

MAINE STATE LEGISLATURE

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130th MAINE LEGISLATURE

FIRST REGULAR SESSION-2021

Legislative Document

No. 865

H.P. 633

House of Representatives, March 8, 2021

An Act Regarding the University of Maine System Hiring Practices

Reference to the Committee on Education and Cultural Affairs suggested and ordered printed.

A handwritten signature in cursive script that reads "R B. Hunt".

ROBERT B. HUNT
Clerk

Presented by Representative COLLINGS of Portland.

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

2 **Sec. 1. 20-A MRSA §10911** is enacted to read:

3 **§10911. Hiring practices**

4 Notwithstanding any law to the contrary, the hiring process for positions within the
5 university are governed by the following.

6 **1. Nondisclosure agreements.** A person involved in the hiring process for any
7 administrative position within the university, including but not limited to a chancellor,
8 president or provost position, may not be required to sign a nondisclosure agreement related
9 to that hiring process.

10 **2. Administrative personnel.** All human resources standards and policies that govern
11 the hiring process for positions within the university apply equally to all positions,
12 including to administrative personnel, within the university and may not be waived or
13 modified for any position or group of positions.

14 **3. External review.** The trustees shall establish an external, 3rd-party review process
15 to ensure that the requirements of this section are regularly reviewed and met. The external
16 review process must examine and ensure compliance with all applicable human resources
17 and equal employment opportunity laws and requirements.

18 **SUMMARY**

19 This bill establishes requirements for the hiring process at the University of Maine
20 System. The bill prohibits a person involved in the hiring process for administrative
21 positions from being required to sign a nondisclosure agreement and requires that all human
22 resources standards and policies that govern the hiring process apply equally to all positions
23 and may not be waived or modified. It requires the Board of Trustees of the University of
24 Maine System to establish an external, 3rd-party review process to ensure that the
25 requirements are met and ensure compliance with all applicable human resources and equal
26 employment opportunity laws and requirements.