau of 18 19 Human Resources are directed to retain the State's right to make temporary layoffs during 20 future collective bargaining periods; and be it further 21 Sec. 3. Merit pay. Resolved: That the Governor and the Department of 22 Administrative and Financial Services, Bureau of Human Resources are directed to adjust the merit pay system so that only those in the upper third of performance are eligible for 23 24 the award in the discretion of the supervisor. **SUMMARY** 25 This resolve directs the Governor and the Department of Administrative and 26 27 Financial Services, Bureau of Human Resources to: 28 1. Reduce or eliminate within future collective bargaining agreements those provisions that compensate longevity without regard to the value of services rendered to 29 30 the State: 31 2. Retain the State's right to make temporary layoffs during future collective 32 bargaining periods; and

are eligible for the award in the discretion of that employee's supervisor.

3. Adjust the merit pay system so that only those in the upper third of performance

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