

MAINE STATE LEGISLATURE

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JOINT SELECT COMMITTEE ON JOBS

107th MAINE LEGISLATURE

Sen. Bruce M. Reeves,
Chairman

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Bonded Labor in the Maine Woods

Background Materials

MINUTES

Minutes of meeting of Subcommittee on Bonded Labor of the Joint
Select Committee on Jobs.

December 9, 1975

9:30 A.M.

Room 327, State House

Meeting chaired by Senator Hayes Gahagan

Present from the Committee: Sen. Gahagan, Rep. Connolly, Rep. Durgin,
Rep. Flanagan

Legislative aide Bill Brown

Committee assistant Roslyn Dansky

Testimony was presented by Jon Guay, supervisor of importation of
labor, Employment Service Commission, and William Butler,
representative of the Maine Woodsmen Association.

Mr. Guay:

Bonded labor are alien, temporary workers coming to the United States
to work if ^{QUALIFIED} unemployed citizens can not be found.
Attorney General of the U.S. sets the standards upon petition of the
employer to the Immigration and Naturalization Service.
Contract runs for six months. If an alien leaves during the period
of the contract because there is no work the employer must pay 3/4
of the contracted salary.
There are 6,000 woodsmen in the woods. There is no knowledge of how
many of them are "sub-contractors".
Six months experience is needed to qualify a man as a woodcutter.
The employment service makes the initial determination of qualifica-
tion. The company must hire a man if he has six months experience.
Employers are not required to have a training program and only one
paper company has a training program.
Industry says it is not cheaper to hire aliens.
Industry is supposed to supply all equipment to all employees but
many Canadians bring their own equipment. If a man uses his own
chain saw a rental rate is paid to him.
The employment service handles all complaints.
He will find out if the Legislature can pass legislation to consider
sub-contractors as potential employees.
The real issue is the price paid for work done. He thinks if wages
were higher there would be plenty of Americans.
Work inquiries at the time of the strike were not referred to struck
companies but names and addresses were taken.
Employment service commission makes the decision for certification
of a company requesting bonded labor after a period of three weeks
during which the jobs in question are advertised. During the past
year at least one certification has been lifted.
He feels the cause of the woodsmen strike was low wages. Woodsmen
feel alien labor adversely affects them and higher wages would
bring larger number of American workers.
Because of the unrest, the last bonding period was extended 30 days
to November 30. At the end of August there were 810 bonded Canadians

working in the Maine woods. New bond period should have started November 1 but was extended to December 1 so that all Americans who wanted the work could apply.

If an American wants a job with a company employing bonded labor the company must hire him. The company is then free to keep the alien also or fire him.

A survey of wages for all classifications of woods labor will be ready by the end of January.

After August the Dept. of Labor stopped giving the numbers of aliens to the employment service.

Mr. Butler:

Says the Dept. of Manpower Affairs refused to certify the recent strike as a labor dispute(the regulations say during a labor dispute no labor may be imported).

Defines contractor: someone working alone^{or with others working for him} he negotiates with a landowner to buy standing trees then sells the wood. Says he is a contractor or sub-contractor. Judge in Mississippi recently ruled such contractors are piece workers and therefore employees. They are not on an hourly wage or salary. This ruling prevented the Mississippi strikers from being enjoined under the Sherman Anti-Trust Act. These piece workers include contractors, sub-contractors, jobbers etc.

The presence of more workers dilutes the services of each. More woodsmen bring lower wages. Feels bonded labor is used to depress the value of American's service.

Says that Canadians are paid for 40 hours but work 60 - 70 hours. They are misrepresenting their hours.

Claims St. Regis at one time hired Canadians at a higher rate as a threat to keep price to Americans down.

The object of his group - any outside labor kept out is to the advantage of Maine woodsmen.

Feels the companies are stripping the woods. In 20 years the woods will be gone.

Americans have the right to the jobs here. They can get the wood the companies need.

Canadians can collect unemployment compensation in both Canada and United States.

Major problems : The companies are not paying overtime. The bonded workers sign to say they are working 40 hours.

Americans can't bargain for higher wages if a company can hire aliens at a set wage.

90% of woodland is owned by paper companies. On this land even independent cutters never own the wood.

Claims Governor Longley threatened to bring in 2000 bonds to break the strike. Governor promised no retaliation but 9 people were retaliated against.

Wants to see free enterprise system work, Woodsmen are underemployed. Says there are plenty of woodsmen but they need more money.

Respectfully submitted,

Roslyn Dansky

December 15, 1975

Minutes of December 12 meeting of Joint Select Committee on Jobs.

Those present included:

Committee members Sen. Bruce Reeves, Rep. Laurence Connolly,
Rep. Richard Davies, Rep. James Flanagan, Rep. Richard Pierce;

House Majority Leader Neil Rolde;

Legislative Aides Jon Hull and Bill Brown

Committee Assistant Roslyn Dansky

The morning session was given to the hearing of testimony from Mr. Guy Thibodeau, Provincial Manager, Job Creation Branch of Manpower Affairs, Frederickton, New Brunswick, Canada concerning Canada's Local Initiative Program.(LIP). Following is a brief summary of his testimony.

LIP was introduced to help reduce high seasonal unemployment. Applications for projects originate in the local community. The projects are labor intensive, for community betterment, non-profit. Provincial governments are not eligible to sponsor projects but municipal governments are. The stress is that local communities identify their priorities. The Federal government funds the projects but some service organizations and/or municipalities can also put money into the projects. Some projects which have been completed include:

- co-op warehouses for farmers
- housing cataloguing where housing is scarce
- rape crisis center
- hospital records on microfilm
- recreational facilities for youth
- cultural - restoration of old photographs, researching communities

A worker must be unemployed to be eligible for a job. Each project and job is funded for a maximum of 30 weeks of activity. People holding project jobs are considered employed and therefore may receive all subsequent benefits such as unemployment compensation. About 50% of project workers go into seasonal jobs upon termination of the project. The other 50% remain unemployed for the remainder of the year. There is great job satisfaction.

Mr. Thibodeau went into great detail explaining how projects are decided upon to fund from the program announcement in June (through the Employment Service), application deadline in September, preliminary review, decision by a regional group, prioritization by this group, review by regional member of Parliament, decision by Minister of Manpower Affairs and final decision of which projects to fund by October.

Certain requirements for projects:

- At least minimum wage must be paid

-2-

Total salary can not average more than \$125.00 per week
Each project must last at least 60 man weeks
Each project must not exceed \$100,000.
There must be no private gain

Some private companies act as sponsors. About 35% of the workers hired for projects sponsored privately were then hired as permanent workers by the companies.

There is an emphasis on training. Many people learn new skills, often administrative ones such as bookkeeping, management, budgeting.

Mr. Thibodeau said the provincial staffs are very flexible and there is a minimum of bureaucratic regulations. LIP works because of the great grass roots input and the fact that the Manpower Minister is committed to the local groups. People are fighting to get onto the projects and Mr. Thibodeau thinks it is because they are local projects filling local needs.

The major problems of LIP are:

- There is not enough money
- The choice of projects to fund is highly judgmental
- There is a dependency built up which has to be dealt with at the conclusion of the project

The major benefits are:

- Projects are highly visible
- There is fast impact
- LIP has proven effective in reducing seasonal unemployment
- It is politically attractive

The guidelines are broad and flexible.

There is very little money for capital cost. The amount for capital is limited by Federal law. Therefore there are very few large construction projects.

Salaries are slightly above the minimum wage.

Each project runs for 22-26 weeks, from November to June.

There is no competition with private industry.

The advertisements for projects stress the desire for innovative projects.

The program has increased the labor force in that some people not before a part of the labor force for lack of potential jobs (such as many women) now have become part of it. The program has also given expertise to grass roots molding a new political force that now must be dealt with.

The percentage of Federal funds for the LIP program assigned to each region is allocated on the basis of the unemployment rate in that region.

All hiring is done through the Canada Manpower Center, the equivalent of the U.S. Employment Service.

The afternoon session dealt briefly with the latest draft of the legislation relative to a "jobs impact statement" and "Governor's economic report". It was decided to retain the drafts in their present form for inclusion in the Committee's report unless members not present offered changes.

Respectfully submitted,

Roslyn Dansky

December 23, 1975

Minutes of December 22, 1975 Meeting of the Subcommittee on
Bonded Labor of the Select Committee on Jobs.

Those present were:

Sen. Hayes Gahagan
Rep. Laurence Connolly
Legislative Assistant Jon Hull
Committee Assistant Roslyn Dansky
Ben Wootten, House Minority Office
Henry Magneson, Exec. Sec. Paper Industry Information Office
Henry Debay and Paul McCann, Great Northern Paper Co.
Morris Wing, International Paper Co.
William Malloy, Director of Employment Service, Dept. of Man-
power Affairs
Wayne Birmingham, Maine Woodsmen's Association
Louis Pelletier, Northern Maine Woodsmen's Association

Mr. Magneson

His handout contains his remarks. There is no industry position on bonded labor. Five companies employ woodsmen and only Great Northern employs any bonded labor. The great majority of the present 800 bonds in the woods work for contractors. If the work force in the woods is reduced the paper industry will be adversely affected.

Mr. Debay

Great Northern employs 3800 persons with a \$44 million payroll. The company has a training program (see handout) and supports vocational education for training woodsmen. The company has 50 bonded Canadians working directly and contractors supplying Great Northern employ 150 bonds. A woodsman averages \$7 per hour. During the 1960's the company employed many more bonded Canadians than they do now.

There is a real labor shortage. There is a need for a stable labor force willing to work in remote areas of the State. The 200 woodcutters needed for work beyond commuter distance could not be found through advertising. The 128 Americans working the remote areas include many who are not skilled enough to make a good wage. Half of the 128 fall into this category.

Without Canadians there would be a great wood shortage. They cannot get enough Americans who are now idle and have enough skill.

The woodsmen work 36-37 hours per week. There is no truth to the charge that Canadians are working inflated hours. A very small percentage are working over 40 hours. Meals are spaced so that a man cannot work more than 9 hours a day. They are not allowed into the woods after supper. The men turn in their own time cards and there is no check on it. No thought has been given to the charge that Canadians are not drawing American Workmen's Compensation to the benefit of the company -- it is no factor to the hiring of Canadians.

Wood cost to the Maine mill is higher than to the other Great Northern mills in the country. The reason is labor and transportation.

Wood is paid for on a piece rate - \$7 per cord for tree

length wood. To the woodcutter the hours are not important, only the amount of wood cut. As the pay rate goes up the hours go down. Over the years productivity has risen because of the increase in efficiency of equipment and skills.

As of July about 1,000 men were cutting wood for Great Northern. The company negotiates a yearly contract with its long-time contractors. It is costing the company money to use low-skilled Americans but it is putting up with it in order to use and train Americans.

Mr. Wing

There have been Canadians in Maine for many years. There has been a free flow of men and product over the borders in both directions.

The number of bonds have been reduced over the years.

1950's - about 5,000 bonds

1965-67 - about 3,000 bonds

1973-74 - 1700 bonds - big boom years for wood

now - about 800 bonds

Part of the drop in numbers now is because of the recession. There is about 15%-20% less consumption of wood. Most bonds work near the Canadian border because of logistics and transportation.

The problem of Maine's woodsmen today is the fact that there is less call for wood. The bonds are working in very remote areas.

Bonded Canadians have helped Maine Woodsmen because:

1. By law the Employment Service must survey the average cutting rate (and other rates) and this average becomes the minimum base rate. Therefore the cutting rate has continually risen each year.

2. The housing in the camps must satisfy Federal and State standards when using Canadians and therefore it has become better for Americans.

Expansion is coming with improvement in the economy and this will cause a greater shortage of labor.

Americans are unwilling to work in the remote areas where they are needed. The companies are subjected to harassment and tied up with regulations when they use bonded labor and would much prefer Americans.

There are now 42 bonded Canadians working for the independent contractors who contract with International Paper. The old workers did not object to staying in the woods all week but today's workers do object. There is also an ethnic problem at work where Americans are reluctant to go into camps where there are a number of Canadians.

The price of wood and the piece rate has never declined.

By claiming more hours a woodsman would get time and a half of the piece rate and therefore there is great doubt that any man claims less hours than he actually worked. It is not common to work after supper although 20 years ago the woodsman put in many more hours.

It is illegal for the paper companies to act together and also illegal to bargain with the woodsmen's group because it is not a recognized union.

The causes of this years problems were :

1. Big reduction in the use of wood and wood products,
2. New truck weight fines went up
3. Bonded labor (6-7% of the total number of people in the woods) has been used as a scapegoat.

The rate per hour for woodsmen is double the average rate per hour for workers in other Maine industries.

Mr. Malloy

There have been more responses to advertisements this year. No way of knowing how many unemployed woodcutters there are because there are not many collecting unemployment insurance.

Canadians holding visas have all rights of Americans except the right to vote. To receive a visa a foreigner is sponsored by an employer. There is no knowledge of how many Canadian visas are now in Maine.

The Department of Labor does not consider a contractor or sub-contractor as a worker when it considers whether the importation of bonded Canadians will adversely affect native labor. The Dept. of Labor in Boston has control over the decision to import bonded labor into Maine.

It is possible under the law for a contractor to be a visa holder and employ an all Canadian crew.

Mr. Birmingham and Mr. Pelletier

There are sub-contractors willing to work and they say so but bonds are hired because the sub-contractor is not considered an employee. Also, if a company wants a laborer and a sub-contractor wants the job with his own equipment the company need not take him.

The following is the law:

- a. An American can "bump" a bond
- b. An American with his own equipment can "bump" a bond who has his own equipment
- c. An American with his own equipment can not "bump" a bond without equipment unless he is willing to leave his equipment at home.

The issue is low wages. Where the pay is good there are plenty of Americans. The \$7 per cord rate is not necessarily \$7 per man per hour. The average wage is more like \$3.50 per cord per man.

If a company or a contractor violates the bonding regulations there is no stiff penalty, only a slap on the hand.

All the Canadians in the woods were allowed to vote during the union vote and they voted against the union.

It is necessary to wipe out bonding and restrict visas. American woodsmen are willing to work. Canadians keep the wage scale below what is needed to support an American.

Mr. Debay - 50% of the woodsmen cutting for Great Northern are either bonded or visa holding Canadians.

Mr. Wing - 10% cutting for International Paper fall in the above Category.

Mr. Birmingham - In the north 75% of the cutters are Canadians. Some contractors are 100% Canadians.

Canadians in the union vote were visas.

January 13, 1976

Minutes of Meeting of Subcommittee on Bonded Labor of the Joint
Select Committee on Jobs

Date: January 12, 1976

Place: Room 135, State House, Augusta

Time: 9:30 A.M.

Present: Sen. Hayes Gahagan
Rep. Richard Davies
Dana Saucier, Training Director & Personnel Assistant,
Great Northern Paper Co.
Tom Pinkham, General Manager, Pinkham Lumber Co.
Peter Pierce, Director, Washington County Vocational
Technical Institute, Calais
Red Sarnum, Northeastern Division, Pulp & Paper Trade
Association
Linwood Hand, representing the pulp & paper industry
Harold Mailman, Director, Northern Maine Vocational
Technical Institute, Presque Isle
Louis Pelletier, Northern Maine woodsman (contractor)
Jon Hull, Legislative Aide
Roslyn Dansky, Committee Assistant

Mr. Pierce: When the woodcutter training program was started at WCVTI 3½ years ago there were no other training programs except for those provided by industry.

Mr. Suacier: There is not enough qualified, skilled, experienced labor in Maine to harvest the needed wood. Great Northern's training programs work but with the present rate of training (including WCVTI) it will be at least 15 years before there will be enough qualified Americans. If the State increased aid to the VTIs there could be skilled Americans to supply the need in much less than 15 years (perhaps 6).

Sarnum: There is a shortage of woodsmen world-wide. Canada has a worse shortage of labor than Maine. A recent University of Maine survey shows there is not enough training for projected needs. The WCVTI training program is the best in the country. However the type of training provided is for the type of cutting required in the Northern part of Maine, not for small lot, hardwood cutting found in the Southern part of Maine. Woodcutting is becoming more mechanized and there is a need for training in the new methods.

Mr. Pierce: It costs \$3500 per student per six month training course. Each student generates about \$1500 in on-the-job training cutting of wood(which is sold) and offsets State expenses by this amount. WCVTI owns 9 skidders and 45-50 chain saws. Each year 72 men enroll in the woodcutting training course (4 classes of 18 men each). There are 2 instructors for each class of 18. 18 students per class is the maximum number for safety and efficiency.

He proposes that WCVTI take 8 classes per year (18 students every 6 weeks) and thereby increase the numbers to 144 trained men per year. This is the maximum WCVTI can handle. He proposes that this same training program (72 men per year) be started at another

school, Northern Maine Vocational Technical Institute. He suggests that a new program not be started with "junk" equipment the way his did. There is too much "down" time.

Sarnum: Machine companies give educational discounts and have leasing arrangements with options to buy which amount to one year's free use of machinery.

Mr. Pinkham: It is absolutely necessary to screen prospective students carefully. They must be sincere, the outdoor type and physically fit. Since industry is projecting a 15%-18% increase in wood cutting, there will continue to be a great need for foreign labor over the next few years. A survey of wages of woodcutters cutting for Pinkham Lumber Co. shows that they earn from a low of about \$6.00 per hour to a high of \$10.79 per hour with an average of \$8.40 per hour. The men average about 36 hours per week and will not work more hours. Their good wages have led to an increase in Americans cutting but they still need bonded labor to fulfill their cutting needs.

Mr. Pierce: Woodharvestors earn the highest wage of all the skills taught at WCVTI. There are offers of jobs for all who graduate from the program. Some choose not to accept and placement rate exceeds 70%. It is important to start with good young people. Tuition is required and this is desirable. The cost to each student is \$200 for 6 month tuition plus living expenses.

The training of American woodcutters puts disposable income into the local economy instead of allowing it to go over the border into Canada.

Mr. Mailman: Another aspect not to forget is to increase the training at the secondary school level.

Manpower student aid monies now bring in the hard-core unemployed into the VTI programs. These people are going to school because of the allowances. Manpower monies should be used for those sincerely anxious to learn skills.

NMVTI is anxious to have a woodcutter training program.

Mr. Pierce: WCVTI will need an additional \$342,620 the first year to double the number of students in the woods program from 72 to 144. After the first year the school will need an additional \$146,000 each year. Therefore, the VTIs (WCVTI and NMVTI) will need \$600,000 the first year and \$300,000 per year from then on to double the program at WCVTI and begin one at NMVTI. This will provide the industry with about 200 trained woodcutters each year.

Industry is helping a great deal now with equipment and cutting rights for WCVTI.

He urges the State to remember that for every bond replaced by an American money comes back to the State through income.

Mr. Saucier: It now costs Great Northern \$2000 per man to train. He is training mechanical woodcutters with sophisticated equipment. The VTI is not training this way because of the high cost of the equipment. Graduates of the VTI training programs are not fully trained and experienced when they come to industry and need on-the-job training, but the industry is willing to do this.

Mr. Suacier makes 4 points;

1. Woodcutting is a highly skilled occupation and we have to change the image of the woodcutter.
2. Screening, interviewing and final selection of people in training programs is the key.
3. Instruction has to be tailored to the needs of the industry at the time.
4. Graduates must have job-entry skill. Industry is prepared to take it from there.

Mr. Pinkham concurred with Mr. Saucier.

Senator Gahagan recommended that the Jobs Committee have legislation drafted asking for not more than a \$1 million appropriation for a 2 year period for woodcutter training programs at WCVTI and NMVTI. He asked the industry representatives if industry would be willing to match funds with the State appropriation (\$ $\frac{1}{2}$ million each) but could get no commitment at this time.

During the afternoon meeting Sen. Bruce Reeves and Rep. Laurence Connolly, Senator Gahagan, Rep. Richard Davies and Legislative Aides Jon Hull and Bill Brown discussed all the testimony the Subcommittee has heard on the bonded labor problem and it was decided to consider asking for a resolution to memorialize congress to have woodsmen contractors and sub-contractors considered employees by the Dept. of Labor for a limited period(approx. 2 years) to find if there are enough woodcutters for industry's needs in the northern remote areas of the State.

Respectfully submitted,

Roslyn Dansky

SENATE

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STATE OF MAINE

ONE HUNDRED AND SEVENTH LEGISLATURE

JOINT SELECT COMMITTEE ON JOBS

February 5, 1976

Notes of a meeting of the Jobs Committee held Thursday,
February 5, 1976 at 1 P.M. in room 109, State Office
Building.

Those present were:

Sen. Reeves
Rep. Curran
Rep. Goodwin
Rep. Davies
Rep. Pierce
Rep. McKernan
Rep. Flanagan
Sen. Gahagan

Votes were taken on three pieces of proposed legislation and
the results were as follows:

AN ACT to require the Employment Service to Provide Services
to High School Students.

Yes - Unanimous

A joint legislative order to enact a new joint rule (Job impact
statement)

Yes - Curran, Goodwin, Reeves, Davies, Flanagan

No - Gahagan, McKernan, Pierce

AN ACT to enact 2M RSA section 8 - (An annual report on employ-
ment and the economy)

Yes (with last sentence of draft deleted) - Unanimous

Notes recorded by Roslyn Dansky

Joint Select Committee on Jobs

Outline of meeting held 5/22/75. Subject - Job Report

1. Strong statement about job situation in Maine over the next five years.
2. What jobs need to be done - such as roads, housing rehabilitation, etc. - guidelines for public service jobs - not make work
3. Formation of a State Jobs Committee - a new structure to
 - a. establish priorities for jobs to be done - areas of unemployment and skill priorities
 - b. establish guidelines for the formation of local manpower councils
 - c. coordinate funds and programs of the state government
 - d. seek new funds (such as federal)
 - e. reform CETA
4. Establish guidelines for local organizations which want to develop and operate jobs programs. Consider the Canadian Local Initiative Program.
5. Strong statement on need for taxes for jobs.
6. Investigate labor from Canada - what are conditions, complaints.
7. Ask for annual economic report from the Governor. What is the job situation and what is his office doing about it. First public Governor's report next January.
8. Set priorities for new taxes - jobs.
9. An unemployment compensation - CETA jobs fund. Possibly an emergency bill for a demonstration project.
10. Studies
 - a. Unemployment compensation laws.
 - b. Bonded labor program.
 - c. Further priorities for public works - possibly through private contractors.
11. Introduce CDC Bill to finance locally initiated industry.
12. Bond issue to raise money for jobs.

Mr. Adams

If private contractors could participate in project he'd be for it -

1- Where is money for materials?

3- Who will be eligible?

Sabazon - keep projects in public sector - (schools, towns etc)

Goodwin - keep away from "training" aspect

4- Ultimately the man in charge has to choose or decide what kinds of skills are needed.

5- Problem arises in areas where type of project usually is put out ^{by state} for bid from private sector

6- Basically it's up to Governor to implement it - if he says no it doesn't get done -

Wayne Sabazon

1- Construction - road - problems

Repair of roads type - always a need - traditionally town responsibility - that's O.K. with businessmen
(One man in charge of payments to unemployed - had him do locally needed odd jobs - years ago)

2. Must set minimum time for a project -

Flanagan - business people

1. City officials - afraid withdrawing their money - need additional money -

letter to Gov - thanks for exec. help -
Need speed - be pioneer

Job Impact Statement
Incentives for job development -

Call Phil Ingenai - anything to propose for 3/1st -
Development Financing + tax incentives -

idea paper on possible leg. 

Spring - 617-353-4447

- 1- 25 - materials cost separate - justify cost project by project
- 2- forget the \$8,000 - shouldn't be in - p. 3
- 3- who shall work? - length of reemployment
- 4- OOL guidelines ready yesterday -
- 5- Use current Ceta people -
- 6- Next step - Gov. bless it & propose it -
- 7- Language - work experience - broaden skills - training
don't thumb nose at the law section - see
example (Maine will need new small skills)
- 8- Repair - not new buildings - for Ceta -
- 9- Unions - talk to Ben Dorsky - (senior wages for supervisors)
- 10- Hydro-elec. project - good to put in proposal - covers all
requirements
- 11- Admin system - amend Ceta system - not something
parallel to Ceta. Grow to existing Ceta system & be
way ahead with DOT.
Must remember - Ceta come first - public service jobs
approach is grafted on to Ceta - don't ignore Ceta system -
work thru it -

p. 5 - seasonal

- 6- B - EEA & PEP something - also p. 8 - own program
- 13- who makes decision? - state suggested
- 15- not all respects but most
- 16- mention title 10 of Ceta --
- 20- last 4 from bottom

MEETING AGENDAS, MEMOS, ETC.

Joint Select Committee on Jobs

Agenda for meeting - September 4, 1975

1. Statistics on Unemployed
funds, numbers, forecasts
2. Legal Implications
3. Appropriations : Federal/State shares
4. Possible Savings Through Jobs
payments, extra office workers, food stamps, other welfare assistance programs and administrative costs, etc.
5. Other Funds Involved in Projects
CETA, Highway, Amtrak, EPA, Economic Development Administration, private companies and foundation grants
6. Demonstration Project of U. S. Dept. of Labor:
Eligibility guidelines
Wage schedule
Job development councils
Supervision and administration
Terms of employment
Private contractors
Priorities: Labor intensive, meaning useful work, of lasting value to community
7. Job Project Proposals
Community-selected projects (Canada's Local Initiative Program)
WPA-type constructions
Home Health Service Corps
Public Transportation
Environmental Clean-up
Day Care
Services for the elderly
Restore railroad passenger service



State of Maine
Senate Chamber
Augusta, Maine 04330

To: Members of the Joint Select Committee on Jobs

Meetings of the Committee are scheduled for:

Friday, September 19, 1975, 9:30 a.m., State House, room 327
Topic: Studies of Job Impact Statement, Tax Incentives,
Development Financing

Friday, September 26, 9:30 a.m., State House, room 327
Topic: Unemployment Compensation/Job Program

September 19, 1975

To Members of the Joint Select Committee on Jobs

Scheduled meetings of the Committee:

Friday, September 26, 9:30 a.m., State House, room 327

Friday, October 3, 9:30 a.m., State House, room 327

Topics for discussion will include the Unemployment Compensation/ jobs Program, Job Impact Statement, Governor's Economic Report, review of public service jobs proposals. On September 26 there will be a short discussion for background information on the bonded labor situation.

October 6, 1975

To Members of the Joint Select Committee on Jobs:

There will be a meeting of the Committee on Friday, October 17 at 9:30 a.m. in room 327 of the State House. The topic will be the jobs program and other studies.

October 6, 1975

To Members of the Sub-committee of the Joint Select Committee
on Jobs:

There will be a meeting of the sub-committee on Friday, October 10,
at 9:30 a.m. in room 327 of the State House. The meeting is
being called to work on the proposal presented at the last
meeting of the whole Committee and plan strategy for its pre-
sentation. Commissioners David Smith and Emilien Levesques
will be present.

SENATE

BRUCE M. REEVES, KENNEBEC, CHAIRMAN
PETER W. DANTON, YORK
HAYES E. GAHAGAN, ARDOSTOCK
ROSLYN DANSKY, COMMITTEE ASSISTANT



HOUSE

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RICHARD S. DAVIES, ORONO
JOHN R. MCKERNAN, JR., BANGOR
RICHARD H. PIERCE, WATERTOWN
LENA C. DURGIN, KITTERY

STATE OF MAINE

ONE HUNDRED AND SEVENTH LEGISLATURE

JOINT SELECT COMMITTEE ON JOBS

October 17, 1975

TO: Members of the Joint Select Committee on Jobs
FROM: Roslyn Dansky

There will be a meeting of the Committee on Friday, October 31, at 9:30 A.M. in room 327, State House. Topics for discussion will include the "jobs impact statement" and incentives for job development.

107TH LEGISLATURE

JOBS COMMITTEE

PERSONS SCHEDULED TO TESTIFY at OCTOBER 31, 1975 MEETING

SUBJECT

Rep. James Wilfong	Community Job Development
Jack Barstow, Maine OEO	Proposed Massachusetts Community Development Finance Corporation
Willie Mayfield, Center for Community Economic Development, Cambridge, Massachusetts	Proposed Massachusetts Community Development Finance Corporation
Geoffrey Faux, Economic Consultant	Governor's Report & Jobs Impact Statement
Professor David Vail, Bowdoin	Governor's Report & Jobs Impact Statement
IRV Faunce, Executive Secretary, Associated Industries of Maine	Background on tax incentives to business

SENATE

BRUCE M. REEVES, KENNEBEC, CHAIRMAN
PETER W. DANTON, YORK
HAYES E. GAHAGAN, ARDOSTOOK
ROSLYN DANSKY, COMMITTEE ASSISTANT



HOUSE

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PETER J. DURRAN, SOUTH PORTLAND
JAMES E. FLANAGAN, PORTLAND
RICHARD S. DAVIES, ORONO
JOHN R. MCKERNAN, JR., BANGOR
RICHARD H. PIERCE, WATERTOWN
LENA C. DURGIN, KITTERY

STATE OF MAINE

ONE HUNDRED AND SEVENTH LEGISLATURE

JOINT SELECT COMMITTEE ON JOBS

November 4, 1975

TO: Members of the Committee

There will be a meeting of the Committee on Friday, November 21, room 327, State House, at 9:30 A.M. The topic to be discussed is "Tax Incentives for creating Jobs".

A Sub-Committee has been appointed on Bonded Labor. Members of the Sub-Committee are Sen. Hayes Gahagan, Rep. Richard Davies and Rep. Laurence Connolly. The Chairmen are Sen. Gahagan and Rep. Davies. If you wish to get involved in any way please contact any of the members.

SENATE

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HAYES E. GAHAGAN, ARDOSTOOK
ROSLYN DANSKY, COMMITTEE ASSISTANT



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STATE OF MAINE

ONE HUNDRED AND SEVENTH LEGISLATURE

JOINT SELECT COMMITTEE ON JOBS

November 21, 1975

There will be a meeting of the Sub-Committee on Bonded Labor on Monday, December 8, 1975 at 9:30 A.M. in room 327 of the State House. All members of the Joint Select Committee on Jobs are welcome to be present.

There will be a meeting of the full Committee on Friday, December 12, 1975 at 9:30 A.M. in room 327, State House.

November 21, 1975

Commissioner Emilien Levesque
Dept. of Manpower Affairs
20 Union St.
Augusta, Maine

Dear Commissioner Levesque:

I am confirming our telephone conversation of today during which I requested, on behalf of the Sub-Committee on Bonded Labor of the Joint Select Committee on Jobs, that a representative of your department speak to the Sub-Committee at its next meeting.

The meeting will be held on Monday, December 8, 1975, in room 327 of the State House at 9:30 A.M. Members of the Sub-Committee on Bonded Labor are Sen. Hayes Gahagan, Rep. Richard Davies and Rep. Laurence Connolly, Jr.

Thank you for your cooperation.

Sincerely,

Roslyn Dansky
Committee Assistant

November 21, 1975

Mr. Donald Fontaine
154 State St.
Augusta, Maine

Dear Mr. Fontaine:

The Sub-Committee on Bonded Labor of the Joint Select Committee on Jobs would appreciate your presence at a meeting being held to study the background and problems of bonded labor. Members of the Sub-Committee are Sen. Hayes Gahagan, Rep. Richard Davies and Rep. Laurence Connolly, Jr.

The meeting will be held on Monday, December 8, 1975, at 9:30 A.M. in room 327 of the State House.

Sincerely,

Roslyn Dansky
Committee Assistant

SENATE

BRUCE M. REEVES, KENNEBEC, CHAIRMAN
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HAYES E. GAHAGAN, ARDOSTOOK
ROSLYN DANSKY, COMMITTEE ASSISTANT



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STATE OF MAINE

ONE HUNDRED AND SEVENTH LEGISLATURE

JOINT SELECT COMMITTEE ON JOBS

November 21, 1975

To: Sen. Hayes Gahagan
Rep. Harland Goodwin, Jr.
Rep. John McKernan

From: Roslyn Dansky

Sen. Bruce Reeves would like you to be part of a Sub-Committee to study possible tax incentives for the creation of jobs and recommend to the Jobs Committee possible legislation for presentation to the Legislature.

He would like you to keep in mind the fact that the deadline for filing bills is December 23.

I am enclosing a copy of L.D. 1277 which could be helpful to you.

SENATE

BRUCE M. REEVES, KENNEBEC, CHAIRMAN
PETER W. DANTON, YORK
HAYES E. GAHAGAN, AROOSTOOK
ROSLYN DANSKY, COMMITTEE ASSISTANT



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LENA C. DURGIN, KITTERY

STATE OF MAINE

ONE HUNDRED AND SEVENTH LEGISLATURE

JOINT SELECT COMMITTEE ON JOBS

Dec. 2, 1975

To: Members of the committee

From: Bruce Reeves
Laurence Connolly

Enclosed is a copy of a letter we sent today to Senator Nelson and Congressman Daniels in Washington to elicit clarification from them on our jobs demonstration program.

December 15

Added participant

Louis Pelletier
President, Northern Maine
Woodsmen Assoc.

SENATE

BRUCE M. REEVES, KENNEBEC, CHAIRMAN
PETER W. DANTON, YORK
HAYES E. GAHAGAN, ARDOSTOOK

ROSLYN DANSKY, COMMITTEE ASSISTANT



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STATE OF MAINE

ONE HUNDRED AND SEVENTH LEGISLATURE

JOINT SELECT COMMITTEE ON JOBS

December 10, 1975

To: Members of the Committee

From: Roslyn Dansky

There will be a meeting of the Subcommittee on Bonded Labor on
Monday, December 22, 1975, at 9:30 A.M. in room 327, State House.

Scheduled to participate in the discussion are:

Donald Fontaine, attorney for the Woodsmen Assoc.
Wayne Birmingham, woodsman
Peter Haggerty, woodsman
Henry Debay, Great Northern Paper Co.
Henry Magnuson, Paper Information Office
William Malloy, Employment Security Service, Dept. of Man-
power Affairs

SENATE

BRUCE M. REEVES, KENNEBEC, CHAIRMAN
PETER W. DANTON, YORK
HAYES E. GAHAGAN, ARDOOSTOOK

ROSLYN DANSKY, COMMITTEE ASSISTANT



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STATE OF MAINE

ONE HUNDRED AND SEVENTH LEGISLATURE

JOINT SELECT COMMITTEE ON JOBS

December 12, 1975

Memo

To: All members of the Committee

From: Laurence E. Connolly, Jr.
House Chairman

It has come to my attention that the Joint Select Committee on Jobs will be asked to report on its progress at a meeting of the Legislative Council, Thursday, December 18, 1975. It appears that there is an attempt being made to terminate the Committee for political purposes.

If you wish to attend this Council meeting, please do. I am not certain that you can be reimbursed.

Enclosures with this memo include:

1. draft of "jobs impact statement" and "Governor's economic report."
2. Two outline summaries of Committee work to date.
3. New York Times clipping dealing with Maine's woodsmen problem.

SENATE

BRUCE M. REEVES, KENNEBEC, CHAIRMAN
PETER W. DANTON, YORK
HAYES E. GAHAGAN, ARDOSTOOK

ROSLYN DANSKY, COMMITTEE ASSISTANT



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STATE OF MAINE

ONE HUNDRED AND SEVENTH LEGISLATURE

JOINT SELECT COMMITTEE ON JOBS

December 15, 1975

From: Roslyn Dansky
Committee Assistant

To: Mr. Donald Fontaine
Mr. Wayne Birmingham
Mr. Peter Haggerty
Mr. Henry Debay
Mr. Henry Magnuson
Mr. William Malloy
Mr. Louis Pelletier

I am confirming our telephone conversation requesting your participation in a discussion of bonded labor with the Subcommittee on Bonded Labor of the Joint Select Committee on Jobs.

The Subcommittee will meet on Monday, December 22, 1975, at 9:30 A.M. in room 327 (Legislative Council Room) of the State House.

We would appreciate very much your being present.

SENATE

BRUCE M. REEVES, KENNEBEC, CHAIRMAN
PETER W. DANTON, YORK
HAYES E. GAHAGAN, ARDOSTOOK
ROSLYN DANSKY, COMMITTEE ASSISTANT



HOUSE

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JAMES E. FLANAGAN, PORTLAND
RICHARD S. DAVIES, DROND
JOHN R. MCKERNAN, JR., BANGOR
RICHARD H. PIERCE, WATERTOWN
LENA C. DURGIN, KITTERY

STATE OF MAINE

ONE HUNDRED AND SEVENTH LEGISLATURE

JOINT SELECT COMMITTEE ON JOBS

December 15, 1975

Mr. Henry Debay
Personnel Supervisor - Woodlands
Great Northern Paper Co.
Millinocket, Maine 04462

Dear Mr. Debay:

The Subcommittee on Bonded Labor of the Joint Select Committee on Jobs requests your presence at its meeting on December 22, 9:30 A.M., room 327 of the State House.

I have been informed by the Secretary of State's office that because you have been requested to be present by the Subcommittee it is not necessary for you to register as a lobbyist.

Sincerely yours,

A handwritten signature in cursive script that reads 'Hayes E. Gahagan' with 'R.D.' written in smaller letters below it.

Hayes E. Gahagan
State Senator
Subcommittee Chairman

HEG/rd

SENATE

BRUCE M. REEVES, KENNEBEC, CHAIRMAN
PETER W. DANTON, YORK
HAYES E. GAHAGAN, ARDOSTOOK

ROSLYN DANSKY, COMMITTEE ASSISTANT



HOUSE

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LENA G. DURGIN, KITTERY

STATE OF MAINE

ONE HUNDRED AND SEVENTH LEGISLATURE

JOINT SELECT COMMITTEE ON JOBS

December 17, 1975

To: Members of the Committee

From: Bruce M. Reeves

Enclosed is a copy of the report submitted today to the Legislative Council relating the work to date of the Select Committee on Jobs as requested by Jerrold Speers in a letter to me dated December 10, 1975.

SENATE

BRUCE M. REEVES, KENNEBEC, CHAIRMAN
PETER W. DANTON, YORK
HAYES E. GAHAGAN, ARDOSTOOK

ROSLYN DANSKY, COMMITTEE ASSISTANT



HOUSE

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RICHARD H. PIERCE, WATERTOWN
LENA C. DURGIN, KITTERY

STATE OF MAINE

ONE HUNDRED AND SEVENTH LEGISLATURE

JOINT SELECT COMMITTEE ON JOBS

December 23, 1975

To: Members of the Committee

From: Roslyn Dansky

There will be a meeting of the Select Committee on Jobs on Friday, January 9, 1976, at 9:30 A.M., room 327, State House. The topic for discussion will be "proposed jobs legislation".

Enclosed with this memo are:

1. minutes of the December 22 meeting of the Subcommittee on Bonded Labor
2. handouts from that meeting

SENATE

BRUCE M. REEVES, KENNEBEC, CHAIRMAN
PETER W. DANTON, YORK
HAYES E. GAHAGAN, ARDOSTOOK
ROSLYN DANSKY, COMMITTEE ASSISTANT



HOUSE

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LENA G. DUBIN, KITTERY

STATE OF MAINE

ONE HUNDRED AND SEVENTH LEGISLATURE

JOINT SELECT COMMITTEE ON JOBS

December 30, 1975

To: Members of the Committee

From: Hayes Gahagan

There will be a meeting of the Subcommittee on Bonded Labor on Monday, January 12, 1976 at 9:30 A.M. in room 135 (Business Legislation) of the State House.

The meeting will deal with vocational education woodcutter programs and the manner in which the State Legislature can respond to American worker's disputes with bonded labor and efforts to increase the supply of American labor in the Maine woods.

Scheduled to appear before the subcommittee are:

Harold Mailman, Director, Northern Maine Vocational Technical Institute, Presque Isle
Thomas Pinkham, Pinkham Lumber Co., Ashland
Dana Souci, Great Northern Paper Co., Millinocket
A representative of Washington County Vocational Technical Institute, Calais

Members of the whole committee are welcome.

December 30, 1975

Mr. Harold Mailman, Director
Northern Maine Vocational Technical Institute
33 Edgemont Drive
Presque Isle, Maine

Dear Mr. Mailman:

This letter will confirm your conversation with Sen. Hayes Gahagan relating to your presence at a meeting of the Subcommittee on Bonded Labor of the Joint Select Committee on Jobs.

The meeting will be held on Monday, January 12, 1976 at 9:30 A.M., in room 135 of the State House, Augusta.

The Subcommittee is anxious to discuss woodcutter training programs with you as it considers the State Legislature's response to American worker's disputes with bonded Canadian Labor and methods to increase the supply of American workers in the Maine woods.

Sincerely,

Roslyn Dansky
Committee Assistant

December 30, 1975

Mr. Thomas Pinkham
Pinkham Lumber Co.
Ashland, Maine

Dear Mr. Pinkham:

This letter will confirm our telephone conversation relating to the invitation for you to be present at a meeting of the Subcommittee on Bonded Labor of the Joint Select Committee on Jobs.

The meeting will be held on Monday, January 12, 1976 at 9:30 A.M., in room 135 of the State House, Augusta.

The Subcommittee is anxious to discuss woodcutter training programs as it considers the State Legislature's response to American worker's disputes with bonded Canadian labor and methods to increase the supply of American workers in the Maine woods.

We will look forward to seeing you.

Sincerely,

Roslyn Dansky
Committee Assistant

December 30, 1975

Mr. Dana Souci
Great Northern Paper Co.
Millinocket, Maine

Dear Mr. Souci:

This letter will confirm our telephone conversation relating to the invitation for you to be present at a meeting of the Subcommittee on Bonded Labor of the Joint Select Committee on Jobs.

The meeting will be held on Monday, January 12, 1976 at 9:30 A.M., in room 135 of the State House, Augusta.

The Subcommittee is anxious to discuss woodcutter training programs with you as it considers the State Legislature's response to American worker's disputes with bonded Canadian labor and methods to increase the supply of American workers in the Maine woods.

We will look forward to seeing you.

Sincerely,

Roslyn Dansky
Committee Assistant

December 30, 1975

Mr. Joseph Krug
Washington County Vocational Technical Institute
Calais, Maine

Dear Mr. Krug:

This letter will confirm our telephone conversation relating to the invitation for you to be present at a meeting of the Subcommittee on Bonded Labor of the Joint Select Committee on Jobs.

The meeting will be held on Monday, January 12, 1976 at 9:30 A.M., in room 135 of the State House, Augusta.

The Subcommittee is anxious to discuss woodcutter training programs with you as it considers the State Legislature's response to American worker's disputes with bonded Canadian labor and methods to increase the supply of American workers in the Maine woods.

We hope it will be possible for you or a knowledgeable representative of your school to participate in our discussion.

Sincerely,

Roslyn Dansky
Committee Assistant

SENATE

BRUCE M. REEVES, KENNEBEC, CHAIRMAN
PETER W. DANTON, YORK
HAYES E. GAHAGAN, ARDOSTOOK
ROSLYN DANSKY, COMMITTEE ASSISTANT



HOUSE

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LENA C. DURGIN, KITTERY

STATE OF MAINE

ONE HUNDRED AND SEVENTH LEGISLATURE

JOINT SELECT COMMITTEE ON JOBS

THERE WILL BE A WORKING SESSION OF THE JOBS
COMMITTEE ON THURSDAY, FEBRUARY 5, 1976, AT 1:30P.M.
IN ROOM 109, STATE OFFICE BUILDING.

SENATE

BRUCE M. REEVES, KENNEBEC, CHAIRMAN
PETER W. DANTON, YORK
HAYES E. GAHAGAN, AROOSTOOK

ROSLYN DANSKY, COMMITTEE ASSISTANT



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STATE OF MAINE

ONE HUNDRED AND SEVENTH LEGISLATURE

JOINT SELECT COMMITTEE ON JOBS

Thursday, February 5, 1976

THE WORKING SESSION OF THE JOBS COMMITTEE
WILL BEGIN AT 1:00 P. M. TODAY IN ROOM 109
OF THE STATE OFFICE BUILDING.

SENATE

BRUCE M. REEVES, KENNEBEC, CHAIRMAN
PETER W. DANTON, YORK
HAYES E. GAHAGAN, ARDOSTOOK

ROSLYN DANSKY, COMMITTEE ASSISTANT



HOUSE

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LENA G. DURGIN, KITTERY

STATE OF MAINE

ONE HUNDRED AND SEVENTH LEGISLATURE

JOINT SELECT COMMITTEE ON JOBS

February 5, 1976

THERE WILL BE A MEETING OF THE JOBS COMMITTEE
ON THURSDAY, FEBRUARY 12, 1976, AT 1 P. M., IN
ROOM 714, STATE OFFICE BUILDING. THE PURPOSE OF
THE MEETING WILL BE TO VOTE ON FURTHER PRO-
POSED LEGISLATION.

SENATE

BRUCE M. REEVES, KENNEBEC, CHAIRMAN
PETER W. DANTON, YORK
HAYES E. GAHAGAN, AROOSTOOK

ROSLYN DANSKY, COMMITTEE ASSISTANT



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STATE OF MAINE

ONE HUNDRED AND SEVENTH LEGISLATURE

JOINT SELECT COMMITTEE ON JOBS

February 10, 1976

MEMO

To: Members of the Joint Select Committee on Jobs

From: Bruce M. Reeves, Senate Chairman

I have been invited to testify before the Joint Economic Committee of the Congress of the United States on February 16, in Boston. I call your attention to paragraph 4 of the enclosed letter and would appreciate receiving from you instructions concerning any points you wish included in my testimony based on the Committee's first report to the Legislature and the work done by the Committee since September.

If there are any minority positions I am willing to include them in my testimony.

This material will also be used in the preparation of the Committee's final report to the Legislature.

PLEASE NOTE:

This is a reminder that there will be a meeting of the Joint Select Committee on Jobs today, Thursday, February 12, At 1 P.M. in room 714 of the State Office Building. Please make every effort to be present. There will be proposed legislation to discuss and vote upon.

SENATE

BRUCE M. REEVES, KENNEBEC, CHAIRMAN
PETER W. DANTON, YORK
HAYES E. GAHAGAN, ARDOOSTOOK

ROSLYN DANSKY, COMMITTEE ASSISTANT



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RICHARD H. PIERCE, WATERTOWN
LENA C. DURGIN, KITTERY

STATE OF MAINE

ONE HUNDRED AND SEVENTH LEGISLATURE

JOINT SELECT COMMITTEE ON JOBS

NOTICE:

THERE WILL BE A MEETING OF THE JOBS COMMITTEE ON MONDAY,
MARCH 8, AT 1:30 P.M., IN ROOM 714, STATE OFFICE BUILDING.
THE PURPOSE OF THE MEETING WILL BE TO ASSIGN RESPONSIBILITY
FOR PRESENTING THE BILLS DRAFTED BY THE JOBS COMMITTEE.

SENATE

BRUCE M. REEVES, KENNEBEC, CHAIRMAN
PETER W. DANTON, YORK
HAYES E. BAHAGAN, ARDOOSTOOK

ROSLYN DANSKY, COMMITTEE ASSISTANT



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STATE OF MAINE

ONE HUNDRED AND SEVENTH LEGISLATURE

JOINT SELECT COMMITTEE ON JOBS

March 9, 1976

Memo

To: Rep. Richard Pierce

From: Roslyn Dansky

At the meeting of the Committee yesterday it was suggested that you would be willing to assist Rep. Connolly and Rep. McKernan present LD 2256, An Act to Require an Annual Governor's report on Employment and the Economy, to the State Government Committee on Thursday, March 11, in Room 114, at 1:30 P.M. I did not list you on the enclosed memo since I was not able to reach you this morning.

SENATE

BRUCE M. REEVES, KENNEBEC, CHAIRMAN
PETER W. DANTON, YORK
HAYES E. GAHAGAN, ARDOSTOOK

ROSLYN DANSKY, COMMITTEE ASSISTANT



HOUSE

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STATE OF MAINE

ONE HUNDRED AND SEVENTH LEGISLATURE

JOINT SELECT COMMITTEE ON JOBS

March 9, 1976

MEMO

Re: Legislation submitted by the Jobs Committee.

Listed below are the names of the Committee members who will attend the hearings and help to present the bills.

LD 2257 Resolve Requiring Planning for Expansion of Wood Harvesting Programs.

Thursday, March 11, Room 710 - Sen. Hayes Gahagan

LD 2256 An Act to Require an Annual Governor's Report on Employment and the Economy.

Thursday, March 11, Room 114 - Rep. Laurence Connolly
Rep. John McKernan

LD 2255 An Act to Require the Employment Service to Provide Services to High School Students.

Unscheduled

Sen. Bruce Reeves
Rep. Harland Goodwin
Rep. Peter Curran

~~LD 2254~~ An Act Relating to Temporary Alien Labor

Unscheduled

Rep. Laurence Connolly
Rep. Richard Davies

LD 2260 An Act to Establish a Maine Community Jobs Act

Unscheduled

Sen. Bruce Reeves and
all interested members



State of Maine
Senate Chamber
Augusta, Maine 04330

JOINT SELECT COMMITTEE ON JOBS

May 21, 1975

MEMO

To: Members of the Joint Select Committee on Jobs

From: Bruce M. Reeves

Subject: Meetings of the committee.

1. There will be a meeting of the committee on Thursday, May 22, at 2:00 P.M. in room 436 of the State House.
2. There will be a meeting with William Spring, Director of the Boston University Regional Institute, on Tuesday, May 27 in room 109, State Office Building, at 1:00 P.M. We will be meeting with Mr. Spring on an informal basis at 9:00 A.M. also.
3. There will be a meeting with Jim Feldsman, a manpower specialist from Washington and a member of the President's Committee on Youth, on Thursday, May 29, at 1:00 P.M. in room 109, State Office Building. We will also be meeting with Mr. Feldsman informally at 9:00 A.M.



State of Maine
Senate Chamber
Augusta, Maine 04330

JOINT SELECT COMMITTEE ON JOBS

May 21, 1975

MEMO

TO: Members of the Committee on Jobs.

FROM: Bruce Reeves

The first task of the committee in drawing up its initial proposal to the Legislature will be to make a list of recommendations in the following categories:

1. Job programs that can be implemented immediately - with possible sources of funding.
2. Emergency legislation to be proposed for this session to create jobs or facilitate the development of job programs immediately.
3. Proposals for summer youth programs - with possible funding sources.
4. Proposals for state assistance to private business and industry to create jobs.
5. Proposed taxes for job creation programs.
6. Recommendations for changes in existing state job programs.
7. Recommendations for priorities of projects for public service jobs such as services for the elderly, housing rehabilitation, public transportation, roads etc.
8. Study projects for job development programs to be conducted this summer and fall.
9. Recommendations to state and local agencies to shift budget priorities in favor of job intensive programs.
10. Recommendations for changes in unemployment compensation.
11. Ideas for experimental and demonstration job projects.
12. Recommendations for special training programs resulting in jobs.

Joint Select Committee on Jobs

Outline of meeting held 5/22/75. Subject - Job Report

1. Strong statement about job situation in Maine over the next five years.
2. What jobs need to be done - such as roads, housing rehabilitation, etc. - guidelines for public service jobs - not make work
3. Formation of a State Jobs Committee - a new structure to
 - a. establish priorities for jobs to be done - areas of unemployment and skill priorities
 - b. establish guidelines for the formation of local manpower councils
 - c. coordinate funds and programs of the state government
 - d. seek new funds (such as federal)
 - e. reform CETA
4. Establish guidelines for local organizations which want to develop and operate jobs programs. Consider the Canadian Local Initiative Program.
5. Strong statement on need for taxes for jobs.
6. Investigate labor from Canada - what are conditions, complaints.
7. Ask for annual economic report from the Governor. What is the job situation and what is his office doing about it. First public Governor's report next January.
8. Set priorities for new taxes - jobs.
9. An unemployment compensation - CETA jobs fund. Possibly an emergency bill for a demonstration project.
10. Studies
 - a. Unemployment compensation laws.
 - b. Bonded labor program.
 - c. Further priorities for public works - possibly through private contractors.
11. Introduce CDC Bill to finance locally initiated industry.
12. Bond issue to raise money for jobs.

Joint Select Committee on Jobs

May 28, 1975

Memo

To: Members of the Joint Select Committee on Jobs

From: Bruce Reeves

According to the charter of the committee the first report of the committee to the legislature is due May 30. The report will not be ready for presentation until the week of June 2. I am enclosing an outline of the proposed report. The committee will be meeting on Thursday, May 29 at 1:00 P.M. in room 109 of the State Office Building to discuss the report. If you have any further input this will be the time to present it.

HEARINGS

Schedules

Letters



State of Maine
Senate Chamber
Augusta, Maine 04330

PUBLIC HEARING

JOINT SELECT COMMITTEE ON JOBS

Tuesday, May 6, 1975, 7:00 P.M. in the auditorium of Public
Safety Headquarters, 109 Middle St., Portland, Maine

Agenda

Public Service Jobs

1. CETA and other state employment programs.
2. State priorities for public service jobs and
WPA-type projects.
3. Generating more jobs with state funds.
4. Testimony from the public.



State of Maine
Senate Chamber

Augusta, Maine 04330

JOINT SELECT COMMITTEE ON JOBS
Sen. Bruce M. Reeves, Chairman

April 21, 1975

Mr. William Kolberg
Asst. Sec. of Labor for Manpower
Manpower Affairs
Dept. of Labor
Washington, D.C.

Dear Mr. Kolberg:

As the chairman of the new Maine legislative Joint Select Committee on Jobs I wish to invite you to testify as an expert witness in the area of federal programs for public service jobs and job training at a public hearing of the committee. The hearing will be held on the evening of May 6, 1975 in Portland, Maine.

The Committee on Jobs will be holding public hearings throughout this spring with the intent of proposing legislation on priorities for Maine's public service jobs program and to generate new jobs through efforts of state government in cooperation with private industry. The hearings will concentrate on the severity of unemployment in Maine and its likely course: the unemployment insurance program and recommended improvements: public service jobs and job training programs: and efforts by industry and labor to create jobs.

We would appreciate a short ten to fifteen minute presentation and would very much like to have a paper with a more detailed analysis concerning the area you will be discussing for further study by the committee. In addition we expect members of the committee may have questions for the witnesses.

Your participation in this hearing will be most important and we hope you will be able to attend as we begin to expose and deal with this most serious of Maine's problems.

Sincerely,

Bruce M. Reeves
State Senator, Dist. 20

cc. Prof. John Donovan



State of Maine
Senate Chamber

Augusta, Maine 04330

Joint Select Committee on Jobs
Senator Bruce M. Reeves, Chairman

April 22, 1975

Dear Commissioner:

The new Joint Select Committee on Jobs will be holding its third hearing on Tuesday, May 6, 1975. The topic for this hearing will be the area of public service employment programs. In particular we will be dealing with the following tasks:

1. an examination of the effectiveness and efficiency of the present employment programs of the state, including CETA, the state employment service, job bank, youth programs and On-the Job Training programs;
2. an examination of the state budget for ways to generate more public service jobs by shifting budget priorities;
3. the establishment of priorities for the use of public service jobs under the CETA program to assure that real needs are being served and that jobs are being distributed fairly. Priorities to be considered might include homemaker services for the elderly, rural road services, environmental clean-up, community gardens, food production projects, rail service from Portland to Bangor and rehabilitation of substandard housing.

We would like to hear from you as to what you consider to be priorities for the use of public service jobs or projects to be sponsored by your department. We hope we may call upon you to give testimony if we should find it helpful for the hearing.

Sincerely,

Bruce M. Reeves
State Senator, Dist. 20

BMR/rd

Commissioners

✓ Commissioner Maynard C. Doloff
Dept. of Agriculture
State Office Building
Augusta

tel. 3871

✓ Commissioner ^HSawin Millett
Dept. of Educational & Cultural Services
State Office Building
Augusta

tel. 2321

✓ Commissioner Roger Mallar
Dept. of Transportation
State Office Building
Augusta

tel 3551

✓ Commissioner David Smith
Dept. of Health & Welfare
221 State St.
Augusta

tel 2736

✓ Commissioner Maynard Marsh
Dept. of Inland Fisheries & Game
284 State St.
Augusta

tel. 3371

✓ Commissioner Emilien Levesque
Dept. of Manpower Affairs
20 Union St.
Augusta

tel. 3814

✓ Commissioner John Rosser
Dept. of Mental Health & Corrections
State Office Building
Augusta

tel. 3161

✓ Commissioner Hadley Atlass
Dept. of Commerce & Industry
Amherst St.
Augusta

tel. 2656

✓ Commissioner Donaldson Koons
Dept. of Environmental Protection
State Office Building
Augusta

tel. 2811

Commissioner Spencer Apollonio
Dept. of Sea + Shore Fisheries
Capital Shopping Center

also
Timothy Wilson, Director
Maine Office of Economic Oppor.
193 State

Joint Select Committee on Jobs
Sen. Bruce M. Reeves, Chairman

April 22, 1975

Commissioner David Smith
Dept. of Health & Welfare
221 State St.
Augusta, Maine 04330

Dear Commissioner Smith:

The new Joint Select Committee on Jobs will be holding its third hearing on Tuesday, May 6, 1975. The topic for this hearing will be the area of public service employment programs. In particular we will be dealing with the following tasks:

1. an examination of the effectiveness and efficiency of the present employment programs of the state, including CETA, the state employment service, job bank, youth programs and On-the-Job Training Programs;
2. an examination of the state budget for ways to generate more public service jobs by shifting budget priorities;
3. the establishment of priorities for the use of public service jobs under the CETA program to assure that real needs are being served and that the jobs are being distributed fairly. Priorities to be considered might include homemaker services for the elderly, rural road services, environmental clean-up, community gardens, food production projects, rail service from Portland to Bangor and rehabilitation of substandard housing.

As Commissioner of Health & Welfare we would like to hear from you as to what you consider to be priorities for the use of public service jobs or projects to be sponsored by your department. We would also appreciate your testimony in this matter if that would be possible.

Sincerely,

Bruce M. Reeves
Senator
District 20

BMR/cw

STATE OF MAINE
DEPARTMENT OF TRANSPORTATION

STATE OFFICE BUILDING

AUGUSTA, MAINE

04330

mdot

ROGER L. MALLAR
Commissioner

April 24, 1975


Hon. Bruce M. Reeves
State Senate
State House
Augusta, Maine 04330

Dear Senator Reeves:

This will acknowledge your letter of April 22, 1975 advising of a hearing in regard to job opportunities in public service programs.

I would be pleased to provide information at your hearing, as requested. I would appreciate very much being advised as to the time and place of the hearing so that I can plan my time for May 6th.

Very truly yours,


Roger L. Mallar
Commissioner

RLM/b

JOINT SELECT COMMITTEE ON JOBS
Senator Bruce M. Reeves, Chairman

April 25, 1975

Commissioner Roger L. Mallar
Department of Transportation
State Office Building
Augusta, Maine

Dear Commissioner Mallar:

Thank you very much for your prompt reply to my letter of April 22, 1975 and your agreement to testify at our hearing on public service jobs. The hearing will be held at 7:00 P.M., Tuesday, May 6, 1975 in the auditorium of Public Safety Headquarters, 109 Middle St., Portland, Maine.

We would appreciate a short five to ten minute oral presentation and would very much like to have a paper with a more detailed analysis for further study by the committee. We expect members of the committee will have questions for the witnesses.

Your participation in this hearing is most appreciated and we look forward to your attendance as we begin to study and deal with ways to generate more jobs in the public service area.

Sincerely,

Bruce M. Reeves
State Senator, Dist. 20

enc.

BMR:rd



STATE OF MAINE

Department of
Educational and Cultural Services

AUGUSTA, MAINE 04330

2321

April 28, 1975

Senator Bruce M. Reeves, Chairman
Joint Select Committee on Jobs
State of Maine
Senate Chamber
Augusta, Maine 04330

Dear Senator Reeves:

Thank you for your letter of April 22, 1975 informing me of the May 6th hearing by your committee on public service employment programs.

The Department of Educational and Cultural Services has been the state sponsor of the In-School Neighborhood Youth Corps program since its inception in 1965. This program is for in-school youth who come from economically disadvantaged families.

In March of this year we submitted to the CETA office a proposal for the continued funding of this program for school year 1975-76.

We consider the program of high priority and will be represented at the May 6th meeting to testify.

Sincerely,

A handwritten signature in cursive script, reading "H. Sawin Millett, Jr.".

H. Sawin Millett, Jr., Commissioner
Department of Educational and
Cultural Services

HSM:aj



Four seasons for Me.

JOINT SELECT COMMITTEE ON JOBS
Senate Chairman Bruce M. Reeves
House Chairman Laurence E. Connolly

May 2, 1975

Mr. Louis Sepulveda
Regional Director for Manpower
Department of Labor
Room 1703
John F. Kennedy Building
Government Center
Boston, Mass. 02203

Dear Mr. Sepulveda:

As chairman of the new Maine legislative Joint Select Committee on Jobs I wish to invite you to testify as an expert witness in the area of federal programs for public service jobs and job training at a public hearing of the committee. The hearing will be held on Tuesday, May 6 at 7:00 P.M. in the auditorium of Public Safety Headquarters, 109 Middle Street, Portland, Maine.

We would appreciate a short ten minute oral presentation and would very much like to have a paper with a more detailed analysis concerning the area you will be discussing for further study by the committee. In addition we expect members of the committee will have questions for the witnesses.

Your participation in this hearing will be most helpful and we hope you will be able to attend as we examine and begin to deal with this most important topic.

Sincerely,

Bruce M. Reeves
State Senator, Dist. 20

enc.

BMR:rd

Third Hearing
May 6
Letters sent to

- ✓ William Spring, Director, B.U. Regional Institute - *whole agenda*
- ✓ Steve Bennett, Director of Public Service Employment - *1 + 2 w/ agenda*
- ~~xxxxxx~~
- ✓ Charles O'Leary, Labor Educ., UMO - *whole agenda*

✓ William Kolberg, Assis. Sec. of Labor for Manpower

Roger Maller, Comm. of Transportation -

Jack Lyons - for currency

Clissa Conger - speech in Action

Luis Sepulveda, Regional Director for Manpower



State of Maine
Senate Chamber
Augusta, Maine 04330

PUBLIC HEARING

JOINT SELECT COMMITTEE ON JOBS

Tuesday, May 13, 1975, 6:30 P.M., Room 109 State Office Building

Agenda

Business and Industry Jobs

1. What the State can do.
2. The job market.
3. Job creation projects.
4. State-industry training programs.



State of Maine
Senate Chamber
Augusta, Maine 04330

JOINT SELECT COMMITTEE ON JOBS

Hearing, Tuesday, May 13, 1975, 6:30 P.M., Room 109

List of Testimony

1. Mr. Frank Piveronas
Director of International Trade & Marketing
Maine Dept. of Commerce & Industry
2. Mr. Thomas Wardrop, representing Associated Industries of Maine
Cianbro Corp.
3. Mr. William E. Hammond, representing Economic Resources Council.
4. Mr. Paul Akeley
Assistant Personnel Director
Bath Iron Works Corp.
5. Mr. Paul Cretian
AFL-CIO On-The-Job-Training

For May 13th hearing

Letters sent to:

Commissioner Hadley Atlass, Dept. of Commerce & Industry

Mr. Akeley, Asst. Personnel Director, Bath Iron Works

Clark Neily, Exec. ^{Director}~~Sec.~~, Economic Resources Council of Maine



State of Maine
Senate Chamber

Augusta, Maine 04330

JOINT SELECT COMMITTEE ON JOBS
Senator Bruce M. Reeves, Chairman

May 1, 1975

Mr. Paul Akeley
Asst. Personnel Director
Bath Iron Works Corp.
Bath, Maine

Dear Mr. Akeley:

As chairman of the new legislative Joint Select Committee on Jobs I am looking forward to your presence as an expert witness in the area of training programs at a public hearing of the committee. The hearing will be held at 6:30 P.M. May 13 in room 109 of the State Office Building. Entrance to the building will be through the Capitol Street doors.

We would appreciate a short five to ten minute oral presentation concerning your experience with and future plans for training programs and we would very much like to have a paper with a more detailed analysis of the area you will be discussing for further study by the committee. In addition we expect that members of the committee will have questions for the witnesses.

Your participation in this hearing will be most important and we hope you will be able to attend as we begin to deal with means of generating more jobs for Maine's labor force.

Sincerely,

A handwritten signature in cursive script that reads "Bruce Reeves".

Bruce M. Reeves
State Senator, Dist. 20

enc.

BMR:rd



State of Maine
Senate Chamber

Augusta, Maine 04330

JOINT SELECT COMMITTEE ON JOBS
Senator Bruce M. Reeves, Chairman

May 2, 1975

Mr. Clark Neily
Executive Director
Economic Resources Council of Maine
57 Exchange Street
Portland, Maine

Dear Mr. Neily:

As chairman of the new legislative Joint Select Committee on Jobs I wish to invite you to testify as an expert witness in the area of job creation projects at a public hearing of the committee. What we are looking for especially is your experience with past job creation projects, information about present programs and any new ideas the Economic Resources Council of Maine is considering to generate jobs for Maine's labor force.

The hearing will be held at 6:30 P.M. May 13 in Room 109 of the State Office Building. Entrance to the building will be through the Capitol Street doors.

We would appreciate a short five to ten minute oral presentation concerning the area you will be covering and we would very much like to have a paper with a more detailed analysis for further study by the committee. In addition we expect that members of the committee will have questions for the witnesses.

Your participation in this hearing will be most important and we hope you will be able to attend as we begin to study and deal with this most serious of Maine's problems.

Sincerely,

Bruce M. Reeves
State Senator, Dist. 20

enc.

BMR:rd



State of Maine
Senate Chamber

Augusta, Maine 04330

JOINT SELECT COMMITTEE ON JOBS
Senator Bruce M. Reeves, Chairman

May 1, 1975

Commissioner Hadley Atlass
Maine Dept. of Commerce and Industry
State Office Building
Augusta, Maine

Dear Commissioner Atlass:

As chairman of the new legislative Joint Select Committee on Jobs I wish to invite you to testify as an expert witness in the area of what the state can do to generate jobs at a public hearing of the committee. The hearing will be held at 6:30 P.M. May 13 in room 109 of the State Office Building. Entrance to the building will be through the Capitol Street doors.

We would appreciate a short five to ten minute oral presentation concerning plans the state has or is considering which could result in jobs for Maine's labor force and we would very much like to have a paper with a more detailed analysis of the area you will be discussing for further study by the committee. In addition we expect that members of the committee will have questions for the witnesses.

Your participation in this hearing will be most important and we hope you will be able to attend as we begin to deal with this most serious of Maine's problems.

Sincerely,

A handwritten signature in cursive script that reads "Bruce M. Reeves".

Bruce M. Reeves
State Senator, Dist. 20

enc.

BMR:rd



State of Maine
Senate Chamber
Augusta, Maine 04330

PUBLIC HEARING

JOINT SELECT COMMITTEE ON JOBS

Friday, May 16, 1975, 2:30 P.M., Room 109 State Office Building

Agenda

Citizens Recommendations For Jobs

1. Alternative Programs for Jobs.
2. Community Priorities.
3. Strategy for Full Employment in Maine.

STATEMENTS, TESTIMONY, ETC. BY SENATOR REEVES

Testimony by State Senator Bruce M. Reeves, Pittston, Maine
before the Joint Economic Committee of the U.S. Congress,
February 16, 1976, Boston, Mass.

MR. CHAIRMAN and members of the Joint Economic Committee, my name is Bruce Reeves and I am a State Senator from District 20 in the State of Maine, and Senate Chairman of the Maine Legislature's Joint Select Committee on Jobs. I appreciate this opportunity to be heard this afternoon because I want you to know that if, in fact, there is a national recovery going on somehow Maine has been left out of it.

I read in the news that the jobs situation is looking up around the country, but this is hardly the case in Maine. Ten percent of our work force is unemployed today and our State officials predict this problem is still getting worse. Higher unemployment is expected this month and next. An even larger percentage, perhaps over 20%, are underemployed: they can only get part-time jobs, or they work full time at poverty wages or can't find work in the trade they spent years learning. So overall, nearly one-third of our workers can't make it.

As for unemployment benefits, the policy of "extended" benefits may be helpful for some, but for too many the effect has been like getting hooked on drugs. It's a dead end policy and people who push it instead of jobs are really "pushers". When those eligible have exhausted all such benefits, they have nowhere to go except town welfare --- if they can get it.

Family counsellors have told our Committee about some unemployed who try to "work out" their problem with alcohol, divorce and beating their children. It is worse for the middle-aged worker who finds that long-term unemployment means the end of his work life.

The Maine Jobs Committee was formed last Spring when our unemployment rate was 12.2%. In our public hearings, experts told us to expect very little improvement over the next five years.

We found that our State Unemployment Compensation Fund was broke and our unemployment offices were so crowded that some had to be moved to National Guard armories.

At the same time, town officials, businessmen and even the unemployed themselves testified that there was a lot of work to be done, necessary work, such as taking care of our elderly, our children, our roads, parks, dams, and even restoring railroad passenger service which we haven't had in Maine since 1966. Furthermore, most of the unemployed workers are both willing and able to do this important community work. Quite rightly, many felt very sour and resentful about a system that paid people not to work when there is so much to do.

As a result of these hearings and my work on the Maine Jobs Committee, my own conclusion is that we desperately

need a federal guarantee for a job for every person in Maine and in America who is willing and able to work. Senator Humphrey, I enthusiastically endorse your efforts in this matter and in particular HR 50, the Hawkins-Humphrey Bill. I wish it were in operation today.

But as the situation does not improve in Maine and as more of our workers exhaust unemployment benefits - which in Maine averages \$54 per week - our Jobs Committee has been struggling to develop a State-based program for community jobs while we wait for deliverance from Washington.

This plan, to put the unemployed to work in a local WPA and CCC type of program is a popular idea in Maine. I would guess that 90% of our people favor this approach.

To lay out such a program, we invited our neighbor to the north, the Manpower Director from the Province of New Brunswick, to explain Canada's very successful Local Initiative Program which allows unemployed people and local organizations to plan their own jobs for community betterment. Maine and New Brunswick are very similar in size and style and the success of their program was proof to us that, given the chance, people would rather work than accept handouts.

But as we tried to apply that principle to our situation in Maine, we found that the existing federal programs were in

fact too inflexible and too insensitive to meet our local needs and priorities.

Let me give you two examples:

One approach developed by our Committee was a program that would allow an unemployed person to contribute his unemployment compensation check to a community jobs fund and in return receive a job in a project that would benefit that person's community. Our plan was to supplement the fund with other federal and State job monies so as to provide a decent wage and make that worker a taxpayer again.

This program would be purely voluntary. In no way would it interfere with a worker's rights to unemployment compensation. Our Committee's proposal received broad support in the Legislature, among State government officials, labor leaders, business people, community organizations and even among the unemployed themselves. It seemed to be perfectly suited for the tremendous desire of people in our State to earn a day's pay for a day's work, and we feel that it could be applied nationally as well. But just as we got enthusiastic and ready to go, we got a letter from some bureaucrat in Washington who gave us 4 single-spaced pages of why you can't do that.

In another matter, Maine woodsmen, who are the working force of our State's largest employers, complained to us that there were no jobs for them despite the economic well-being of our great paper companies with their incredibly

high profits. As we investigated we found hundreds of Canadian laborers, under the so-called Bonded Labor Program, working in our woods and taking home wages that should have gone to our people.

The Maine woodsmen say that the big paper companies - which are all multi-national conglomerates - and their contractors are using Canadians to keep Maine wages down, to discourage potential American workers by favoring Canadians, and to avoid the medical costs usually associated with this dangerous work since the Canadians have national health insurance. Too often our Maine woods are cut by Canadians, the logs are carried to Canada by Canadian trucks, processed by Canadian mills and then shipped by Canadians again to be sold in U.S. markets. So our State is just getting stumpage money. That's about \$7 or \$8 a cord.

When our State employment officials tried to respond to the woodsmen's complaints they also received letters like the one I got - from bureaucrats telling them why nothing could be done. Presumably, the federal law was there to protect our workers but, according to these government letters, there was no way to enforce it.

My conclusion is this: Maine people want jobs, not handouts. It is a human tragedy that Maine spent 79 million dollars last year to keep Maine workers out of work and that we can't use any of that money to let people work.

A man from Benton, Maine told me of his experience of being on unemployment for 6 months. He fought constantly with his wife and four children while he was receiving an unemployment check of \$74 a week. Finally in desperation he found a job in Pittsfield at \$90 a week. His take-home pay was \$79 a week, but his transportation costs to get to the job were \$15 a week so that he ended up with only \$64, but he was proud to tell me he was working. And he told me that he wasn't fighting with his wife any more. In a way it's a sad story, but it did give me some hope. People want to work. The work ethic is still alive.

ADDITIONAL TESTIMONY REGARDING THE
ALIEN LABOR PROGRAM IN MAINE PRE-
SENTED BY STATE SENATOR BRUCE REEVES,
MONDAY, FEBRUARY 16, 1976, BEFORE THE
JOINT ECONOMIC COMMITTEE OF THE
UNITED STATES CONGRESS.

ALIEN LABOR PROGRAM

The requirements for using temporary foreign labor in agriculture and the logging industry are found in the Code of Federal Regulations, specifically 8 CFR 214.2 (h) (2) (ii). United States Immigration and Naturalization Service requires in support of a petition for the admission of an alien to perform certain temporary services or labor that a certification from the Secretary of Labor or his designated representative be provided stating that qualified persons in the United States are not available and the use of aliens will not adversely effect wages and working conditions of workers in the United States similarly employed. The requirements for this certification are found in 20 CFR 602.10, "Certification and Use of Temporary Foreign Labor for Agriculture and Logging Employment."

I would like to address myself to the latter, 20 CFR 602.10. Though these regulations state in detail what an employer must do to be granted a certification and cover such areas as filing a job order with the State Employment Service, offering such employment to U. S. workers, have proper housing, offer a contract to all workers describing the conditions of employment, and guarantee each worker an opportunity for employment for at least three fourths of the work period stated in the contract, the regulations also state that the Secretary of Labor shall set wage rates in order to prevent an adverse effect upon U. S. workers.

These regulations on the surface would appear to provide U. S. workers with adequate protection that should eliminate and adverse effect on working conditions, wages, and other instruments that the presence of a foreign work force might present; however, it would appear that the only authority present under these regulations are: (1) that the Department of Labor can refuse a certification prior to the approval of a petition granted by the United States Immigration and Naturalization Service, or (2) deny a subsequent petition if an employer or an association has not complied with the regulations.

What we have then, is almost five pages in small print dealing with procedures, but completely lacking any authority for enforcement. The State Employment Service in Maine, attempting to follow these procedures, especially the section dealing with wage rates, has found several employers in violation of not paying the prevailing rates as established by the Secretary of Labor. I would like to address myself to three such cases. The first case found 34 workers who had been underpaid over \$2600; the second case finds 64 employees who had been underpaid over \$12,800; and the third case finds 21 employees who were not paid the three quarters guarantee which would have amounted to over \$54,000.

The Maine State Employment Service on December 30, 1975, advised the Department of Labor of two of these violations and requested the Department to take legal action to obtain the wages due these workers. On January 15, 1976, the Maine Agency was advised by the Department, and I will quote in part ".....I regret to inform you that the authority of the Department of Labor is limited to the denial of certification for temporary foreign labor to those employers who have failed to comply with regulations (CFR 602.10; Title 20)."

I submit that the \$69,400 of underpayment to Maine workers is a serious violation and the lack of authority to prosecute the violators constitutes an adverse effect on Maine's woodworkers.

Another issue I would like to address is the Department of Labor's recent interpretation of what worker groups are included or excluded in determining adverse effect. Paragraph 602.10d(1) states that the Regional Manpower Administrator of the Manpower Administration may issue a certification if he finds ".....that the employment of such workers (aliens) will not adversely affect the wages and working conditions of domestic workers similarly employed". Major paper companies and wood buyers grant larger contracts for lumber to users of alien labor and limit contracts to smaller contractors in various sections of the State. As a result, many small contractors have had to lay off domestic workers. In response to a question whether this practice constitutes an adverse effect, the Department of Labor responded by stating that the determination of adverse effect must be applied to employees and not contractors or subcontractors.

In Maine, we have had many small woods contractors go out of business because they have not been able to obtain woods contracts. I suggest that the preferential awarding of contracts to users of aliens constitutes an adverse effect on small woods contractors and that they should be considered as a significant impact group.

I would ask, that this Committee or the Congress take the necessary steps to ensure that full protection is afforded to U. S. workers in all areas that must use temporary foreign workers. I believe that the Committee or Congress should review the U. S. Labor Department's role under this program with a view towards either strengthening that role or placing the responsibility for enforcement in another department of the Federal Government. I believe that the possibilities of State enforcement or Federal/State responsibilities should also be explored, so conditions such as we find existing in Maine can be eliminated.

PRESS RELEASES

April 17, 1975

107th Legislature

Joint Select Committee on Jobs

Sen. Bruce M. Reeves, D-Pittston
Chairman

Rep. Laurence E.
Connolly, Jr.
D-Portland, House Chairman

AUGUSTA--

The severity of unemployment in Maine and its related problems will be the agenda of the first public hearing of the legislative Joint Select Committee on Jobs chaired by Democratic Sen. Bruce Reeves, Pittston. Expert and public testimony is scheduled, including Department of Manpower Affairs research director Raymond Fongiemie, Health and Welfare Commissioner David Smith, and Bowdoin College economist David Vail. The 7 p.m. hearing will be in Room 109 of the State Office Building here Tuesday, April 22.

"The public is invited to attend and testify at all the hearings of the jobs committee," said Reeves. "We first have to lay out the problems and how bad the situation is," The effects of the national economy on Maine employment, the severity of unemployment in Maine, and the problems and pressures on public assistance programs resulting from unemployment are the key areas at the first hearing. Rep. Laurence Connolly, D-Portland, House Chairman of the committee, added that "We know that unemployment solutions do not end with unemployment compensation, that there are other effects on the community and on people themselves who have worked all their lives and find themselves out of work".

In upcoming weeks, the committee will zero in on the effectiveness of the public service jobs program in Maine, deal with proposals from both business and labor concerning unemployment, examine the state budget for ways to generate

more jobs, and develop approaches to revising unemployment compensation procedures and services.

Reeves said the committee may hold hearings in Portland and Bangor, possibly in York and Aroostook Counties. "We have got to have people who are familiar with the problem testify, both the experts and the public.

Members of the jobs committee in addition to Reeves and Connolly, are: Sen. John B. Roberts, R-Sanford, Sen Peter Danton, D-Saco, and Sen. Hayes Gahagan, R-Caribou and Representatives Harlan Goodwin, Jr. D-South Berwick, James E. Flanagan, D-Portland, Peter Curran, D-South Portland, Richard Davies, D-Orono, Richard Pierce, R-Waterville, John McKernan, R-Bangor, and Lena Durgin, R-Kittery.

April 24, 1975

107th Legislature

Joint Select Committee on Jobs

Sen. Bruce M. Reeves, D-Pittston
Chairman

Rep. Laurence E. Connolly, Jr.
D-Portland, House Chairman

AUGUSTA...

Federal and state experts will testify on the effectiveness and inadequacies of unemployment benefits at a public hearing of the new Committee on Jobs next Tuesday, April 29 State Senator Bruce Reeves announced today.

The 7:00 P.M. hearing will be in Room 109 of the State Office Building.

The testimony scheduled includes U.S. Department of Labor representative William Belanger, Assistant Regional Manpower Administrator of the Office of Unemployment Insurance, Maine Department of Manpower Affairs Commissioner Emilien Levesque, Director of Unemployment Compensation for the Manpower Affairs Department William Harris, Mr. Ben Dorsky speaking for labor and a representative of the Associated Industries of Maine.

"The public is invited to attend and testify," said Reeves, "particularly those who have something to say about how we can effect changes. Only by gathering information from all possible sources can we develop approaches to revising unemployment compensation procedures and services." The key area at this hearing will be the effectiveness and inadequacies of the present unemployment insurance programs, its fund level and areas in which the program can be improved.

In coming weeks the committee will be conducting hearings on the public service jobs program in Maine, proposals from both business and labor concerning unemployment, and will examine the state budget for ways to generate new jobs.

Members of the jobs committee in addition to Reeves and House Chairman Laurence E. Connolly, Jr. D-Portland are: Sen. John B. Roberts, R-Sanford, Sen Peter Danton, D-Saco, and Sen. Hayes Gahagan, R-Caribou and Representatives Harlan Goodwin, Jr. D-South Berwick, James E. Flanagan

D-Portland, Peter Curran, D-South Portland, Richard Davies, D-Orono, Richard Pierce, R-Waterville, John McKernan, Jr. R-Bangor, and Lena Durgin, R-Kittery.

May 1, 1975

107th Legislature

Joint Select Committee on Jobs

Sen. Bruce M. Reeves, D-Pittston
Chairman

Rep. Laurence E. Connolly, Jr.
D-Portland, House Chairman

AUGUSTA--- Maine's public jobs program and possible WPA projects will be examined by the new Legislative Select Committee on Jobs in a hearing next Tuesday in Portland. The committee is gathering testimony for proposals to relieve Maine's current unemployment crisis which is reported to affect nearly one-third of the state's entire labor force, according to committee Senate Chairman Bruce Reeves, D-Pittston.

Experts in the area of CETA (Comprehensive Employment Training Act) and other employment programs of the state will be in Portland Tuesday night, May 6, to testify before the committee it was announced today by Rep. Laurence E. Connolly, Jr., D-Portland, House Chairman.

The agenda will focus on an examination of the effectiveness and efficiency of the present employment programs of the state, including CETA, and a study of the state budget for ways to generate more public service jobs by shifting budget priorities.

The chairmen said the Jobs Committee wants to establish priorities for the use of public service jobs under the CETA program to assure that real needs are being served and that jobs are being distributed fairly. The intent of this and future hearings is to generate new

May 1, 1975

Page 2

jobs through efforts of state government in cooperation with private industry. Testimony by Maine's business leaders is being scheduled for next week.

May 8, 1975

107th Legislature

Joint Select Committee on Jobs

Sen. Bruce M. Reeves, D-Pittston
Chairman

Rep. Laurence E. Connolly
D-Portland, House Chairman

AUGUSTA--- The Joint Select Committee on Jobs will hear from industry and business leaders on the outlook for the job market, job creation projects and State-industry job training programs at a public hearing in Augusta next Tuesday, it was announced today by Committee Chairman, Senator Bruce M. Reeves, D-Pittston.

The 6:30 P.M. hearing will be held in Room 109, State Office Building, Tuesday, May 13 and the public is invited to attend and testify. Representatives from the Associated Industries of Maine, Economic Resources Council, Bath Iron Works Corp. and the Maine Department of Commerce and Industry are among those who will testify. The committee is also soliciting ideas and proposals for community priority projects.

The committee is nearing the end of its first round of public hearings on the unemployment crisis and ways to generate new jobs for Maine's labor force. It is scheduled to present a first report on its findings to the legislature before adjournment of the Regular Session in June.

The last of this series of hearings is being planned for the end of next week when citizens' recommendations for job creation will be heard. The committee has been receiving many letters from the public with ideas for worthwhile jobs and all types of construction projects which could also benefit the community. Reeves and House Chairman Laurence E. Connolly, D-Portland will welcome all suggestions from interested citizens.

May 14, 1975

107th Legislature

Joint Select Committee on Jobs

Sen. Bruce M. Reeves, D-Pittston
Chairman

Rep. Laurence E. Connolly
D-Portland, House Chairman

AUGUSTA--- A people's public hearing of the Joint Select Committee on Jobs will seek citizens' recommendations for ways to generate more jobs for the state's unemployed and underemployed, it was announced today by Bruce M. Reeves, D-Pittston, Senate Chairman of the committee. The hearing will be held at 2:30 P.M., Friday, May 16 in room 109 of the State Office Building, Augusta.

Reeves said he expects unemployed workers including pulpcutters, textile and shoe workers, ex-convicts and white-collar workers to tell their story and ideas for jobs. Residents from Washington County with one of the State's highest unemployment rate (17.7%) will also be represented before the panel.

The committee has been studying the unemployment crisis in Maine and is looking into all methods of producing more jobs for Maine's people. Friday's hearing will be a forum at which anyone with ideas on alternative programs for jobs, community priorities or a strategy for full employment in Maine can be heard.

The Jobs Committee is scheduled to present an initial report of its findings to the legislature before adjournment. Reeves and House Chairman of the committee Rep. Laurence E. Connolly, D-Portland said they are hoping for a good public response to their invitation to attend and speak at Friday's hearing.

The hearing will also focus on the establishment of community projects similar to the WPA and CCC during the 1930's. Among priorities which have already been discussed are improving transportation in the state, cleaning up rivers, building and maintaining roads, putting retired farm lands back into production and building and rehabilitating housing.

At previous hearings the committee has heard testimony from federal, state, industry and labor experts in the areas of the severity of unemploy-

May 14, 1975

page 2

ment in Maine, the unemployment compensation program, public service jobs under CETA and industry's recommendations for job creation.

June 6, 1975

Joint Select Committee on Jobs
107th Legislature

Senate Chairman, Bruce M. Reeves ,
D-Pittston

House Chairman, Laurence E.
Connolly, Jr., D-Portland

SUMMARY OF FINDINGS AND RECOMMENDATIONS

The first report of the Joint Select Committee on Jobs called for turning unemployment programs into employment programs.

The Committee said that the government is spending \$8,000 per year to maintain a worker who is unemployed. At the same time there are many jobs that need to be done in Maine. The Committee proposes that the money spent on unemployment compensation and other programs for the unemployed should be aimed at giving useful jobs to the unemployed.

The Committee has concluded that although the national economic picture may improve somewhat, all indications are that unemployment will remain high in Maine for the rest of the 1970's. Therefore, the State should set its priorities so that the maximum number of jobs is created from State policies and programs.

The Committee has already identified a number of areas where as many as 8100 jobs could be created within the next year. These include:

1. A shift in emphasis in the use of Federal funds under the CETA and On-The-Job Training programs.
2. A program whereby unemployment compensation would be used to create jobs for people now being paid to be out of work.
3. An intensive effort to attract Maine people to jobs in the timber industry now going to foreign workers.
4. Reorganizing several existing State programs to increase the number of jobs generated.
5. A plan to match high school students with unfilled jobs in the Maine Job Bank.
6. Maximizing impact of Federal funds by combining CETA jobs with

Federal and State construction funds. To the extent possible, these projects would be completed through existing agencies and private industry and business.

The Committee said that it received many good ideas and recommendations from the Maine citizens who contacted it over the past two months. It has concluded that priorities under the CETA and other public service job programs should be set by citizens who live in the communities where the work is to be done. It proposes that citizens groups and local governments be encouraged to determine what kinds of jobs need to be done in their communities and that they be encouraged to sponsor local job projects.

The Committee also proposed the establishment of a high-level Emergency Commission on Jobs to be appointed by the Governor to implement recommended actions and to direct Maine's efforts to create jobs.

In addition, the Committee said that there are a number of other possibilities for creating jobs that it will explore further and report back to the Legislature at the Special Session in January. These include special State financed public service jobs, tax incentives and grants for business to create new jobs, and State financing of special community development businesses that serve Maine needs.

June 6, 1975

Joint Select Committee on Jobs
107th Legislature

Senate Chairman, Bruce M. Reeves ,
D-Pittston

House Chairman, Laurence E.
Connolly, Jr., D-Portland

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FOR RELEASE December 11, 1975, A.M.

For further information call
Sen. Bruce Reeves at 289-3601
or 582-5236

New Brunswick's manpower commissioner will visit Augusta on Friday to testify before the Legislature's Joint Select Committee on Jobs on Canada's successful efforts to create public jobs for the unemployed, Committee Chairman Sen. Bruce Reeves announced today.

Guy Thibodeau, provincial manager of the Canadian Local Initiative Program, will detail his government's job creation operations which have put some 238,000 unemployed to work in over 20,000 different projects. All projects are initiated at the local level by local governments or non-profit organizations.

The Jobs Committee will hear testimony Friday, December 12, on its proposal to convert unemployment compensation funds and CETA money into a similar public jobs program in Maine, beginning at 9:30 A.M. in the Legislative Council Room at the State House, Reeves added.

Reeves said that the Jobs Committee proposal was partly based on Canada's ability to localize planning and operation of the public projects, in contrast to the present guidelines of CETA which are set in Washington D.C.

Under Canada's program, the net cost to taxpayers for unemployment is minimized as unemployment insurance payments are reduced, unemployment insurance premiums are increased, welfare expenditures are lowered and income tax revenues are increased.

The visit by Thibodeau was arranged through Mr. Maurice Beauparlant, director of Maine's Office of Canadian Affairs.

Special Session 107th Maine Legislature

February 26, 1976

FOR IMMEDIATE RELEASE

For further information call
Sen. Bruce Reeves

289-3601

or

home 582-5236

An act to provide 6,000 to 10,000 short-term jobs in local community improvement has been presented to the Legislature by the Joint Select Committee on Jobs, it was announced today by Chairmen Senator Bruce Reeves, (D. Pittston) and Representative Laurence Connolly (D. Portland) .

The job fund created by the legislation would total over \$25 million, mostly from existing programs, and is expected to create between 6,000 to 10,000 WPA-type jobs for Maine's unemployed and underemployed workers.

Money for the jobs will come from existing federal grants to Maine, supportive services to be provided by state agencies and by a 4% increase in taxes on corporate profits in excess of \$25,000 for one year.

The new jobs program would allow unemployed workers to assign their unemployment money to the jobs fund and receive a salaried job on a community project at prevailing wages.

However, Reeves said that this section will not be implemented until the federal law governing unemployment insurance is changed to permit unemployed people to work in community projects while receiving benefits.

"We're convinced that Maine people want to work and this is the fastest way to do it," Reeves said.

Typical community work projects suggested in the proposal included homemaker services for the elderly, environmental protection greenbelts, industrial development parks, housing rehabilitation, repair of dams, winterization of home and municipal buildings, day care for children and elderly of working families, and projects for the handicapped.

Sponsors of community projects may be community organizations such as the Lions Club, the Methodist Church or a local business. Paperwork will be minimal and administrative costs must be under 5%.

Reeves said the funding of the Jobs Act would need to be reviewed

Reeves

February 26, 1976

Page 2

each year by the Legislature to make adjustments for the current rate of unemployment and other conditions of the job market.

" When the unemployment situation improves the Jobs Act could concentrate on training for new industry and new trades," Reeves added. "In the present crisis we need to pay people to work instead of encouraging dependence on unemployment checks," he said.

Other legislation being presented to the Special Session by the Jobs Committee include, "An Act to Require the Employment Service to Provide Services to High School Students", "An Act to Require an Annual Governor's Report on Employment and the Economy", "An Act Relating to Employment of Temporary Foreign Labor in Agriculture and Logging", and "A Resolve Requiring Planning for Expansion of Wood Harvesting Programs by the Bureau of Vocational Education of the Department of Educational and Cultural Services".

OFFICIAL CORRESPONDENCE

From

To

May 2, 1975

Mr. Russell Peter Berg
RFD 25
Limington, Maine

Dear Mr. Berg:

We appreciated very much receiving your letter of April 29 with your good idea which could benefit the community while putting people to work.

You can be assured that we will consider your suggestion and publicize this and other ideas such as yours.

Thank you very much for taking the trouble to write. We are anxious to hear about all worthwhile projects.

Sincerely,

Bruce M. Reeves
State Senator, Dist. 20



State of Maine
Senate Chamber

Augusta, Maine 04330

JOINT SELECT COMMITTEE ON JOBS
Senator Bruce M. Reeves, Chairman
Rep. Laurence E. Connolly, House Chairman

May 8, 1975

Dear Commissioner:

I want to report that the work of the committee is moving along very well and we are receiving many ideas from citizens concerning jobs which seem to be worthwhile and could benefit the community.

We would appreciate receiving from your department a list of jobs or projects which could generate jobs in State agencies. Any ideas, "wild" or not would be helpful.

Thank you for any help you can offer.

Sincerely,

A handwritten signature in cursive script that reads "Bruce Reeves".

Bruce M. Reeves
State Senator, Dist. 20

BMR:rd



State of Maine
Senate Chamber

Augusta, Maine 04330

JOINT SELECT COMMITTEE ON JOBS
Senator Bruce M. Reeves, Chairman
Rep. Laurence E. Connolly, House Chairman

May 8, 1975

Commissioner Roger Mallar
Maine Dept. of Transportation
State Office Building
Augusta, Maine

Dear Commissioner Mallar:

I want to thank you and Martin Rissell for having the Department of Transportation represented at our hearing in Portland on May 6.

Mr. Rissell's testimony was very good and we especially liked his approach of how many jobs in a particular area you can get for your money.

Since we do not have a written copy of Mr. Rissell's comments we would appreciate very much receiving a listing of the types of jobs and projects your department could use. An approach using the number of jobs per project would be most helpful.

Sincerely,

Bruce M. Reeves
State Senator, Dist. 20

cc. Mr. Martin Rissell

BMR:rd

September 19, 1975

Mr. Michael Mastronardi
35 Route One
Yarmouth, Maine 04096

Dear Mike:

I am enclosing a group of possible projects to put in proposal form as an indication of what the Committee is looking at. These are all pieces of legislation which were passed by the 107th Legislature but were not funded by Appropriations because of lack of funds.

Sincerely,

Bruce M. Reeves
Senator - Dist. 20

September 19, 1975

Mr. Bruce Kidman
Program Development Coordinator
Office of Manpower Planning & Coordination
295 Water Street
Augusta, Maine 04330

Dear Bruce:

I am enclosing a group of possible projects to put into proposal form as an indication of what the Committee is looking at. These are all pieces of legislation which were passed by the 107th Legislature but were tabled by Appropriations because of lack of funds.

Sincerely,

Bruce M. Reeves
Senator - Dist. 20

BMR/rd

September 19, 1975

Mr. William Kay
Executive Director
Bath Chamber of Commerce
Bath, Maine

Dear Bill:

Enclosed is the first report of the Joint Select Committee on Jobs. Specifically, the Unemployment Compensation/Jobs Program is mentioned on pages 3, 4, 5, 9, and 11. One of the staff people working on this program will be in touch with you shortly.

Please call me any time you have any questions.

Sincerely,

Bruce M. Reeves
Senator - Dist. 20

BMR/rd

enc.

September 19, 1975

Mr. Roger Johnson
Economic Development Director
Office of the Mayor
Biddeford, Maine

Dear Roger:

Enclosed is the first report of the Joint Select Committee on Jobs which I discussed with you on the phone yesterday. Specifically, the Unemployment Compensation/Jobs Program is mentioned on pages 3, 4, 5, 9, and 11. One of the staff people working on this project will be in touch with you shortly.

Please call me any time you have any questions.

Sincerely,

Bruce M. Reeves
Senator - Dist. 20

enc.

BMR/rd

September 19, 1975

Mr. Jeffrey Faux
RFD 2
Gardiner, Maine 04345

Dear Jeff:

I am enclosing a first draft of legislation dealing with a jobs impact statement and an annual Governor's report on economic conditions.

Legislative Assistant Jon Hull is drafting the legislation and he is having difficulty with the Governor's report section because he doesn't quite understand the specific details desired. It would be very helpful if you could be present at the next meeting of the Committee on Jobs on Friday, September 26, 9:30 a.m., room 327, State House. If it is not possible for you to be present Jon Hull would appreciate in writing your ideas relative to No. 2 Governor's Report on page 4 of the enclosed draft. If you would like to speak to him about what details he has in mind his phone number is 289-2486.

We would very much appreciate your cooperation on this.

Sincerely,

Roslyn Dansky
Committee Assistant

October 10, 1975

Mr. Maurice Beauparlant
Canadian Affairs Coordinator
Governor's Office
State House
Augusta, Maine 04333

Dear Mr. Beauparlant:

As Chairman of the Maine Joint Select Committee on Jobs, I would like to ask your assistance in a matter that I regard as important to Maine's efforts in improving her unemployment position.

Representatives of our Committee have been in touch with Mr. Guy Thibodeau, Provincial Manager of the Canadian Local Initiatives Program (Jobs Creation) for the Province of New Brunswick, Canada. As you certainly are aware, the Province of New Brunswick is quite similar to the State of Maine, in that New Brunswick is a rural area with a large land mass and a relatively small population of under one million people, an unemployment rate of about twelve percent (12%) and a commitment among the citizenry to maintain their decentralized form of local government in their numerous small communities. Mr. Thibodeau has been most helpful to us in tailoring his experiences to that of Maine.

Based on our interest in improving Maine's unemployment picture; the similarities between Maine and New Brunswick; and because of Mr. Thibodeau's demonstrated success and experience with the Canadian Local Initiatives Program -- a program we hope to emulate -- I would like to request on behalf of the Committee that you contact Mr. Cam Mackie, Director General of the Job Creation Branch, Department of Manpower and Immigration, 400 Cumberland Avenue, Ottawa, Ontario, Canada and request that Mr. Thibodeau be asked to come to Augusta. It appears to me that consistent with your efforts and the State of Maine's efforts to facilitate exchanging information with our Canadian friends, the request to make Mr. Thibodeau available for even one day here in Augusta should be well received by the Canadian authorities. His presence certainly would be appreciated by those of us here in Maine.

With thanks for your assistance in this matter, I remain,

Sincerely yours,

Bruce M. Reeves, Chairman

October 17, 1975

Ms. Evelyn Bissonnette
CETA-WE Director
Franklin County Community Action Council, Inc.
East Wilton, Maine 04234

Dear Ms. Bissonnette:

Thank you for your letter of October 15. The Select Committee on Jobs is always ready to receive project ideas which could provide meaningful jobs and community betterment. Please feel free to send along any ideas you have.

Last April and May the Committee publicized the fact that it was willing to receive from the public any ideas for job projects. We received a long list of ideas and it was some of these possible projects, along with others considered by the Legislature, which we spoke about at last week's meeting.

Sincerely,

Bruce M. Reeves
Senator - Dist. 20

SENATE

BRUCE M. REEVES, KENNEBEC, CHAIRMAN
PETER W. DANTON, YORK
HAYES E. GAHAGAN, ARDOSTOOK
ROSLYN DANSKY, COMMITTEE ASSISTANT



HOUSE

LAURENCE E. CONNOLLY, PORTLAND, CHAIRMAN
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PETER J. CURRAN, SOUTH PORTLAND
JAMES E. FLANAGAN, PORTLAND
RICHARD S. DAVIES, ORONO
JOHN R. MCKERNAN, JR., BANGOR
RICHARD H. PIERCE, WATERTOWN
LENA C. DURGIN, KITTERY

STATE OF MAINE

ONE HUNDRED AND SEVENTH LEGISLATURE

JOINT SELECT COMMITTEE ON JOBS

December 2, 1975

Senator Gaylord Nelson, Chairman
Sub-Committee on Employment, Poverty and Migratory Labor
Committee on Labor and Public Welfare
221 Russell Building
Washington, D.C. 20510

Dear Senator Nelson:

Enclosed is a copy of a proposed employment program developed by the Select Committee on Jobs of the Maine Legislature in cooperation with the Maine Department of Manpower Affairs.

Earlier this year, in response to a rising rate of unemployment, our committee held hearings in several parts of the state. We found that the overwhelming majority of people desperately wanted to work and that there were a wide variety of community needs that were going unmet. We furthermore concluded that, while unemployment compensation was essential to keep up the income of the unemployed, it was also wasteful in that many people collecting unemployment are both willing and able to work at public jobs. Many people felt that there was something wrong with a system that paid people not to work when there is so much to do.

The committee, therefore, has developed a program that would supplement an unemployed person's unemployment compensation check with funds from the CETA program and give him or her a public service job.

By combining CETA funds with unemployment compensation, we would:

- 1) make the former go further in producing needed public works;
- 2) provide jobs for the unemployed who truly want to work and
- 3) increase the income of those who now receive unemployment compensation, which in Maine averages \$54.00 per week.

The program would be purely voluntary. In no way would it interfere with people's rights to unemployment compensation. However, we have reason to believe that a substantial proportion of people now out of work would apply.

Specific work programs would be established at the local level and would meet basic guidelines. They would:

1. be labor intensive
2. require minimum overhead
3. result in specific community improvements
4. be implemented in less than five weeks
5. complement existing community development efforts
6. be of relatively short term duration

Projects would be equitably distributed throughout the state according to local rates of unemployment. Nonprofit work project proposals would be accepted from local governments as well as cultural, religious, social service, recreational, business and labor organizations.

A number of very worthwhile projects have already been suggested to the committee from all over the state. They include: a home repair program for the elderly; improving the Bangor Bass Park and the Bath Area Industrial Park; the development of a municipal park in Fryeburg; the construction of a community building for Georgetown; the construction of a community building for Mercer; a hydro-electric dam restoration project; removal of lead-based paint from residences; the construction of a recreational center for Dexter; the maintenance of ocean beaches in Scarborough, Old Orchard Beach, and the city of Saco; a program to provide human service jobs for women; the construction of a fire station in Holden; the development of a park in Southwest Harbor; the development of state-owned land in Rogue Bluffs; the construction of a municipal garage in Enfield; the creation of a public green belt in Augusta; the construction of a fishway at Sherman Lake; the repair of bridges at Baxter State Park; the establishment of a State Veterans Home; the repair of a dam at Annabessacook Lake; the construction of site and facilities for a Casco Bay Island Ferry; the installation of flood warning devices in Hallowell and Gardiner; the repair of the Dead River Dam; and the rebuilding of the dam at Lake Wesserunsett.

The committee's proposal has broad support in the legislature, among state government officials, labor leaders, business people, community organizations and among the unemployed themselves. We think that it is perfectly suited for the tremendous desire of people in our state to earn a day's pay for a day's work. We feel that it could be applied nationally as well.

Unfortunately we seem to have run into an obstacle in the Federal bureaucracy. Our state officials have been told by the U.S. Department of Labor that the Federal government is interpreting the existing regulations of the CETA program as prohibiting a mixing of unemployment compensation and CETA funds -- even though the program would be purely voluntary on the part of any unemployed person participating.

December 2, 1975

We think our program does in fact capture the spirit and intent of the recent manpower and employment legislation produced by your committee. And we think that it in no way violates the purpose of unemployment insurance, which has our full support.

Therefore, as committee chairmen, we would like to enlist your aid as chairman of the Subcommittee on Employment, Manpower and Poverty in implementing our program. Specifically we would greatly appreciate it if you could obtain from the Labor Department a ruling that would permit us to go ahead with the program. If such a ruling is not possible, we would further like to work with you, the other members of the subcommittee, and the subcommittee staff to fashion an amendment to present legislation to permit this sensible program.

We also would urge you to increase the funding available for Title VI and Title X of CETA. As you know, the national funds are exhausted. Without such an increase, we may have to wait until next summer for our program to go into effect. Meanwhile current estimates are that unemployment in Maine will be back to the 12 percent level and above by Spring.

Our committee will of course appreciate any help that you may be able to give. The idea that the government has a responsibility to give people useful jobs in times of high unemployment has a great deal of appeal here in Maine. With your help, we can make the current program even more effective.

Sincerely yours,

Bruce M. Reeves
Senate Chairman

Laurence E. Connolly, Jr.
House Chairman

cc Mr. William Kolberg

BMR:rd
LEC:rd

*Also sent to Congressman Dominick V. Daniels,
Chairman, Subcommittee on Manpower, Compensation,
Health & Safety*

December 9, 1975

Commissioner Emilien Levesque
Dept. of Manpower Affairs
20 Union St.
Augusta, Maine

Dear Commissioner Levesque:

I'm enclosing a copy of a letter which was sent to Senator Nelson and Congressman Daniels in Washington. A copy was also sent to William Kolberg, Assistant Secretary of Labor for Manpower.

I thought you might be interested in keeping in touch with what has been happening.

Sincerely,

Bruce M. Reeves
Senate Chairman

BMR/rd

enc.

December 9, 1975

Prof. John Donovan
Dept. of Government
Bowdoin College
Brunswick, Maine

Dear John:

I'm enclosing a copy of a letter which was sent to Senator Nelson and Congressman Daniels in Washington. I sent a copy of this letter to William Kolberg and hope you might have a chance to follow up on it with him.

Sincerely,

Bruce M. Reeves
Senate Chairman

BMR/rd

enc.

SENATE

BRUCE M. REEVES, KENNEBEC, CHAIRMAN
PETER W. DANTON, YORK
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LENA C. DURGIN, KITTERY

STATE OF MAINE

ONE HUNDRED AND SEVENTH LEGISLATURE

JOINT SELECT COMMITTEE ON JOBS

December 29, 1975

Mr. Guy Thibodeau
Provincial Manager
Job Creation Branch of Manpower Affairs
Frederickton, New Brunswick
Canada

Dear Mr. Thibodeau:

Your visit to Maine and your presentation to our Committee was truly sensational in educating our people to the possibilities that creative thought can generate in the job creation field. The members of the Jobs Committee were extremely impressed with the Canadian Initiative Program in general and your expertise in particular.

Television and newspaper coverage of your remarks was excellent and widespread and has helped to publicize the need for a public jobs program in Maine. I am enclosing a copy of a news clipping which is representative of the manner in which other Maine newspapers covered your visit.

On behalf of the Jobs Committee I wish to thank you for your testimony before us and the knowledge and sincerity with which it was presented.

Sincerely,

Bruce M. Reeves
Senate Chairman

Enc.

BMR:rd

SENATE

BRUCE M. REEVES, KENNEBEC, CHAIRMAN
PETER W. DANTON, YORK
HAYES E. SAHAGAN, ARDOSTOOK
ROSLYN DANSKY, COMMITTEE ASSISTANT



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RICHARD H. PIERCE, WATERVILLE
LENA C. DURGIN, KITTERY

STATE OF MAINE

ONE HUNDRED AND SEVENTH LEGISLATURE

JOINT SELECT COMMITTEE ON JOBS

December 29, 1975

Mrs. Courtney Slater
Joint Economic Committee
United States Senate
Washington, D.C.

Dear Courtney:

Bill Spring suggested that I send you the enclosed materials regarding the work and recommendations of the Joint Select Committee on Jobs of the Maine Legislature. This should be included in Spring's report on job creation programs in New England.

In particular I would like to call your attention to the letter which we sent to Senator Nelson and Congressman Daniels regarding a proposal to use unemployment funds for job creation on a voluntary basis.

I would appreciate your reaction to this material as we are most anxious to get a jobs program for the unemployed started in Maine.

Sincerely,

Bruce M. Reeves
Senate Chairman

cc. Mr. William Spring

Enc.

BMR;rd

BRUCE M. REEVES
SENATOR - DISTRICT 20
CHAIRMAN, JOINT SELECT COMMITTEE ON JOBS



The Senate of Maine
Augusta

January 2, 1976

Mr. James Aikman
Channel 8
Poland Spring, Maine 04274

Dear Jim:

Enclosed are some materials on proposals and legislation to be recommended by the Joint Select Committee on Jobs. In particular I thought you would want to see our proposal to put the unemployed to work in community betterment projects which would be planned and implemented at the local level. This is, in part, modeled after Canada's Local Initiative Program.

In addition you may want comments on the more complicated and emotional issue of bonded labor from Canada which has been protested by Maine woodcutters.

We'll see you Tuesday, January 6, at 8P.M. in Poland Spring.

Sincerely,

Bruce M. Reeves
Senator - Dist. 20

Enc.

BMR:rd

BRUCE M. REEVES
SENATOR - DISTRICT 20
CHAIRMAN, JOINT SELECT COMMITTEE ON JOBS



The Senate of Maine
Augusta

January 2, 1976

Mr. Richard Dyke
P.O. Box 2010
Portland, Maine

Dear Dick:

It was good to meet you in Waterville recently and talk about ideas for public jobs programs in Maine. I'm enclosing some papers on the work of the Joint Select Committee on Jobs and would appreciate your reactions and comments on these.

I congratulate you on your participation in the very imaginative plans for the Lakewood Manor. I know it will be a great success and model for the country.

Sincerely,

Bruce M. Reeves
Senator - Dist. 20

Enc.

BMR:rd

BRUCE M. REEVES
SENATOR - DISTRICT 20
CHAIRMAN, JOINT SELECT COMMITTEE ON JOBS



The Senate of Maine
Augusta

January 2, 1976

Mr. Edward Meyers
Meyer Associates
179 Main Street
Waterville, Maine 04901

Dear Mr. Meyers:

Mayor Carey told me of your interest in public employment programs and I thought you would like to see the enclosed materials of the Joint Select Committee on Jobs. I would appreciate your reactions and comments on this.

In addition I would appreciate receiving your ideas which you presented to the Mayor in which the Committee on Jobs would be very interested.

Sincerely,

Bruce M. Reeves
Senator - Dist. 20

Enc.

cc. Mayor Richard Carey

BMR:rd

BRUCE M. REEVES
SENATOR - DISTRICT 20
CHAIRMAN, JOINT SELECT COMMITTEE ON JOBS



The Senate of Maine
Augusta

January 2, 1976

Mr. William Spring
B.U. Regional Institute
270 Bay State Road
Boston, Mass. 02215

Dear Bill:

I've been asked to discuss the jobs program on a news television program to be taped January 6 and broadcast January 11 or 18, probably the 18th. Should I announce that I will be going to Washington to get the answers we need to make our proposals work? What dates do you have in mind for the best time to go? Also, the House Chairman of the Committee, Rep. Laurence Connolly of Portland, has offered to go with me if necessary. Please let me know, if possible, before I tape the television program at 8 P.M. on January 6.

For your information I'm enclosing the minutes of several meetings held by the Subcommittee on Bonded Labor of the Joint Select Committee on Jobs involving the use of Canadian bonded labor in the Maine woods.

Happy new year.

Sincerely,

Bruce M. Reeves
Senator - Dist. 20

Enc.

BMR:rd

SENATE

BRUCE M. REEVES, KENNEBEC, CHAIRMAN
PETER W. DANTON, YORK
HAYES E. GAHAGAN, ARDOOSTOOK
ROSALYN DANSKY, COMMITTEE ASSISTANT



HOUSE

LAURENCE E. CONNOLLY, PORTLAND, CHAIRMAN
HARLAND C. GOODWIN, JR., SOUTH BERWICK
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RICHARD S. DAVIES, ORONO
JOHN R. MCKERNAN, JR., BANGOR
RICHARD H. PIERCE, WATERVILLE
LENA C. DURGIN, KITTERY

STATE OF MAINE

ONE HUNDRED AND SEVENTH LEGISLATURE

JOINT SELECT COMMITTEE ON JOBS

January 29, 1976

Mr. Larry Gage
c/o Sen. William Hathaway
248 Russell Office Building
Washington, D.C. 20510

Dear Larry:

I am most anxious to hear from you regarding any suggestions you might have for state legislation for a public jobs program which would correspond with the national legislation you have been working on. The Maine legislative Jobs Committee is prepared to sponsor this legislation during the special session pursuant to our study report on public job programs. Specifically we would like to see a program developed in Maine similar to that outlined in our Jobs Demonstration Project which you have seen.

The Jobs Committee is facing a deadline of February 13 in order to have any legislation considered during the special session so we are most anxious to hear from you and would appreciate any assistance you can give.

Sincerely,

A handwritten signature in cursive script, appearing to read "B. Reeves".

Bruce M. Reeves
Senate Chairman

cc. Mr. William Spring
Mr. John Donovan
Ms. Sheryl Feldman

BMR:rd

January 29, 1976

Mr. Dan Krivit
c/o Rep. Dominick Daniels
B345A Rayburn Building
Washington, D.C.

Dear Dan:

I am most anxious to hear from you regarding any suggestions you might have for state legislation for a public jobs program which would correspond with the national legislation you have been working on. The Maine legislative Jobs Committee is prepared to sponsor this legislation during the special session pursuant to our study report on public job programs. Specifically we would like to see a program developed in Maine similar to that outlined in our Jobs Demonstration Project which I am enclosing.

The Jobs Committee is facing a deadline of February 13 in order to have any legislation considered during the special session so we are most anxious to hear from you and would appreciate any assistance you can give.

Sincerely,

Bruce M. Reeves
Senate Chairman

Enc.

BMR:rd

January 30, 1976

Mr. William Spring, Director
Boston University Regional Institute
270 Bay State Road
Roston, Mass. 02215

Dear Bill:

The Jobs Committee is considering legislation to require the Maine Employment Service to offer a program for recent high school graduates and dropouts who would be interested in entry level jobs. Specifically the program would be linked to the Job Bank which consistently shows an excess of entry level jobs as you will recall from our first committee report. Would you suggest what type of state legislation we could propose that would focus the Employment Service's attention on high school graduates which would not conflict with national legislation. Enclosed is an attempt which I made in the last session to do this which failed because legislators did not wish to mandate further duties for the school system.

I have just been informed that the deadline for the proposed legislation for the Jobs Committee is February 13 at 5 P.M. This means I will not be able to wait until my Boston trip to get together with you. Can we do this sooner? I am writing to Dan Krivit and Larry Gage for their suggestions for state legislation to correspond with national jobs legislation in order to bring about the kind of jobs program in our original proposal. I wish you would speak to them also as I will be hard pressed to meet our February 13 deadline.

I haven't heard further from Larry Youpeh on the Joint Economic Committee hearing but I assume that is still on.

Hope to see you soon.

Sincerely,

Bruce M. Reeves
BMR:rd
Enc.

SENATE

BRUCE M. REEVES, KENNEBEC, CHAIRMAN
PETER W. DANTON, YORK
HAYES E. GAHAGAN, ARDOOSTOOK
ROSLYN DANSKY, COMMITTEE ASSISTANT



HOUSE

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JAMES E. FLANAGAN, PORTLAND
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JOHN R. MCKERNAN, JR., BANGOR
RICHARD H. PIERCE, WATERVILLE
LENA C. DURGIN, KITTERY

STATE OF MAINE

ONE HUNDRED AND SEVENTH LEGISLATURE

JOINT SELECT COMMITTEE ON JOBS

February 25, 1976

The Honorable William D. Hathaway
United State Senator
Room 248
Russell Senate Office Building
Washington, D.C. 20510

Dear Senator Hathaway:

Enclosed is a copy of a draft of the Community Jobs legislation my Committee is presenting to the Special Session of the 107th Maine Legislature. Larry Gage has indicated that you would be willing to amend the Federal unemployment compensation law and/or regulations to allow the voluntary assignation of unemployment compensation benefits to a fund such as the Community Jobs Fund described in the enclosed draft. This aspect of the bill has broad support among legislators, labor and business leaders, and particularly the general public.

The Joint Select Committee on Jobs feels the jobs bill is non-inflationary since it uses already existing funds, for the most part.

We will keep you informed of the progress of this bill with the hope that you might be willing to give it your support.

Sincerely,

A handwritten signature in cursive script that reads "Bruce Reeves".
Bruce M. Reeves
Senator-Dist. 20

cc. Mr. Larry Gage

Enc.

BMR:rd

P.S. Enclosed are three other minor bills being presented by the Jobs Committee

SENATE

BRUCE M. REEVES, KENNEBEC, CHAIRMAN
PETER W. DANTON, YORK
HAYES E. GAHAGAN, ARDOSTOOK

ROSLYN DANSKY, COMMITTEE ASSISTANT



HOUSE

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RICHARD S. DAVIES, ORONO
JOHN R. MCKERNAN, JR., BANGOR
RICHARD H. PIERCE, WATERTOWN
LENA C. DURGIN, KITTERY

STATE OF MAINE

ONE HUNDRED AND SEVENTH LEGISLATURE

JOINT SELECT COMMITTEE ON JOBS

February 10, 1976

MEMO

FROM: Bruce M. Reeves, Senate Chairman

In order to keep you informed of the progress of the Joint Select Committee on Jobs I am enclosing a copy of a letter from Sen. Hubert Humphrey concerning an invitation to testify before the Joint Economic Committee of the Congress of the United States and drafts of three bills the Committee on Jobs is proposing to the 107th Maine Legislature.

Sent to:
Emilien Levesque
Peter Danborg
Bruce Kiddman
William Malloy
John Donovan
Charles O'Leary
Ben Dorsky

February 17, 1976

Mr. Orlando Delogu
33 Storer Street
Portland, Maine

Dear Orlando:

I liked your Maine Times article on taxes and the location of industry. It seems to be a perfect piece to support a new bill which the Maine Jobs Committee is introducing this session. I am enclosing a copy and would appreciate your comments.

Sincerely,

Bruce M. Reeves
State Senator - Dist. 20

SENATE

BRUCE M. REEVES, KENNEBEC, CHAIRMAN
PETER W. DANTON, YORK
HAYES E. GAHAGAN, ARDOSTOOK
ROSLYN DANSKY, COMMITTEE ASSISTANT



HOUSE

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JOHN R. MCKERNAN, JR., BANGOR
RICHARD H. PIERCE, WATERTOWN
LENA C. DURGIN, KITTERY

STATE OF MAINE

ONE HUNDRED AND SEVENTH LEGISLATURE

JOINT SELECT COMMITTEE ON JOBS

be collected by coordinating

February 25, 1976

I'm enclosing a copy of the final draft of the jobs bill, ~~which will be printed shortly.~~ *which will be printed shortly.* It contains an emphasis on local involvement and planning ~~as does~~ *modelled after* the successful Canadian Local Initiative Program. ~~and provides for~~ *Its funding is a* Community Jobs Fund to ~~coordinate~~ *excess* several sources of Federal grants, revenue from a proposed corporate profits tax, and support services from State agencies.

I would appreciate ~~any ideas~~ *your comments and any ideas* you might have ~~for ways~~ to gain support for this legislation.

Sincerely,

Bruce M. Reeves
Senator-Dist. 20

BMR:rd

Enc.

Sent to:

DeLozier
Donovan
Tupper
Farr
Resenbrink
Romanyszyn

Terney
Hage
Spring
McTeague
O'Leary
Allain
Emilio Lopez
Waltley
Lorham
Vail
Johnson
Logue

Dr. Kane
George Campbell
D.C. Bietenhender
Barbara Hemlock
Jack Lyons

SENATE

BRUCE M. REEVES, KENNEBEC, CHAIRMAN
PETER W. DANTON, YORK
HAYES E. GAHAGAN, ARDOSTOOK
ROSLYN DANSKY, COMMITTEE ASSISTANT



HOUSE

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JAMES E. FLANAGAN, PORTLAND
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JOHN R. MCKERNAN, JR., BANGOR
RICHARD H. PIERCE, WATERTOWN
LENA D. DUBIN, KITTERY

STATE OF MAINE

ONE HUNDRED AND SEVENTH LEGISLATURE

JOINT SELECT COMMITTEE ON JOBS

March 5, 1976

I am enclosing a copy of the jobs bill which has just been printed for presentation to the Special Session of the 107th Legislature. It contains an emphasis on local involvement and planning modeled after the successful Canadian Local Initiative Program. Its funding is a Community Jobs Fund to be collected by coordinating several sources of Federal grants, revenue from a proposed excess corporate profits tax, and support services from State agencies.

Enclosed also are two minor bills being presented by the Jobs Committee which I think you will find interesting.

I would very much appreciate your comments and any ideas you might have to gain support for the "Maine Community Jobs Act". The public service jobs approach contained in this legislation can make a substantial contribution to reducing the unemployment and underemployment rate in Maine.

I am looking forward to hearing from you.

Sincerely,

A handwritten signature in cursive script that reads "Bruce M. Reeves".

Bruce M. Reeves
Senate Chairman

Enc.

BMR:rd

BRUCE M. REEVES
SENATOR - DISTRICT 20
CHAIRMAN, JOINT SELECT COMMITTEE ON JOBS



The Senate of Maine
Augusta

February 26, 1976

The Honorable Hubert H. Humphrey
United State Senator
Room 232
Russell Bldg.
Washington, D.C.

Dear Senator Humphrey:

I want to thank you for the opportunity to testify before you and the Joint Economic Committee at its regional hearing in Boston on February 16. It was an unusual honor for me and I appreciated the chance to explain the work of the Maine Jobs Committee.

I was most impressed with your participation in the hearing and the many outstanding ideas and proposals which you presented in reaction to the testimony. Again I'd like to voice my personal support for HR50 and I would like to receive a copy of its revised edition when available.

I am enclosing a copy of a news article from the Biddeford, Maine newspaper for your interest and a copy of our Committee's proposed "Maine Community Jobs Act" which I referred to in my testimony. If possible I would deeply appreciate your comments on this state-based approach to a public jobs program.

Again I want to say how much it meant to me to have the chance to speak with you personally.

Sincerely,

Bruce M. Reeves
Senator-Dist. 20

BMR:rd

Enc.

BOWDOIN COLLEGE

DEPARTMENT OF ECONOMICS

BRUNSWICK, MAINE 04011

March 9, 1976

The Honorable Bruce M. Reeves, Chairman
Joint Select Committee on Jobs
Maine State Legislature
State House
Augusta, Maine

Dear Bruce:

I have finally found time to read through the final form of the Community Jobs Act, and I think it is excellent. It would be very exciting to see the bill passed and action taken to implement some initial projects over the summer months.

I won't comment on the parts of the bill--99% of it--that looks fine to me. The following observations deal with a few points which might raise problems in the implementation of the Act (and which may arise as questions in legislative debate):

1. I foresee the possibility of an unenthusiastic Manpower Affairs Commissioner being lackadaisical in implementing the act and for the objectives of the act to be subverted through inaction. You have given the Commissioner a great deal of discretionary authority (and you have added a major task to his existing job description).

2. Related to point #1, I think you have done an excellent job of setting out project selection criteria (e.g., priority to communities with high unemployment rates; priority to certain categories of the unemployed; priority according to the value of the project's "output"; priority to projects backed by matching funds; priority to projects with high wage costs as a fraction of total expenditure). The problem is that without an explicit formula for weighting these desiderata, you once again will be leaving to the Commissioner's discretion to choose among projects according to the criteria he thinks are most important. It is inevitable that very few projects will be clearly superior judged by every criterion. So selection will be a messy process at best; quite arbitrary at worst.

3. (Re 1504.9) In my quick reading of the bill, I see little in the way of detailed instructions to the Commissioner on the procedures that he should use to make the Fund known throughout the state and to solicit project ideas. I believe that this must be a major effort (including a brain trust of peripatetic state people to help communities or individuals with the conception and detailed formulation of

project ideas. Maine people don't have much experience with this sort of thing. Without being too paternalistic, they will need state guidance).

4. Most discussions of counter-cyclical public employment include some kind of "triggering mechanism" -- for example, a level of state unemployment, above which the program automatically comes into effect.

5. I would like to see some thinking about means of converting "successful" projects that provide an ongoing service into permanent projects after the 30 week maximum funding period has expired. Admittedly, this bill may not be the place for such an elaboration.

6. (Re 1506.1) It may not be desirable to choose projects according to the types of unemployed people they will hire; in fact, since hiring remains a state function, it would not seem possible to know before project approval who the employees will be.

7. (Re 1506.3) Although the participation of local governments and community leaders must, I suppose, be included, I foresee a political danger of either take-over or undermining of individually sponsored projects by local heavies like selectment, town managers, etc. Do you plan to give them the option of making any proposed project an "official" government project if local leaders want it that way?

8. How much funding do you expect to be available? How many jobs can be created per year?

Best wishes for a speedy passage of the bill; and for a happy outcome of the First District Congressional Primary.

Sincerely.



David Vail
Associate Professor

DV/ml

SENATE

BRUCE M. REEVES, KENNEBEC, CHAIRMAN
PETER W. DANTON, YORK
HAYES E. GAHAGAN, ARDOOSTOOK
ROSLYN DANSKY, COMMITTEE ASSISTANT



HOUSE

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JAMES E. FLANAGAN, PORTLAND
RICHARD S. DAVIES, ORONO
JOHN R. MCKERNAN, JR., BANGOR
RICHARD H. PIERCE, WATERTOWN
LENA C. DURBIN, KITTERY

STATE OF MAINE

ONE HUNDRED AND SEVENTH LEGISLATURE

JOINT SELECT COMMITTEE ON JOBS

March 12, 1976

Mr. William Spring, Director
B.U. Regional Institute
270 Bay State Road
Boston, Mass.

Dear Bill:

After I discussed with Bruce your comments about the Jobs Act he agreed that it was a mistake to have included a corporate profits tax in the legislation and tried to have the bill withdrawn so the tax could be deleted with the understanding that it could then be re-introduced and referred to the Labor Committee. However, he was not successful and the bill will be heard by Taxation, but not on the date I gave you over the phone. The information on the hearing is on the enclosed memo.

I guess it's possible that an amendment can be offered at the hearing deleting the tax but the bill will still not get to Labor as I understand it. However, in this Legislature anything can happen.

It would be very helpful if you could be at the hearing. If you can get to Augusta call me at home and I can pick you up at the airport.

Sincerely,

A handwritten signature in cursive script, appearing to read "Roslyn".

Roslyn Dansky
Committee Assistant

March 18, 1976

Miss Carol J. Webb
28 Fairview Ave.
Randolph, Maine 04345

Dear Carol:

I am very sorry to have taken so long to answer your letter regarding your term paper at the University of Maine.

I hope it is not too late to help. I will be happy to send you some materials, but would prefer to speak with you directly if you have an opportunity to come up to the State House, any day during the week over the next two weeks.

Please let me know if we can arrange to meet?

Sincerely,

Bruce M. Reeves
Senator
District #20

BMR/JGL

March 24, 1976

Ms. Carol Dana
National Council of State Legislatures
1150 17th St. N.W.
Suite 602
Washington, D.C. 20036

Dear Ms. Dana:

Senator Bruce Reeves has asked me to forward to you a copy of our public service jobs bill in its current form. The legislation is still being debated so that changes in wording and format are possible.

Sincerely,

Roslyn Dansky
Committee Assistant

Enc.

JOINT SELECT COMMITTEE ON JOBS
Senator Bruce M. Reeves, Chairman
Rep. Laurence E. Connolly, House Chairman

May 8, 1975

Mr. Tersh Boasberg, Esq.
1225 19th Street N W
Washington, D. C.

Dear Tersh:

Here are some background materials and news clippings from the first hearings of the Jobs Committee.

I'm hoping to be able to ask you and Jim Feldsman to come up towards the end of May and help with our first report. As you'll see Bill Spring was up from Boston this week to speak to the committee.

I hope to get Tim Wilson or the legislature to pay for your expenses and contract.

Sincerely,

Bruce M. Reeves
State Senator, Dist. 20

enc.

BMR:rd

Mr. William H. Kolberg
Assistant Secretary for Manpower
U.S. Department of Labor
Third Street and Constitution Avenue, N.W.
Washington, D.C. 20210

Dear Mr. Kolberg:

The Maine Department of Manpower Planning and a joint committee of our state Legislature have a proposal that I believe has merit and high potential as an immediate step toward solution of our severe unemployment problem. In my opinion, that proposal has national implications and falls within the purview of your agency. I am advised that it might be influenced by the regulations for the Williams Amendment (P.L. 94-95 of 30 June 1975) which are now being drafted. Accordingly, I am writing to share with you my belief that this is the type of program that fits under the Williams Amendment and to get your views on how the State of Maine and the U.S. Department of Labor can proceed to implement it as soon as possible.

The Joint Select Committee on Jobs of the 107th Maine Legislature has recently reported that:

1. The nature of the unemployment problem in Maine is such as to defy immediate solution without short-term governmental action;
2. An increasing number of individuals in Maine have been unemployed for so long that:
 - a. Federal ^{unemployment} Tax Dollars are supporting them in an ever-increasing amount (\$2 million per month);

- b. Prolonged unemployment is having a detrimental sociological impact on the individuals and families affected; and
 - c. Over 600 Maine citizens have already exhausted all unemployment benefits and an expected 12,000 will do so before December 31, 1975;
3. Many unemployed citizens of Maine prefer to work rather than to take an unemployment subsistence allowance.
4. "Public service slots" ^{are} ~~were~~ a less beneficial form of federally subsidized employment than locally developed, project-oriented jobs would be.

Therefore, we are recommending that the present federally funded jobs creation program shift its focus from civil service slots to specific projects selected by community determination and capable of immediate start-up (less than 6 weeks).

Accordingly, we are presently refining a proposal that permits those individuals receiving federally funded unemployment benefits to work on publicly-beneficial projects financed by existing governmental sources. In this regard, I draw your attention to several points:

- 1. Since we are simply proposing a new use for monies already allocated, there is no reason to believe that an inflationary result would occur;

2. Since we intend to house the program in the State Department of Manpower Affairs and to support projects previously determined by the communities to be priority needs, there is the prospect for immediate impact on the unemployment picture.
3. Since, there are no federal administrative regulations or directives to the contrary, there is under the Williams Amendment referred to above, a possibility of permitting a person to retain federally subsidized unemployment benefits while engaged in public work programs *which could well broaden his skills.*

Our proposal is ready in draft for your review. Public opinion in Maine suggests that an expanded reading of the Williams Amendment will serve the public interest by permitting implementation of a demonstration program for project-oriented public work.

With an appreciation for your attention and an interest in your views, I am

Respectfully,

James B. Longley



State of Maine

Senate Chamber

Augusta, Maine 04330

JOINT SELECT COMMITTEE ON JOBS

This is a summarized list of ideas the committee has received by mail from the public for job projects:

1. Removal of abandoned and rusted vehicles in rural areas and demolition of dilapidated and hazardous buildings.
2. Manufacture and demonstration of a wood fired forced hot water boiler.
3. Non-profit market fair renting space to sell home grown, gathered and handmade goods.
4. Prisoners building modular homes;
Rural life tourist homestead.
5. Cleaning up our rivers from mouth to source by removing debris and foreign materials.
6. Salvage damaged timber; reclaim useless land; improve public lands; stock ponds and streams; build demonstrations of new uses of alternate energy sources and make them into tourist attractions; research peat moss; improve the shore line; provide more law enforcement to prevent vandalism; get more clerical help for the courts; more support for programs to eliminate anti-social behavior (scouting, boys clubs, public recreation facilities) ; assist private industry in landscaping and labor cost of pollution control.
7. Set up pilot recycling projects;
Conduct water quality monitoring;
Hire people as gardening aides for raising, storing and preparing vegetables to help people starting their own gardens.
8. Large variety of jobs relating to the arts, both instructional and supportive.
9. Work needed no Mackworth Island presented by students at the Gov. Baxter State School for the Deaf.
10. Co-op garage: parts at wholesale prices and low cost repairs.
11. Establishment of rural resources coordinating center.
 - A. Rural human resource directory
 1. "how to ___ in Maine" regional workshops.
 2. community gardens
 3. recycling - hire people to sort organic/inorganic waste.
 4. research and implement rural transportation
 5. research and publish Maine Grains Book
 - B. Agricultural apprenticeship program for low income people.

Ideas From the Public for jobs
Received by Mail

1. Removal of abandoned and rusted vehicles in rural areas and demolition of dilapidated and hazardous buildings.
Berg, Russell Peter
2. Wood fired forced hot water boiler
Thayer, Robert
3. Market fair renting space to sell home grown, gathered and hand made goods- out of doors- non-profit corp. - Nobleboro
Cross, Evelyn (Mrs. A.R.)
4. Prisoners building modular homes:
Rural life tourist homestead;
Out-of-state hunters have to have Maine guide;

Woodruff, Neville
5. Clean up rivers from mouth to source - removing debris & foreign materials
Holloway, H. Douglas
6. Long list: salvage damaged timber, remove eyesores, reclaim useless land, improve public lands, stock ponds and streams, build demonstrations of new uses of alternate energy sources and make into tourist attractions, research peat moss, improve shore line, more law enforcement preventing vandalism, clerical help for courts, more support for programs to eliminate anti-social behavior like scouting, boys clubs, public recreation facilities, assist private industry in landscaping and labor cost of pollution control & more in general terms

Adams, Belmont
7. Set up pilot recycling projects; conduct water quality monitoring; hire people as gardening aides for raising, storing and preparing vegetables to help people starting own gardens.
Grey, Lydia
8. Large variety of jobs relating to the arts, both instructional, and supportive
Maine State Commission on the Arts.
National Endowment for the Art
9. Work needed on Mackworth Island presented by students at the Baxter State School for the Deaf.

Youngs, Joseph, Superintendent

10. Establishment of rural resources coordinating center

- 1/ ~~a~~. rural human resource directory
- b. "how to in Maine" regional workshops
- c. community gardens - space for special groups
- d. statewide cooperative orders for fertilizer
- e. recycling centers - hire people to sort organic/inorganic waste
- f. research - implement rural transportation
- g. research and publish Maine Grains Book
- 2 ~~b~~. agricultural apprenticeship program for low income people,
rejuvenate old or abandoned farms

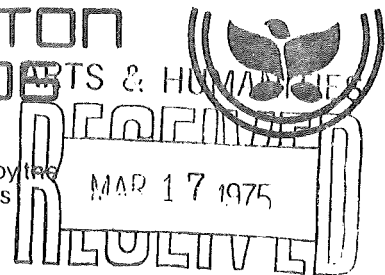
CSTE

11. Co-op garage: parts at wholesale prices & low cost auto repairs
Keidel, Marcia


NATIONAL
ENDOWMENT
FOR
THE ARTS

WASHINGTON
D.C. 20506

A Federal agency advised by the
National Council on the Arts



A STATEMENT ON PUBLIC SERVICE EMPLOYMENT AND THE ARTS

FROM: NANCY HANKS 
CHAIRMAN OF THE NATIONAL COUNCIL ON THE ARTS AND THE
NATIONAL ENDOWMENT FOR THE ARTS

TO: THE EXECUTIVE AND LEGISLATIVE LEADERS OF STATE AND
LOCAL GOVERNMENTS

DATE: FEBRUARY 25, 1975

I am writing to urge a recognition of the arts and cultural activities in your current efforts to provide significant public service employment under the new Title VI of the Comprehensive Employment and Training Act. The work that needs to be done in these areas is among the most productive that can be undertaken as we move energetically to resolve our current economic problems. Such work, in addition to providing employment, also fosters pride in community and strengthens the spirit of our country. These are essential ingredients in our economic recovery.

The employment of artists, writers and performers and the employment of persons with other kinds of skills will enhance or extend the reach of cultural institutions in your community. The attached document identifies a wide range of possibilities, from professional to unskilled, including:

- a. placing artists in schools;
- b. using artists in disadvantaged neighborhoods;
- c. renovating community facilities in areas of high unemployment for cultural purposes;
- d. employing para-professionals and blue collar workers in museums, performing arts facilities, and other cultural institutions; and
- e. placing craftsmen in public positions which would increase our country's awareness and appreciation of American crafts.

To identify the most important and constructive possibilities in any community will require consultation with artists, the heads of cultural institutions, school officials and others who are well informed about their community's artistic and

February 6, 1975

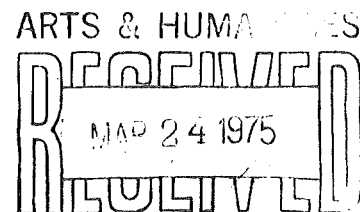
Page 2

cultural activities. I hope you will soon invite such participation. There is an opportunity here for cooperative leadership that can be of continuing benefit as governments and communities work together to help improve the quality of life for all citizens.

The theatre, art, music and writers projects of the 1930's were tremendously important in giving opportunities to talented people, beautifying our public places, and enriching the public and cultural life of the country. Much of what was done then is still available to us and will be to many future generations. Although our present economic troubles do not and, it is to be hoped, will not equal those of that period, they provide a similar occasion for creative expression. We should turn it to our advantage as we seek to restore economic well-being.


UNITED STATES GOVERNMENT

Memorandum



TO : STATE AND MUNICIPAL GOVERNMENT OFFICES,
STATE ARTS COUNCILS, PERFORMING ARTS
ORGANIZATIONS

DATE: February 20, 1975

FROM : Robert Wade, General Counsel,
National Endowment for the Arts 

SUBJECT: Matching Endowment Monies with Comprehensive Employment
and Training Act (Emergency Jobs Act) Funds

This is to inform you that the General Counsel, National Endowment for the Arts, has determined that the use of funds received under the Comprehensive Employment and Training Act of 1973, as amended (Emergency Jobs Act), to match Endowment monies is consistent with the purposes, spirit, and letter of the Endowment's enabling legislation (National Foundation on the Arts and the Humanities Act of 1965, as amended, 20 U.S.C. 951 et seq.).

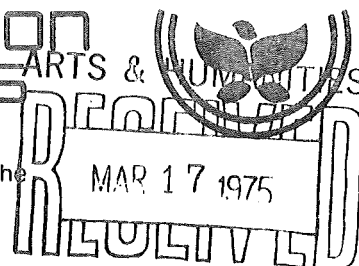


NATIONAL ENDOWMENT FOR THE ARTS

February 6, 1975

WASHINGTON
D.C. 20506

A Federal agency advised by the
National Council on the Arts



OPPORTUNITIES FOR PUBLIC SERVICE EMPLOYMENT IN THE ARTS AND CULTURAL INSTITUTIONS

The new Title VI of the Comprehensive Employment and Training Act provides for a more ambitious program of public service employment. \$875 million in Federal funds have been appropriated for this purpose. If high rates of unemployment continue, additional amounts, up to a total authorization of \$2.5 billion, may be appropriated prior to July 1, 1975.

The broad scope of this emergency jobs program makes possible the employment of persons in the arts -- writers, performers and artists -- in tasks of civic benefit, as well as the employment of persons with other kinds of skills in work that will strengthen cultural institutions. Because of the value of artistic and cultural perspectives and activities in the lives of people in our communities, it is vital that these possibilities not be overlooked.

This document directs attention to some of the many arts and cultural employment opportunities that do exist. It is intended to be suggestive to officials who are responsible for public service employment programs, encouraging them to confer with those in their communities who are well-informed about cultural needs and to establish emergency jobs that will help serve those needs. Such culturally related employment will uncover local talent while providing a permanent contribution to whole communities.

Education

In recent years, many communities have placed professional artists of all types in schools to work with teachers and children. There are now some 2,000 artists in more than 7,500 school systems, but obviously there is far more that could be done. Rather than having persons with artistic talents and experience on unemployment, the extension of this program has great merit.

Similar possibilities exist in neighborhood continuing education programs. In San Francisco, for example, craftsmen and artists work in residence at the Art Commission's Neighborhood Art Program and the De Young Museum.

With training funds, "master artists" can be employed to prepare poets, sculptors, painters and other artists for work in schools.

Specific employment possibilities in this area include such fields as:

Instructional Staff

actor	photographer
dancer	poet
filmmaker	potter
glassblower	printmaker
graphic artist	silversmith
jeweler	stained glass artisan
musician	weaver
painter	writer

Museums

Several museums have recently been forced by lack of funds to close exhibits to the public, at a time when the public is showing an increasing interest in the arts and our heritage. During the 1930's, emergency assistance prevented the closing of museums at the same time that it provided jobs for scores of unemployed. In terms of exhibit construction, collection maintenance and scholarly publication, that period ranks as one of the most productive decades in our history. The work had multiple benefits, not only for the institutions, but also for the workers who, in many cases, found new careers.

The possible job opportunities are drawn from the suggestions of museum directors in several states:

Professional and Para-professional

administrative assistant
cataloguer
craftsman (for exhibit construction)

Professional and Para-professional (continued)

curator
 draftsman
 editor (for museum publications)
 illustrator (for museum publications)
 lab technician (scientific and photographic)
 library assistant
 printer
 researcher
 tailor (for exhibit construction)
 taxidermist
 teacher (for public instruction)
 tour guide
 translator
 writer (for museum publications)
 conservator (for restoration and preservation of
 exhibit materials)
 public affairs officer
 registrar

Support Staff, Including Clerical and Service Personnel

filing clerk	sales clerk
guard (needed for	slide projectionist
public exhibition)	stenographer
indexer	typist
janitor	
painter	

Skilled and Unskilled Labor for Installation
of Exhibits and Renovation

cabinet maker	electrician
carpenter	plumber
carpet installer	stonemason
climate control special-	all types of unskilled
ist (for preservation of	labor
exhibits)	

There are several kinds of projects which would provide employment on a regional or state-wide level. For example, the American Association of Museums reports that the main cause of refusal of accreditation is lack of a proper collection catalogue. On a state-wide level, teams of cataloguers would assist smaller museums in organizing their collections. Another possibility is employment of coordinators of state-wide loan exhibitions.

Architecture and Environmental Arts

Adaptive use of existing public buildings and other non-profit facilities is growing beyond "historic preservation" into an increasingly popular alternative to new construction. There is a strong movement to develop and restore structures to a new and useful life which stems from a fresh awareness and appreciation of our architectural legacy. This feeling is particularly keen as we approach the Nation's bicentennial. The preservation of America's cultural heritage through the successful adaptation to new uses of surplus government buildings, courthouses and other publicly owned or non-profit facilities can result in new vitality and economic growth within states and individual communities.

Almost every art form and cultural activity is experiencing increased public interest and participation. Facilities for these must keep pace. This need is amply documented in the approximately 700 requests for facilities support which the Arts Endowment receives each year. Most are of an adaptive use nature and involve employment opportunities for architects, landscape and interior designers, craftsmen, preservationists and historians, and persons involved with all aspects of rehabilitation.

In addition to providing public service employment, the activities involved in the operation of a cultural facility have the long-range significance of enhancing the physical fabric of our communities, while at the same time providing a more viable economic base through both employment and revenue.

Among the job possibilities in these areas are:

Professional Staff

architect	interior designer
craftsman	landscape designer
draftsman	preservationist
historian	

Skilled and Unskilled Labor

bricklayer	plumber
carpenter	all other skilled and
electrician	unskilled members of
ironworker	the building trade

Visual Arts and Graphic Design

The employment of visual artists would provide both a financial and an aesthetic service to communities. Works of painters, sculptors and craftsmen in public places contribute to a more pleasant working environment, making buildings attractive to both employees and visitors. The result is often apparent in increased enthusiasm for the job and, thus, a better work product.

Artists could be hired to make walls in office buildings, post offices and courthouses more attractive by painting murals depicting community sights, activities and heritage. The permanent commemoration of historic events on the walls of city halls and community gathering places would prove to be both educational and decorative. The often sterile corridors of hospitals could be enlivened by murals and paintings. The commissioning of portraits of past and present city and community leaders would provide an important historical record. Many areas have written histories, often seldom read, but few have taken advantage of the abilities of local artists to create visual histories which would be viewed daily by hundreds.

Photographers could be widely and practically employed to record and document historic events. On a larger scale, a year-long project could be undertaken to make a visual survey of the community, its buildings and its citizenry. This type of survey would generate community participation as well as provide an incomparable historical record for future generations.

A need exists for designers to improve or completely revise the graphics of states and certain municipalities. In the past two years, a workable model has been established by the Federal Government, and the basic concept could be extended to state and local levels.

Through public service employment, funds could be made available for employment of graphic designers in several areas. Professional designers could be used effectively to improve appearance and communication by redesigning city signs, researching and redesigning agency publications for greater impact and readability, analyzing and revising forms, developing public service announcements and campaigns, and making valuable contributions to meetings, briefings and other presentations.

Job opportunities which could be made available for visual artists and graphic designers include:

Professional

artist	muralist
craftsman	photographer
graphic designer	sculptor

Public Media

The employment of both independent filmmakers and video artists could serve an important function in providing documentation and presentation on film and television of community events of cultural, artistic and historic significance. Filmmakers could be employed to document civic events and community programs, as well as cultural events. Such moving image documentation could serve to increase community awareness of government and strengthen the civic process.

Specific employment possibilities in this area include the following:

Professional and Technical

cameraman	lab technician (for all
film editor	stages of processing)
filmmaker	researcher
gaffer	sound technician
	writer

Performing Arts

Non-profit theatres, concert halls, opera houses and civic auditoriums have a need for support staff similar to that of museums. Without such services, performing arts centers are forced to curtail their activities. Many performing arts services are performed in public parks and other community gathering places. Staffing for these activities is always needed. Professional performing artists and technical employees, as well as construction workers for renovation and addition are job possibilities which would aid in ensuring the continuance of public performances.

NATIONAL
ENDOWMENT
FOR
THE ARTS

WASHINGTON
D.C. 20506

ARTS & HUMANITIES

RECEIVED
APR 24 1975

A Federal agency advised by the
National Council on the Arts



April 14, 1975

A BULLETIN ON PUBLIC SERVICE EMPLOYMENT AND THE ARTS

FROM CARL STOVER, DIRECTOR, BICENTENNIAL RESOURCES DEVELOPMENT

The number of artists and staff for cultural institutions employed with Comprehensive Employment and Training Act funds is increasing markedly. Our latest sampling of prime sponsors and arts organizations throughout the country identified nearly 600 CETA-funded jobs for artists and support staff, entailing a Federal expenditure of over \$4 million. A partial report of what is being done is attached.

Bicentennial Jobs

Some communities are using public service employment funds to hire artists and others for work on bicentennial cultural projects. Many institutions could benefit from jobs for staff who would clean up, repair and paint their facilities in time for the 200th anniversary.

Benefits

Communities are reporting varied benefits from public service arts employment. There are material products--murals on public buildings in Somerville, Massachusetts; sculpture in an Albany, New York, park; fund-raising and publicity manuals for arts organizations in Springdale, Arkansas; and a book of instructive line drawings for science students in the Oakland, California, schools. There are also less tangible fruits--new skills learned from neighborhood artists in Atlanta, Georgia; cultural opportunities expanded through staffing the new Rock Prairie Arts Council in Wisconsin; ideas and pleasures gained from the performances of actors and puppeteers in Los Angeles. The public's cultural horizons are being widened; artists and others are using and developing their talents and skills.

Grant-Matching

Arts Endowment General Counsel Robert Wade has ruled that CETA funded jobs can be used to match Endowment grants.

April 14, 1975

CETA Administration

The U. S. Labor Department distributes CETA funds to over 400 State and local government agencies, designated as "prime sponsors". The National Endowment for the Arts does not control these funds. Artists seeking employment and cultural institutions in need of staff should contact their local employment, manpower or mayor's office for specific information. State and local prime sponsors may impose their own qualification standards, but there are few Federal restrictions on CETA funds, only these:

1. Funds are available for employment by local public employers, State and Federal agencies and by private non-profit agencies and organizations.
2. At least ninety percent of the CETA funds must be used for the actual payment of salaries. The remainder may be used for administrative costs and materials.
3. CETA monies may not be used for employment of persons for new construction, but hiring workers for renovation is permissible.
4. The potential employee must be currently unemployed, in most cases for at least 30 days (the 30-day provision may be waived upon application by the prime sponsor to the Labor Department).
5. The maximum allowable salary is \$10,000 and the Labor Department seeks a national average of \$7,800. The salary may be supplemented with non-CETA funds.

Additional Funding

A supplemental appropriations measure, the proposed Emergency Employment Appropriations Act of 1975, may provide an additional \$1.65 billion for public service jobs in Fiscal Year 1975. Although the enactment of this bill is not assured, most observers believe that some further appropriations for public service employment will be forthcoming.

Reports and Information

Please send reports on the use of public service jobs in cultural areas or requests for information to Bicentennial Resources Development, National Endowment for the Arts, Washington, D. C., 20506.

NATIONAL
ENDOWMENT
FOR
THE ARTS

WASHINGTON
D.C. 20506



A Federal agency advised by the
National Council on the Arts

PUBLIC SERVICE ARTS EMPLOYMENT IN AREAS THROUGHOUT THE U. S.

Arkansas

Three community arts coordinators have been hired with CETA funds through the Office of Arkansas State Arts and Humanities. At the Arts Center of the Ozarks in Springdale, an individual is compiling an inventory of visual artists and cultural institutions and providing assistance to community theatres. In Fort Smith, a fund-raising manual and a manual on publicity are being compiled for small performing groups. The third person is awaiting assignment, possibly as a dance touring specialist. All are civil service employees on the payroll of the State Department of Planning.

The Little Rock Museum of Natural History in MacArthur Park may benefit from the jobs funded for the Parks and Recreation Department Beautification Project.

California

In San Francisco, over 1200 artists applied for the 113 CETA-funded positions filled early in March. Artists presented a resume, slides of their work and a portfolio, and were interviewed by a panel composed of prominent members of the arts community and city government. Selection was based on their interest in serving the community, as well as on the quality of their work.

The artists hired in San Francisco are involved in a variety of projects. Several are assisting the De Young Museum with demonstrations in the Museum's galleries and a mural project in its parking lot. Others are conducting open workshops and critiques in drawing, painting, cinematography and photography. The San Francisco Exploratorium is benefitting from the work of technical assistants hired with CETA funds, and art teachers are conducting workshops at the Neighborhood Arts Program Theatre. In addition, an administrator has been hired to assist artists in obtaining permits for murals and art in public places.

The Oakland Museum has added 77 CETA-funded positions to its payroll. Forty-seven of these employees have been absorbed into the various Museum departments, including 7 who are working on a major inter-departmental earthquake exhibition opening next

year. Eleven others are working in the Museum's warehouse, photographing objects and cleaning and packing artifacts in anticipation of a move to new facilities. Security Guard Trainees have enabled the Museum to expand hours of operation.

The remaining 30 CETA employees are working under the direction of the Art Department staff on a special Bicentennial project profiling the art, architecture, ethnic culture and business and leisure activities of the City. The major emphasis of the project will be a document containing a pictorial record of Oakland at the time of the Nation's Bicentennial.

CETA funds have enabled the City of Los Angeles to hire 71 artists to work with community performing companies in dance, theatre, and puppetry. The program is administered by the Cultural Affairs Division of the Department of Recreation and Parks. After a preliminary screening of resumes, candidates were chosen on the basis of auditions. Those hired include 22 actors, 22 dancers, 7 puppeteers, 2 accompanists, a film crew of 3, 2 choreographers, and 2 directors.

Connecticut

Twelve people have been hired with CETA funds at the Wadsworth Atheneum in Hartford. These jobs carry the titles of assistant business manager, theatre manager, curatorial aide, research analyst, museum technician, seamstress, painter, machinery mechanic, mail clerk, maintenance clerk and assistant head guard.

District of Columbia

The National Collection of Fine Arts has hired 5 CETA employees for its High School Outreach Program. These include art apprentices for printing workshops in the high schools, and a teacher who serves as a substitute in the classroom for teachers who are bringing students to the gallery.

CETA Employees are being used to aid two Bicentennial agencies in the District of Columbia. The District of Columbia Bicentennial Commission, a private non-profit organization, has hired a photographer for public relations work, and the District Office of Bicentennial Programs has hired an arts and cultural program specialist.

Georgia

The Neighborhood Arts Program in Atlanta has hired a director, 2 security guards and 10 artists to work in a neighborhood arts center. The artists represent 10 artistic disciplines and are assisting in community work-development and apprentice programs.

Hawaii

The Bishop Museum of Natural History has employed 10 CETA workers, including a ship-rigger, a painter, a curatorial worker and a landscape artist. The State Foundation on Culture and the Arts has hired a fiscal officer. Additional jobs for artists have been created through the Department of Parks and Recreation and several private agencies.

Plans are being developed for using CETA funds in the formation of a Civic Ballet Company and a Summer Shakespeare in the Park Program in Honolulu.

Indiana

In Indianapolis, the Children's Art Museum is receiving CETA funds for the salary of a graphic artist. After certification by the City, the Museum was able to hire the artist of their choice. Public service employment monies also provide the salaries of a clerk-typist and two general laborers who assist in the moving and cleaning of exhibits at the Museum.

The Metropolitan Arts Council of Indiana is in the process of hiring 20 artists with CETA funds. The artists, including a classical pianist, will work in community workshops and schools.

The Indiana Department of Parks and Recreation has hired a Craft Center Director with CETA funds. The Director works at Eagle Creek Resort, coordinating community arts and craft shows.

The Indiana Arts Commission has bolstered its staff through the creation of CETA funded positions for 2 secretaries and 2 research assistants. The Commission is also working on an employment program with the Department of Education, which would expand the Artist-in-Schools program in Indiana.

The Historical Museum in South Bend has used CETA funds to hire an assistant curator. His time is devoted to a Bicentennial Project which will trace the development of art and architecture in South Bend.

Louisiana

In an effort to reduce hiring delays, officials in New Orleans have made all recently allocated CETA funds available to private, non-profit organizations. The Museum of Art has hired 10 new employees, including a librarian, a guard, 2 curators of education and clerical and secretarial help.

Massachusetts

The walls of public buildings in the City of Somerville have been brightened through the efforts of 2 environmental artists hired with CETA monies. The results of this work are highly recommended by the Mayor of Somerville, S. Lester Ralph.

Minnesota

In St. Paul, Minnesota, 3 painters, a sculptor, a poet and a dancer have been hired with CETA funds by Compass, a community arts development program. The artists are working with the Department of Parks and Recreation and the City Administrator's Office on a variety of "artists in service" projects. Bell Telephone Company is paying for paint and supplies for a mural on the side of their building and the City Administrator's Office has assigned one-half of a city block for the development of a park to be designed by the artists.

New Hampshire

In New Hampshire, CETA funds have benefitted the arts through 3 private, non-profit organizations. The American Stage Festival and the Creative Arts Ensemble have each hired an administrator. The White Mountain Center for Music and the Arts, an Economic Development Project in New Hampshire, is employing two administrators and a secretary; these jobs are budgeted to continue on the Center's payroll when CETA money is no longer available.

New Mexico

In New Mexico, CETA funds have enabled the governor to appoint a new advisor on cultural matters. The advisor acts as a liaison between arts organizations and schools. As a result of his work, high school orchestras are playing lunchtime concerts in the State Capital rotunda. Plans have been made to convert the governor's reception room into a rotating exhibit area, and the Santa Fe Chamber Music Society has performed for school children on the lawn of the governor's mansion.

New York

The Department of Human Resources in Albany has extensively supported the hiring of artists and support staff through CETA. The Albany Institute of Arts has been provided with funds for two assistant curators and a business manager, and the Albany Arts Coordinator is benefitting from the services of a program aide. Two directors were hired to assist disadvantaged youth in designing and painting murals; a full-time municipal artist has created sculpture for one of Albany's parks; the Bureau of Cultural Affairs hired a director, an archeologist, a librarian for historic research and a historic preservation specialist.

Approximately 40 arts-related private agencies have been able to fill positions with CETA funds. The City made a special effort to inform the private groups of their eligibility for these funds.

Rhode Island

CETA funds have enabled the Rhode Island Council on the Arts to hire 5 artists and an administrator for educational programs. The artists provide a variety of community services: a visual artist works in day-care centers; a musician in prisons and the surrounding communities; a dancer performs therapeutic work for the elderly; a craftsman teaches in prisons and factories; and a theatre specialist provides technical assistance to community theatres.

In Providence, CETA funds have been allocated to private arts organizations. The Trinity Square Playhouse and the Looking Glass Theatre have received additional clerical help, and a planetarium director and curator have been hired by the Roger Williams Park Museum.

Tennessee

The Jackson Arts Council has hired a part-time architecture student to assist with plans for a new building for the Arts Council, and an art education supervisor to coordinate the Artists-in-Schools program in Jackson.

The Tennessee Arts Commission has coordinated the hiring of 4 people to help various crafts programs in Tennessee: a director for the Upper Cumberland Pottery Workshop in Livingston; crafts coordinators for the Sequoia Arts and Crafts Association in Sweetwater and the First Tennessee Development District; and, in Oak Ridge, a director for the Group Buying Program of the East Tennessee Crafts Council, which provides inexpensive materials and supplies for artists in the state.

Washington

In Seattle, Mayor Wes Uhlman has implemented an innovative approach to the use of CETA funds. Jobs for artists have been made available through several channels, including the Seattle Arts Council which has received funds for 15 positions in its "Artist in the City" program. Over 500 artists responded to an invitation to propose their own job descriptions for performing tasks of civic value. The Performing and Visual Arts Division of the Seattle Park Department has also been awarded 15 positions, including drama, visual arts, and music instructors; a theatre technician; a theatre project director; a photographer; and a dance instructor to perform therapeutic work with the handicapped.

The prime sponsor for Seattle has also made CETA funds available for the creation of 10 positions in private, non-profit art organizations. Seattle's 3 professional theatres--The Seattle Repertory Theatre, A Contemporary Theatre and Empty Space--have received technical assistants. The Foundation for Indians of All Tribes has hired an arts coordinator, the Seattle Symphony Orchestra an adult education coordinator, and Black Arts West now has a full-time technical director.

Through the Washington State Arts Commission, CETA funds have been allocated for 9 community arts coordinators to develop arts programming, and for a visual arts coordinator to work with the Commission. The City Arts Commission of Tacoma has hired a staff member and 10 artists to work in Pierce County.

West Virginia

The Art Center in Parkersburg, West Virginia has received funding from CETA for a maintenance man and an education coordinator.

Wisconsin

In Milwaukee, 9 arts-related positions have been filled. Seven security guards at the Milwaukee Public Museum are being paid with CETA funds. The Echo Writer's Workshop, an inner city community service organization, has hired a program coordinator, and Central Cultural Educativo, a school providing alternative public education for the Spanish community, employs an art instructor.

In Jaynesville, two staff members have been hired for the Rock Prairie Arts Council, a new community organization which was unable to pay staff until CETA funds became available.

American Samoa

In Pago Pago, one of the first projects under Title VI of CETA was to employ 33 craftsmen, who will work in a group of traditional Samoan houses, using their talents to strengthen traditional artistry and pass on the crafts heritage of the older members of the Samoan Community to younger generations.

April 21, 1975

1 APR 75

Ken
DEAR SENATOR REEVES:

GLAD TO HEAR ABOUT YOUR
JOBS COMMITTEE - RATHER
I CAN BE OF HELP IN SOME
SMALL WAY. AS YOU KNOW
I AM CONCERNED ABOUT THE
UNEMPLOYMENT SITUATION IN
HINCHIN COUNTY

Sincerely

James Kerr
Architectural
Consultant

(copy) J. KERR

Books-

Send agenda for May 16

Submit ideas

JOINT SELECT COMMITTEE ON JOBS
Senator Bruce M. Reeves, Chairman
Rep. Laurence E. Connolly, House Chairman

May 6, 1975

Mr. Jarvis Kerr
Arthritis Foundation
Box 333
Bath, Maine 04530

Thanks very much for your note of April 7. I would be very happy to have you submit any ideas you have on creating jobs to the committee in care of the legislative post office.

We will be holding a public hearing in Augusta on Friday, May 16 and I am enclosing a copy of the agenda. If you find that you can be present I think you would find it interesting.

We are anxious to hear about all worthwhile projects which could benefit the community while putting people to work.

Sincerely,

Bruce M. Reeves
State Senator, Dist. 20

enc.

BMR:rd

Holloway

April 29, 1975

Senator Bruce Reeves
Maine Senate Chambers
Augusta, Maine 04330

Dear Senator Reeves:

I noticed that your committee is interested in possible suggestions how to use federal money for needy employment in the State of Maine.

My first suggestion would be not to spend the money in the administration of the program but to channel it to the person or family in need.

2. My second suggestion is to use this money to physically clean up the major rivers in Maine starting in the mouth and working toward the source to remove all debris, foreign article which add to our pollution. This removal of debris plus the sewer projects already funded, plus the removal of mill waste would once again restore our rivers to the rightful place as a natural resource.

Sincerely yours,

Doug. Holloway

H. Douglas Holloway
Shore Road
North Edgecomb, Maine

You are doing a good job.

JOINT SELECT COMMITTEE ON JOBS
Senator Bruce M. Reeves, Chairman

May 5, 1975

Mr. H. Douglas Holloway
Shore Road
North Edgecomb, Maine

Dear Mr. Holloway:

We appreciated very much receiving your letter of April 29 with your good idea which could benefit the community while putting people to work.

You can be assured that we will consider your suggestion and publicize this and other ideas such as yours.

Thank you very much for taking the trouble to write. We are anxious to hear about all worthwhile projects.

Sincerely,

Bruce M. Reeves
State Senator, Dist. 20

BMR:rd

Berg

April 29, 1975

Chairman
Joint Select Committee on Jobs
The State House
Augusta, Maine

Gentlemen,


In response to a front page article in the Portland Press Herald this date, I would like to offer a suggestion that I do not consider really "wild."

One of the most outstanding blights and eyesores in our great state is constantly evident in the rural towns and communities. It is the accumulation of rusted and/or abandoned hulks and relics of automobiles, trucks, farm equipment and heavy equipment. Additionally in the same areas one notes numerous abandoned buildings and structures in various stages of collapse.

It is my thought that if some of the federal and state monies were earmarked for the towns and communities concerned to fund for removal of the vehicles and demolition of the dilapidated and hazardous buildings, we would be doing a great service to the state and most importantly, putting people to work on worthwhile projects rather than "making work" for works sake.

Moreover, I would be willing to bet that if the owners of the properties concerned had the opportunity to have these things cleared/cleaned up at no expense to themselves, they would be more than happy to cooperate with the towns concerned. Additionally, the re-cycling of steel is a booming business and the wrecks would return funds to the towns.

Sincerely yours,


Russell Peter Berg
RFD 25, Limington, Maine

May 2, 1975

Mr. Russell Peter Berg
RFD 25
Limington, Maine

Dear Mr. Berg:

We appreciated very much receiving your letter of April 29 with your good idea which could benefit the community while putting people to work.

You can be assured that we will consider your suggestion and publicize this and other ideas such as yours.

Thank you very much for taking the trouble to write. We are anxious to hear about all worthwhile projects.

Sincerely,

Bruce M. Reeves
State Senator, Dist. 20

Woodruff

PINE TREE LEGAL ASSISTANCE, INC.
ADMINISTRATIVE & PORTLAND AREA OFFICE
178 MIDDLE STREET
PORTLAND, MAINE 04111
TEL. 774-8211

AUGUSTA OFFICE
35 FRANKLIN STREET
AUGUSTA, MAINE 04330
622-4731

BANGOR OFFICE
COE BLDG., 81 MAIN ST.
BANGOR, MAINE 04401
942-8241

CALAIS OFFICE & INDIAN UNIT
173 MAIN STREET
CALAIS, MAINE 04619
454-2113

PRESQUE ISLE OFFICE
154 STATE STREET
PRESQUE ISLE, ME. 04769
764-4349

April 29, 1975

Senator Bruce M. Reeves
State House
Augusta, Maine 04330

Dear Senator Reeves:

I have been carrying an idea around in my head for a couple of years that with the coordination of various efforts could yield many benefits to marginally and unemployed people in Maine.

It goes like this: Large, old, rural estates would be purchased by the state, or through some corporation, and would be made into year-round dwelling places for groups of chiefly elderly persons. The people selected to live in these estates would need to have some "old-fashioned" skills, and would also have to be tired of living basically in isolation, without much human and social contact. Right away, these people could begin to refurbish these estates, perhaps arranging small apartments in the main building or adjacent buildings, preparing garden plots, beginning woodlot maintenance, etc. Slow, steady and careful work would suffice. Soon, the group of 20 or 30 people would have provided themselves a very decent place in which to live where basic needs of late middle aged and older people for social contact could be met, where expenses could be shared, where state and community services could be provided more efficiently and at reduced cost.

After a year of getting established, the group would run ads in the New Yorker, the Wall Street Journal, the Leading Philadelphia, Washington and Boston papers, etc. The ad would present the more affluent vacationing public from out of state with an opportunity to spend a week or even a month at one of these estates with their families, including small children. The children, and even the adults, would enjoy seeing old hospitable Mainers working together in a variety of pursuits which are presently on their way to being lost. An old man doing some whittling, another building lobster traps, another building a boat, another working in the woods, several working at organic gardening, women baking bread, putting up jams, weaving, crocheting, doing interior decoration in the old fashion, milking cows,

ways

Senator Reeves
April 29, 1975
Page 2

making cheese and yoghurt, making a little music, reading a little poetry, these things and probably more would provide any affluent family which doesn't want to lose track of the right way of doing things a very exciting vacation. Babysitting and child care would scarcely be an issue as there would be so much for every summer visitor to get into.

Housing for the tourists could be provided in the corners of barns and perhaps in simple, attractive new structures to be built on the land.

The tourist fee charged for these kinds of accomodations could be quite handsome and would certainly take care of the needs of the year-round group. All would enjoy a very attractive and decent standard of living, and I think they would enjoy it. Hundreds and perhaps soon thousands of Mainers whose job security later in life is severely threatened could find at a minimum a most useful place in society.

I think this an idea worth getting on with, and would heartily recommend it to you. I have a couple of other ideas that I might as well share at this time too, as I do seem to think about these things from time to time.

Right now, the prisoners at Thomaston work in a very modern shop manufacturing furniture and novelties. What they should be doing instead is building modular housing fairly similar to that being built by Shelter Institute people now. The shop would probably have to be reworked, but it is basically there. The prisoners could form a corporation and be the officers of it. The modular units would be built inside the prison and those (now many) prisoners on work release or working at the farm could become ~~as~~ members of the corporation, ~~be~~ delivering these homes to a site and attaching them to a foundation. The whole coastal section of the state is in dire need of increased availability of housing. Any prisoner participating in the program would be learning truly marketable skills for use later in life, each could be building a little nest egg to start again on the outside, and a number of the prisoners could stay right with the corporation after their release, ^{as sales people and developers.} Low-cost housing would be built, skills would be learned, and a class of society which has heretofore felt demoralized and worthless would be given a great deal of value and meaning in life. Right now, of course, it is anticipated

Senator Reeves
April 29, 1975
Page 3

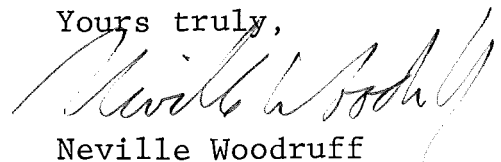
that most prisoners will make an unsatisfactory adjustment to street life and will return to prison, primarily for lack of employment opportunity. This vicious circle could be brought to an end.

My last idea, and then you can go back to work, is for hunting by out-of-staters to be much more carefully controlled. I would suggest that any out-of-state hunter be obliged to hire either singly or with a small group an instate guide who is familiar with the woods and with wildlife. The out-of-staters would have a chance to learn hunting from someone who really knows the terrain and the techniques, and those Mainers who know that stuff would have a chance to work for and earn a very decent living during a part of the year. Perhaps some provision should be made for out-of-staters who have held Maine hunting licenses for the last three years or some such length of time so that they can continue hunting on their own. The new hunters are decimating our woods and animals with litter and carcasses, and we all subsidize it. Wouldn't it be better if they subsidized a large number of people in this state who aren't making a decent living at present?

If Ernie Stallworth got his article in the Portland Press Herald right, then you truly are looking for ideas like the three I've given you. I'd really enjoy talking to you more about any of them and although each would require a little bit of work to get started, each would have the potential for bringing and keeping a lot of extra money and jobs right here in Maine.

I thank you very much for your consideration of all this. Don't hesitate to call me for a further chat.

Yours truly,



Neville Woodruff
Attorney at Law

NW/jb

cc: Rep. Laurence E. Connolly, Jr.

JOINT SELECT COMMITTEE ON JOBS
Senator Bruce M. Reeves, Chairman
Rep. Laurence E. Connolly, House Chairman

May 5, 1975

Mr. Neville Woodruff
Pine Tree Legal Assistance, Inc.
178 Middle Street
Portland, Maine 04111

Dear Mr. Woodruff:

Thanks very much for your letter of April 29 with your ideas to benefit the marginally employed and unemployed people in Maine. Some of these, especially prisoners building modular homes, are just what we are talking about. Something that benefits the community while providing a future for people learning a skill is what the committee considers one of its prime objectives. Perhaps the Shelter Institute could lend some assistance in this regard. We'll discuss this with Pat and Patsy Henning.

I want to talk further about the idea of rural-life tourist homesteads. Representative Jim Wagner of Bangor has been working along this line with a project called Skinner Farm.

There was just such a bill before the legislature dealing with Maine guides for out-of-staters as you suggested, but it was defeated by a wide margin.

I really appreciate your taking the trouble to write and share your ideas with me. We seem to be thinking along the same lines and I'm looking forward to discussing the whole area of worthwhile job creation projects with you.

Sincerely,

Bruce M. Reeves
State Senator, Dist. 20

Cross

P.O. Box 12
Nobleboro, Maine
04555
30 April 1975

Sen. Bruce Reeves
State Senate Building
Augusta, Maine 04330

Dear Mr. Reeves,

Your article on "wild" job ideas was very interesting. Thought that you might be interested in what Nobleboro is doing to help people in the area.

As a part of our Bicentennial celebration we are going to have a Market Fair for ten weeks from July 5 thru September 6, 1975. A person may rent a space for five dollars to sell his hand-made, home-grown or gathered items in an out-door setting. We hope to have this during the summer of 1976 also. If it is successful we have discussed forming a non-profit corporation after the Bicentennial and Market Fair will be an annual event.

According to Mr. Dudley of the Department of Industry and Commerce, Nobleboro is the only place in Maine to do something of this nature on a continuing basis. Our Market Fair is patterned after the Saturday Market in Eugene, Oregon which is a most successful project. They have been of immense assistance to us as we start our Fair.

Will enclose one of our applications for you to peruse. We hope that if you have an opportunity to visit us on one of our Market Fairs days, that you will do so.

Yours truly,



Evelyn Cross
(Mrs. A.R.)

cc to L.E. Palmer, Jr.

NOBLEBORO MARKET FAIR

The Bicentennial Committee of the Town of Nobleboro, Maine is sponsoring an outdoor Market Fair to be held, rain or shine, on ten Saturdays, July 5 to September 6, 1975, from 10 a.m. to 5 p.m. on the Nobleboro Central School grounds, located on Old Route #1. Turn off Route #1 at Nobleboro Village signs heading North from Damariscotta or South from Waldoboro.

10' x 10' spaces are available to rent at \$5.00 per space per week. Individual (no more than two people exhibiting per space) and family (parents and children) applications may be made. All rental fees must be paid before booth is set up.

Set up time begins at 8 a.m. and grounds must be cleared by 6 p.m.

Crafts and products which you have made, grown or gathered are acceptable. No flea market type products will be accepted. Any questions on suitability will be decided by the Executive Committee.

Sellers' certificates and special licenses are the responsibility of the renters.

Each renter must provide his own booth or table for selling. It is recommended that provisions be made for rainy weather.

Pets are not allowed, and no live animals may be sold.

Begging or soliciting will not be permitted.

Electricity will not be available, and the use of hazardous equipment will be forbidden.

Each renter is responsible for the general cleanup of his booth and area and shall put trash in available receptacles.

Preliminary listings and advertising have been mailed to various nationwide crafts magazines, Maine magazines and newspapers and an automobile club. The Market Fair will be publicized on a state-wide level as the summer approaches.

If you are interested in renting for more than one week, please check appropriate spaces below. Payment may be made in full or may be paid weekly. Please check with the Bicentennial Booth each week for payment and assignment of space.

NAME _____	TYPE OF CRAFT _____			
ADDRESS _____	INDIVIDUAL (no more than two) _____			
_____	TEL. # _____ FAMILY _____			
DATE(S) DESIRED:				
_____ JULY 5	_____ JULY 12	_____ JULY 19	_____ JULY 26	_____ AUG. 2
_____ AUG. 9	_____ AUG. 16	_____ AUG. 23	_____ AUG. 30	_____ SEPT. 6
_____ PAYMENT ENCLOSED			_____ AMOUNT	

MAIL TO: Nancy Hartford, Market Fair, P.O. Box 12, Nobleboro, Maine 04555

Tel. # 207-832-9859

JOINT SELECT COMMITTEE ON JOBS
Senator Bruce M. Reeves, Chairman
Rep. Laurence E. Connolly, House Chairman

May 5, 1975

Mrs. A.R. Cross
P.O. Box 12
Nobleboro, Maine 04555

Dear Mrs. Cross:

We appreciated very much receiving your letter of April 30 explaining the Nobleboro Market Fair. We are interested in just such ideas as this which will benefit the community while putting people to work.

You can be assured we will publicize this and other ideas such as yours and I hope I and other members of the committee will have an opportunity to visit Nobleboro on one of your Market Fair days.

Thank you very much for taking the trouble to write. We are anxious to hear about all worthwhile projects.

Sincerely,

Bruce M. Reeves
State Senator, Dist. 20

BMR:rd

107 LEGISLATURE'S

Thayer

JOINT SELECT COMMITTEE ON JOBS

STATE HOUSE

AUGUSTA, MAINE

DEAR SIRSI:

THE PORTLAND PRESS HERALD RAN AN ARTICLE ON YOUR COMMITTEE AND VARIOUS SUGGESTIONS ON WAYS TO USE FEDERAL AND STATE MONEY FOR JOBS. I'D LIKE TO PROPOSE AN IDEA WHICH LEADS ITSELF TO MAINE, ITS NATURAL RESOURCES AND RECENT LEGISLATION ON USING PUBLIC WOOD LOTS.

FOR THE LAST TWO YEARS I HAVE SUBSTANTIALLY REDUCED MY HEATING COST WITH A WOOD FIRED FORCED HOT WATER BOILER INSTALLED IN CONJUNCTION WITH MY OIL FIRED FURNACE. THE WOOD SYSTEM, USES THE SAME PIPES AND RADIATION. ITS A LOW COST INSTALLATION THAT COULD BE ADAPTED TO MANY MAINE HOMES; CREATING JOBS AND CONSERVING ENERGY.

I WOULD LIKE TO SHOW YOUR COMMITTEE THE SYSTEM WITH THE CONDITION THAT I PARTICIPATE IN ITS DEVELOPEMENT AND INSTALLATION.

ROBERT T THAYER

1689 BROADWAY

SO. PORTLAND, ME

4/30/75

JOINT SELECT COMMITTEE ON JOBS

Senator Bruce M. Reeves, Chairman

Rep. Laurence E. Connolly, House Chairman

May 5, 1975

Mr. Robert Thayer
1689 Broadway
South Portland, Maine

Dear Mr. Thayer:

We appreciated very much receiving your letter of April 30 with your idea of using wood fired forced hot water for heating purposes. You can be assured we will consider your suggestion and publicize this and other ideas such as yours.

At this time we are not in a position to investigate your system directly but it is possible that in the near future we may be. At that time we may be in contact with you again.

Thank you for taking the trouble to write. We are anxious to hear about all projects which can benefit the community while putting people to work.

Sincerely,

Bruce M. Reeves
State Senator, Dist. 20

BMR:rd

Adams

4 Park Ave., RFD #1
Scarborough, ME 04074
May 1, 1975

Joint Select Committee on Jobs
State Legislature
Augusta, Maine

Gentlemen:

In response to your public invitation, here are a few thoughts about projects to create jobs.

1. Organized management of available labor to produce extra food and other products.
2. Salvage timber damaged by the spruce budworm and other causes.
3. Plant trees wherever they will grow.
4. Clear and use existing timber and other resources in areas due to be flooded later.
5. Find and remove eyesores, such as building ruins, auto junk, litter.
6. Reclaim land now useless due to rocks, rough terrain, mud, etc.
7. Improve all kinds of public lands -
 - Parks
 - Picnic tables and areas
 - Drainage
 - Access roads
 - Signs
 - Plantings
 - Make streams and ponds clean, neat, passable by boat.
8. More stocking of ponds and streams with desirable fish.
9. Build pilot plants for methane, methanol, other promising projects. Maybe production plants also.
10. Build demonstrations of best known uses of solar energy, winds, heat pumps, etc. Keep them up to date. Make them into tourist attractions, also.
11. Research for maximum utility of peat moss.
12. Reclaim and improve shore line wherever possible.
13. Assign more support to law enforcement to prevent vandalism and crime.
14. Assign more clerical and other help to the courts to assure prompt justice.
15. Assign more support to constructive programs to eliminate the causes of anti-social behavior. e.g. scout leaders, boys clubs, public recreation facilities and guidance.

16. Assist private industry in landscaping to improve appearance of ugly places.
17. Assist private industry in labor cost of pollution control.
18. Long range planning at all levels. Not only 5, 10 years, but 50, 100 years and more.
19. If any of these need skills not now available, give attention to providing needed training, and maybe some pay while learning.
20. Consider all the services desired for the very young, the elderly, and handicapped. Some of these may be such jobs as you are looking for.

I commend your approach to the problem, and hope some of these thoughts may be helpful.

Sincerely,

Belmont Adams

Belmont W. Adams

JOINT SELECT COMMITTEE ON JOBS
Senator Bruce Reeves, Chairman
Rep. Laurence E. Connolly, House Chairman

May 6, 1975

Mr. Belmont Adams
4 Park Ave. RFD #1
Scarborough, Maine 04074

Dear Mr. Adams:

We appreciated very much receiving your letter of May 1 with all your good ideas which could benefit the community the community while putting people to work.

You can be assured that we will consider all your suggestions and publicize these and other such ideas as yours.

Thank you very much for taking the trouble to write. We are anxious to hear about all worthwhile projects.

Sincerely,

Bruce M. Reeves
State Senator, Dist. 20

BMR:rd

Grey

May 2, 1975

Senator Bruce M. Reeves
The State Senate
State House
Augusta, Maine 04330

Dear Senator Reeves,

I have some suggestions on how to use federal and state job funds:

- 1) Hire people to set up pilot recycling projects. In view of the present problems associated with rubbish disposal in Maine, such as lack of suitable sites and pollution from water run-off, recycling seems to be practical and economical. In a few years, it may become necessary, because our natural resources are limited. Towns or counties could sponsor these jobs. A good project may even generate some money for them.
- 2) Hire people to conduct water quality monitoring. Research and information on Maine's many lakes, ponds, rivers and coastal waters is urgently needed and it is more than the Department of Environmental Protection and the Department of Marine Resources can presently handle.
- 3) Hire people as "gardening aides". More and more people are growing gardens and could use help on how to raise, store and prepare vegetables. I think the emphasis should be on "organic" gardening, for this is both ecological and economical, as it does not require buying fertilizers or pesticides. Gardening aides could work under U.M. Cooperative Extension agents and would not need a degree, but experience in gardening, storing food, cooking and working with people.

One advantage of all three jobs I have listed is that they can be done in the rural areas, where there is a real shortage of work. Both the recycling project and the water quality monitoring can be made "labor intensive".

I live in Waldoboro, but have recently had to move to Portland to get a job - a 15 week position in the Portland Public Library (CETA). I would be glad to discuss my ideas with you at any time.

Thank you.

Star Route 4
Waldoboro, Maine 04572
529-5295

Sincerely,

Lydia Grey

Lydia Grey
c/o D. Schurman
175 Danforth Street
Portland, Maine 04102
774-6832

JOINT SELECT COMMITTEE ON JOBS
Senator Bruce Reeves, Chairman
Rep. Laurence E. Connolly, House Chairman

May 6, 1975

Ms. Lydia Grey
c/o D. Schurman
175 Danforth Street
Portland, Maine 04102

Dear Ms. Grey:

I appreciated very much receiving your letter of May 2 with your three good ideas which could benefit the community while putting people to work.

You can be assured that we will consider your suggestions and publicize these and other ideas such as yours.

Thank you very much for taking the trouble to write. We are anxious to hear about all worthwhile projects.

Sincerely,

Bruce M. Reeves
State Senator, Dist. 20

Thomas Inc.

G. Merrill Thomas
118 Summer Street
Rockland, Maine 04841
Phone 207 594-7169

May 12, 1975

SPECIAL COMMITTEE ON JOBS

STATE HOUSE

AUGUSTA, MAINE 04330

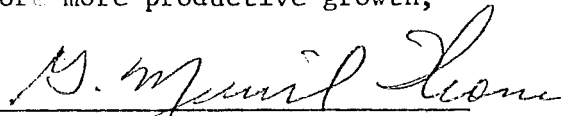
The purpose of the Special Commission on Jobs is commendable. However, the problem appears to be one of timing, penetration, and financial underwriting.

Regarding timing, if immediate relatively permanent jobs involving existing industry have priority, may I suggest a state sponsored D I S C. The source of goods and services would be existing Maine Industry by expanding their present operations into foreign trade world-wide market where sales are available.

For a job to be economic, it must satisfy a need; may I suggest a resource recovery type of business. What is suggested here is an initial capital investment plus matching funds for adjustment purposes for 5 years. At this point, involvement with existing salvage dealers will allow appropriate marketing of processed solid waste in smaller communities. In some instances, the program can be expected to be self-sustaining in 5 years.

If either of these ideas suggest future elaboration, I would make time available to the committee and staff for such detailed discussion.

For more productive growth,


G. Merrill Thomas

GMT:ce

May 13, 1975

①

Dear Senator Reines,

I am writing this letter after speaking to Chantanya York & Jay Robbins today. It seems that I have missed a deadline but I am writing you anyway in the hope that you might be able to include my proposal in one of your programs.

About a year and a half ago I started the Camden Food Co-Op with about 10 members. In the past year we have grown to over 200 families doing a volume of approx. \$3.000 per month after starting with a group of organically oriented folks - we have done quite a lot of speaking to Senior Citizens - Church Groups - Food Stamp Recipients & the Extension Service and I think have quite a cross section

of people now in our program.
I am now turning my efforts into
creating other co-ops (services). My
project now being the formation of a
Co-op ~~Garage~~ Garage.

It seems that all my friends
have cars that are constantly breaking
down & being serviced and I thought
what a help if we could get auto
Parts at near to wholesale prices,
and also low cost; honest, competent
auto repairs.

I have an excellent mechanic
interested in the project, a possible
location & a proposed list of members.
also I think a plan to make this
economically feasible.

What seems to be the problem
is initial funding for basic tool
necessities. I also think we could
set up a training program for

3

interested person & create some
jobs in the area.

If you feel that there are
possibilities for your help in
my plan as would like me
to write up a more complete
proposal I wish you would contact
me.

I tried to see you in Augusta
last week but you were out of
your office.

Hoping to speak with you
at some time.

Sincerely,
Marina Klides
19 Knowlton St.
Camden, Me.
236 - 2161

JOINT SELECT COMMITTEE ON JOBS
Senator Bruce M. Reeves, Chairman

May 15, 1975

Ms. Marcia Keidel
19 Knowlton St.
Camden, Maine

Dear Ms. Keidel:

I appreciated very much receiving your letter of May 13 with your good idea which could benefit the community while putting people to work.

We are now compiling a list of all worthwhile projects which can generate jobs and you can be assured we will consider your suggestion of a co-op garage and publicize this and other suggestions such as yours.

Thank you very much for taking the trouble to write. We are anxious to hear about all worthwhile projects.

Sincerely,

Bruce M. Reeves
State Senator, Dist. 20

BMR/rd

CONCERTED SERVICES
IN TRAINING AND EDUCATION

(CSTE)

ROOM 9
50 WATER STREET
SKOWHEGAN, MAINE 04976

STEPHEN G. RANSLOW, COORDINATOR
TEL. (207) 474-2225

May 13, 1975

Senator Bruce Reeves
Maine State Legislature
Augusta, Maine 04330

Dear Senator Reeves:

We understand that you are interested in receiving suggestions about "creative" ideas for CETA jobs for low-income people in Maine. We have several ideas that we'd like your Committee to consider. Many are related to and stem from responses we received after putting on a conference, "Spring Growth," which focused on agricultural self-reliance, cooperation and food in Maine. (This conference was attended by approximately 3,000 people.)

Here are some of our ideas:

1. Establishing a rural resources coordinating center, which would include the following possible projects:

- a. Compiling and publishing a statewide rural human resource directory.
- b. Organizing regional workshops throughout the year, on specific topics ("how to do _____ in Maine").
- c. Organizing community gardens, with built-in educational components. Including garden space for the elderly, for special schools (retarded, emotionally disturbed, etc.).
- d. Coordinating large statewide cooperative orders of fertilizers (with special emphasis on organic fertilizers available in Maine).
- e. Inventorying the state's natural fertilizer sources, accessibility, costs, transportation, possible jobs generated, savings to farmers table.
- f. Researching converting from chemical to biological agriculture. (Test plots--chemical vs. biological).
- g. Recycling centers. Employing people to sort organic/inorganic dump wastes. Researching the use of sludge as a natural fertilizer.
- h. Researching and/or implementing rural transportation. Publishing results; holding workshops.
- i. Researching and publishing a Maine Grains Book, (include history, research and "how to" -- large and small).

2. Implementing an agricultural apprenticeship system, in which low-income individuals interested in learning about farming methods are 'tutored' by established farmers (particularly those using organic methods, e.g. Maine Organic Farmers and Gardeners Association members). In exchange for labor, workers could receive instruction and education. Could be administered through Town managers. (We've already spoken to Mr. Timothy Wilson, Directory of the Office of Economic Opportunity, about this idea; the Dexter community is interested in pursuing this.)

3. A similar program to (2) could be implemented, in which CETA workers could rejuvenate old or abandoned Maine farms.

Considerable federal money is used for various forms of welfare in which an individual's ability to become independent is not furthered. In contrast to this, the principle underlying our suggestions is that individuals can become more self-reliant, and, extending this further, that Maine can become more economically self-sufficient.

We hope these suggestions are of help to you and we would certainly like to hear from you if you have any questions or comments.

Sincerely,



Annette Demby
Crisis Economy Coordinator
CSTE



Albert A. Barden, III
Associate Coordinator, CSTE

Chaitanya York
President, Maine Organic
Farmers & Gardeners Assoc.

ad

Mr. Albert Barden III
Associate Coordinator, CSTE
Room 9
50 Water Street
Skowhegan, Maine 04976

Dear Mr. Barden:

I appreciated very much receiving your letter of May 13 with many good ideas which could benefit the community while putting people to work.

You can be assured that we will consider your suggestions and publicize them and other ideas such as yours.

Thank you for taking the trouble to write. We are compiling a list of all worthwhile projects which can generate jobs and shortly will be preparing our committee report to the legislature.

Sincerely,

Bruce M. Reeves
State Senator, Dist. 20

BMR/rd



Gov. Baxter State School for the Deaf
P. O. Box 799
Portland, Maine 04104

Dear Sen. Bruce M. Quenes and
Rep. Laurence E. Connally, Jr.

The Work/Study classes in Gov. Baxter School for the Deaf were brainstorming jobs for this summer and we read in the Portland Press Herald about your committee. We all were considering different kinds of jobs which could be done on our Machworth Island. So we would like to contribute as much of our thoughtful possibilities of the "wild jobs" which may help add to the State's list of the wild ideas. We hope you will find some of the ideas which may be helpful.

Sincerely yours,

26 students

The Work/Study
classes



Governor Baxter State School for the Deaf

P.O. Box 799 Portland, Maine 04104

- 1) Clean up debris
- 2) Security guards
- 3) Repair the trees
- 4) Paint buildings - outside
- 5) Decorate buildings - inside
- 6) grounds work
- 7) Build a wading pool for primary
- 8) Clear the pond
- 9) Improve the trails
- 10) Build a rustic bridge
- 11) Recreation program for children during summer
- 12) Plant a vegetable garden for the school
- 13) Teach crafts to children
- 14) Teach drama to children
- 15) Teach photography to children
- 16) Teach sports to children
- 17) Build benches along the trail
- 18) Exchange program helpers
- 19) Interpreting classes for hearing boys & girls
- 20) Repair desks & furniture, etc.
- 21) Widen the causeway & add a sidewalk to it.



Gov. Baxter State School for the Deaf
P. O. Box 799
Portland, Maine 04104

- 22) Build a pier or wharf
- 23) Have a summer sports program
- 24) Build play house for children
- 25) Repair swings
- 26) Build barbeque pits
- 27) Build bird houses, feeders
- 28) Cut up old trees for firewood
- 29) Spray the trees
- 30) Plant new trees
- 31) Plant wild flowers
- 32) improve the dog cemetery
- 33) improve the girl's court & playground
- 34) Trash cans along the trail
- 35) Install water fountain on the trail

May 8, 1975

Joseph P. Youngs, Jr.
Superintendent
Baxter State School for the Deaf
P.O. Box 799
Portland, Maine

Dear Mr. Youngs:

Please tell the 26 students of the Work/Study classes how appreciative we were to receive their letter with all the good ideas which could benefit Mackworth Island while putting people to work.

Assure them that we will consider their suggestions and publicize these and other ideas such as theirs.

Thank them very much for taking the trouble to write. We are anxious to hear about all worthwhile projects.

Sincerely,

Bruce M. Reeves
State Senator, Dist. 20

BMR:rd

STATE OF MAINE
DEPARTMENT OF TRANSPORTATION

STATE OFFICE BUILDING

AUGUSTA, MAINE

04330

mdot

ROGER L. MALLAR
Commissioner

May 29, 1975

✓ Senator Bruce M. Reeves, Chairman
Repr. Laurence E. Connolly, House Chairman
Joint Select Committee on Jobs
State House
Augusta, Maine

Gentlemen:

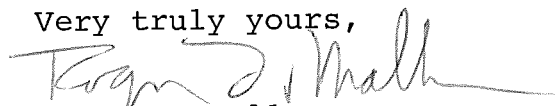
This is in response to a letter from Senator Reeves requesting written information, including a listing of the types of jobs and projects the Department of Transportation could effectively utilize if funds were available. In response to that request I have attached a table summarizing the various activities in the Department where additional labor could be effectively utilized if funds were available, including the percent of labor intensity, the number of people possible by activities, and an estimate of the funds that could be reasonably utilized in this category.

We have not indicated a particular number of people involved in the basic improvement type projects as that would depend entirely upon the amount of funds made available. Obviously a significant amount of work activity could be produced in those categories by the Department if funds were available.

I do believe it is of interest to note that for contract construction whereby any State funds raised would be utilized to match federal funds, the overall percentage of State funds necessary generally turns out to be about 25% which approximates the percentage of total expenditure assignable to relatively direct labor involvement so that one way of looking at the situation would be that the State funds invested, as long as federal funds were available, can almost be assumed to be 100% labor intensity. It should also be noted that in the larger type of highway and bridge improvement program there is a significant amount of non-direct and induced labor created with the purchase of equipment and materials and supplies necessary to perform the actual work.

If I can provide any further information in this respect I would be very pleased to do so.

Very truly yours,


Roger L. Mallar
Commissioner

RLM/b

	DURATION MONTHS PER YEAR	HOURLY WAGE INCLUDING FRINGE BENEFITS	LABOR % OF TOTAL COST	NUMBER OF PEOPLE	ESTIMATE OF FUNDS *
Selective Clearing	12	\$ 3.25	75 - 85	35 - 40	\$ 325,000
Landscape Maintenance	6	3.35	90	10 - 15	55,000
Brush Cutting	12	3.20	75 - 85	75 - 100	800,000
Bridge Painting	6	3.50	70 - 80	50 - 100	465,000
Signing	12	3.35	20 - 30	25	670,000
Guard Rail	8	3.35	40 - 60	75 - 100	890,000
Town Road Improvement +	8		25 - 35		
State Aid +	8		25		
Contract Construction +	8		20 - 25		
TOTALS				270 - 380	\$3,205,000

* Estimate of Funds based on highest number of people, average percent of labor and duration as shown.

+ Any amount of funds within reason could be used for these construction programs as there is great need state wide. The amount of money paid in labor may be obtained by multiplying projected amount by labor percentage.

NOTE: If all individuals were hired for a full year to perform those jobs indicated, fewer could be used effectively. A lesser number would be used on those jobs calling for 12 months duration in order to fully man those positions which could be performed during warm weather only. Under this circumstance the maximum number of employees which could be effectively used would be approximately 290 at a cost of \$2,500,000.



State of Maine
Department of Manpower Affairs
20 Union Street
Augusta, Maine 04330

EMPLOYMENT SECURITY COMMISSION
BUREAU OF LABOR AND INDUSTRY
MDTA EDUCATIONAL TRAINING
DIVISION

May 28, 1975

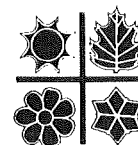
Senator Bruce M. Reeves, Chairman
JOINT SELECT COMMITTEE ON JOBS
Senate Chamber
Augusta, Maine 04330

Dear Senator Reeves:

In response to your recent request for ideas concerning jobs and projects which could generate job opportunities in State agencies, I have asked the Manpower Affairs staff to contribute their ideas. These ideas are not necessarily brand new and may well have been voiced before by Agency staff; however, so far none of these ideas have ever come to fruition because of fiscal problems, regardless of their merit.

The first thought presented, and one with which I see reasonable possibilities, would be to create an industrial set-aside of funds to help train the initial work force of new or expanding industries within the State, when the necessary skills are not available in the existing work force. This skill training would serve as an incentive for companies to locate in Maine or expand existing facilities, thereby creating additional jobs for Maine people.

The second would be an expansion of the Military Experience Directed Into Health Careers (MEDIHC) Program currently being administered by the Employment Service Division. The present MEDIHC Program in Maine is designed to utilize in the civilian labor market the medical training a veteran received while in the Military. There is a sizable manpower pool of fully trained applicants available for employment in the health field throughout the State. This expansion might be accomplished by establishing numerous para-professional public service employment positions such as the Physician Assistant category which could be assigned to the Department of Mental Health and Corrections or the Department of Health and Welfare. These positions could be used to support out-patient programs presently being conducted by both these agencies. Also, the newly established Regional Medical Centers throughout the State are now in need of trained help to fill the vital rural health need in Maine.



Four seasons for Me.

Senator Bruce M. Reeves, Chairman
Page Two
May 28, 1975

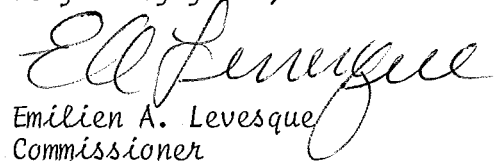
At the professional level, some pilot efforts have already been made in outstationing Employment Security Counselors at Regional Vocational Schools. Although it is still too early to tell what the success of this program will be, the indications are that the program has merit and might well be expanded on a statewide basis if funding were available.

This Agency also administers a Mandatory Listing Program requiring employers with Federal contracts in excess of \$10,000 to list all job openings with the Employment Service. Presently, there are approximately 600 employers in Maine with these types of contracts at any given time. The Employment Service could utilize Contract Monitors to explain the program to employers and insure that available job openings are being listed with the Employment Service.

Presently, this department is mandated to provide equity of access to rural residents for all services provided, particularly those of the Employment Service Division. In order to effectively provide these services to rural areas, a large number of outreach workers would be needed, both professional and para-professional. This would provide job opportunities with this Agency for a number of people and very well have far reaching effects on obtaining opportunities for the State's rural population in existing industry, which they may not be aware of.

Hopefully, these few suggestions will help to bolster those you are receiving from other agencies.

Very truly yours,


Emilien A. Levesque
Commissioner

SOS:el

STATE OF MAINE

Inter-Departmental Memorandum Date September 8, 1975

To Senator Bruce M. Reeves, Chairman

Dept. Joint Select Committee on Jobs

From William A. Harris, UC Director

Dept. Employment Security Commission

Subject FUNDS FOR WORK PROJECTS

Pursuant to the request made by your committee relative to the subject matter, we submit the following:

Legal Problems in Using Trust Fund Money for Work Projects.

Federal law prohibits use of monies in this fund for anything but payment of benefits and refunds. (Maine Law, Section 1162.)

Funds Available for Jobs or Job Training Other Than CETA and Trade Act of 1974.

Other funds are in the Work Incentive Program (WIN) and in the Department of Education. No such funds are appropriated directly to the Employment Security Commission, but are allocated as required for the payment of allowances through the Unemployment Compensation Benefits Section. The current WIN budget for the state is 1.3 million dollars.

Effect of "Stopgap Employment" on a Claimant's Work History.

We have been advised by the U.S. Department of Labor Regional Office in Boston to avoid incorporating anything more in the Employment Security Law than is already contained therein. If further expansion is necessary, it could better be accomplished through a Commission Regulation. However, it is felt that the present law, which permits individual adjudication of such an issue, is all that is necessary. (Section 1193, Subsection 3,A).

Because there are so many different and individual situations which can and do arise, it would virtually be impossible to write legislation to cover all situations. Currently all states are troubled with "suitable work" clauses, and, therefore, adjudicate each case on an individual basis using fair and equitable judgment in applying "A and A" and "Refusal to Accept" requirements.

PJM:nlc

MAINE WOMEN'S POLITICAL CAUCUS

157 High Street • Sheraton Eastland Hotel • Room 161 • Portland, Maine

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Box 78
Wilton, Maine 04294
October 7, 1975

Select Committee on Jobs
State House
Augusta, Maine 04330

Honorable Committee Members:

As Chairwoman of the Maine Women's Political Caucus, I would like to bring to your attention the vast numbers of women who are currently unemployed and in desperate economic need.

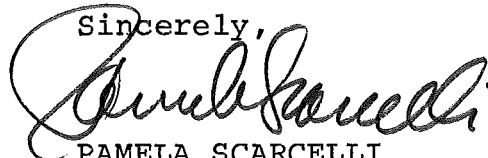
Jobs are unavailable to 9.3% or more of Maine people. However, women face an even higher percentage. Of the female work force, 11.8% are unemployed. These percentages are from the Employment Security Commission's figures for August, a month which is usually considered to have a low unemployment figure. This 11.8% figure does not reflect the vast numbers of women who have not entered to labor force to begin with or who have been unemployed for a long period of time. Of additional concern are those who are underemployed. This percentage reflects only those who are currently receiving unemployment benefits. With the prospect of a large retail store going under, one which employs 2,800 people, of which 90% are women, I feel that the 11.8% could be doubled especially if we considered the total number of women who wanted and needed a job. It has come to my attention that the Select Committee on Jobs is currently considering a local initiative program. Although I feel this is only a temporary answer to this critical situation, I feel that any temporary relief is a necessity.

On Monday, October 6, I spoke to Michael Mastronardi, the attorney who is working with you on this project. He has invited me to respond to your program with some specific job titles and specific sponsoring public agencies.

Select Committee on Jobs
Page 2
October 7, 1975

Although I am not aware of, nor able to describe the details of this program, I have spoken to three groups in my community in order to determine what specific openings they might have if this sort of program were available to them. I have attached these agencies and the job titles of interest to them. I am committed to finding a solution to this economic condition as I am sure you are. I wish you success with your program.

Sincerely,

A handwritten signature in cursive script, appearing to read "Pamela Scarcelli".

PAMELA SCARCELLI
Chairwoman

cc: Michael Mastronardi

Encl.

1. Franklin County Extension
Farmington
 - 1/ Youth Program Aid
 - 2/ Family Living Program Aid
2. Franklin County Community Action
East Wilton
 - A. Housing
 1. Community Housing Advocate
 2. Community Housing Counselor
 3. Community Housing Researcher
 - B. Rural Health Associates
 1. Health Educator
 2. Nutrition Aids
 3. Clerical
 - C. Tri County Family Planning
 1. Family Life Educators (three)
 - D. Franklin County Headstart
 1. Music teacher
 2. Arts and crafts teacher
 - E. University of Maine Public Service
Community Based Education Project
 1. Needs researcher and facilitator
 2. Reading tutors
3. Farmington Recreation Dept.
 - 1/ Youth Activities workers
 - A. Arts and crafts tutor
 - B. Music tutor

FRANKLIN COUNTY
COMMUNITY ACTION COUNCIL, INC.

Offices in East Wilton, Maine 04234

AREA CODE 207 645-4931

LARRY E. DUBORD
EXECUTIVE DIRECTOR

GILBERT WARD
PRESIDENT

ROBERT FRANCHETTI
VICE - PRESIDENT

BETTY WHITE
TREASURER

October 15, 1975

Senator Bruce Reeves
State House
State Street
Augusta, Maine 04330

Dear Senator Reeves,

At last Friday's meeting of the Select Committee on Jobs, you spoke of a proposal for the funding of many projects in the state. I do not recall being able to submit ideas for projects. Where did the lists of projects come from and are there any in the Franklin County area?

I have been working with many individuals and agencies on project ideas and have a list of several short and long terms programs. Would it be appropriate to send proposals to your office?

Thank you for any information you can give me.

Respectfully,



Evelyn Bissonnette
CETA-WE Director

EB/gm

U.S. DEPARTMENT OF LABOR *
OFFICE OF THE ASSISTANT SECRETARY FOR MANPOWER
WASHINGTON, D.C. 20210



DEC 31 1975

Honorable Bruce M. Reeves
Senate Chairman
Joint Select Committee on Jobs
State of Maine Legislature
Augusta, Maine 04330

Dear Mr. Chairman:

This is in response to your letter of December 2, 1975, requesting our assistance in furthering the aims of a proposed employment program, described in an enclosure to your December 2, 1975, letter to Senator Gaylord Nelson.

We have had occasion to comment on a general description of the proposal in a recent response to a similar inquiry from Governor James E. Longley. It appears that the proposal outlined in the Governor's October 14, 1975, letter to us is the same as the Demonstration Program for Project-Oriented Jobs enclosed in your letter.

According to the proposal, its objective as far as unemployed workers are concerned is,

"Rather than to provide subsistence for unemployment (with the risk that it may discourage reemployment), we propose to permit individuals to take public work jobs with their insurance benefits being used as a part of their wages."

The public work projects would be financed from a new fund for public work, composed of monies from the unemployment fund, State allocations under Community Development and Revenue Sharing Programs, and an allocation of CETA monies. Project contracts would permit payment of a work training allowance over and above unemployment insurance, wages to compensate sponsors for supervisory activities, fringe benefits, overhead expenses, and materials used in the project. The proposal identifies a number of projects that have been proposed during the year by local communities.

*New name: Office of the Assistant Secretary
for Employment and Training

We recognize the genuine concern and considerable effort the proposal reflects, for creating a viable means of relieving the problems of the unemployed while at the same time conserving financial resources and accomplishing worthwhile ends. We do not question the importance and desirability of getting accomplished the kinds of public improvement projects contemplated in the proposal. As we indicated in our response to Governor Longley, however, we believe that the payment of unemployment compensation to individuals employed on community work projects would be inconsistent with present Federal law requirements. Nor, in our opinion, may monies from the unemployment fund be used for purposes other than to pay unemployment compensation, consistently with such requirements.

In the section on unemployment compensation, the proposal points to section 103 of the Emergency Compensation and Special Unemployment Assistance Act of 1975 (Public Law 94-45) as the basis for permitting individuals receiving federally financed Federal Supplemental Benefits (FSB) "to participate in a work program where the unemployment compensation forms the core of a salary package paid directly to the individual."

Section 103 prohibits the payment of FSB to an individual who is not an applicant to participate or a participant in an approved training program when the State determines there is a need for upgrading or broadening the individual's occupational skills and such a training program for this purpose is available within a reasonable distance and without charge to the individual for tuition or fees. Pursuant to section 3304(a)(8) of the Federal Unemployment Tax Act and similar provisions in all States' unemployment insurance laws, unemployment benefits may not be denied a claimant for any week he is in training with the approval of the State agency (or because of the application to any such week in training of State law provisions relating to availability, active search, or refusal of work).

Under the proposal, FSB claimants would not be engaged in training, within the meaning of section 3304(a)(8), but instead in actual employment on public work projects. Unemployment benefits, including FSB, may not be paid to individuals so employed, consistently with Federal law requirements, for the following reasons:

The Emergency Unemployment Compensation Act of 1974 (Public Law 93-572) provides for the payment to each State that has entered into an agreement under the Act of 100 percent of the emergency compensation (FSB) paid to individuals pursuant to such agreement. The Act prescribes the amount of emergency compensation that may be paid to any individual. Section 105(1) provides that the term "compensation" shall have the same meaning as under section 205 of the Federal-State Unemployment Compensation Act of 1970 (Public Law 91-373). Under section 205(1) of that Act, "compensation" is defined as cash benefits payable to individuals with respect to their "unemployment." This definition is identical to the definition of "compensation" in section 3306(h), Federal Unemployment Tax Act. The term "unemployment" in these sections has consistently been construed as unemployment due to lack of work. In addition, sections 303(a)(5) of the Social Security Act and 3304(a)(4) of the Federal Unemployment Tax Act require that all money withdrawn from a State's unemployment fund be used solely in the payment of unemployment "compensation" (or for other purposes not relevant here).

Under the proposal, payments to the State for FSB and monies from the State's unemployment fund would not be used to pay "compensation" for "unemployment," but rather to provide "the core of a salary package" to individuals who are not unemployed, but who are engaged in performing full- or part-time work on public works projects.

According to your letter to Senator Nelson, "The program would be purely voluntary. In no way would it interfere with people's rights to unemployment compensation." As indicated above, we do not believe services performed on community work projects may be considered training, within the meaning of section 103 of Public Law 94-45. If it were considered training, failure to participate in public work projects would jeopardize individuals' continued eligibility for FSB, as provided in that Act.

If the proposal were interpreted as providing that claimants' continued eligibility for FSB would be conditioned upon their participation in the community work projects, we believe such a requirement would be inconsistent with section 102(d) of Public Law 93-572. That section requires that the terms and conditions of the State unemployment insurance law that apply to claims for regular unemployment compensation shall apply (with exceptions not relevant here) equally to FSB claims.

Participation in work projects is not a condition, under any State law, to payment of regular unemployment compensation. Moreover, the addition to a State law of such a condition for regular unemployment compensation would conflict with present Federal law requirements for the reasons described above.

We hope this discussion explains clearly the reasons we believe the proposal would be inconsistent with Federal law requirements. There are a number of other questions posed by the proposal that we have not discussed because of the overriding legal considerations. It is not clear, for example, how individuals serving on public work projects would be treated when their benefit entitlement is exhausted. Nor are the implications of the proposal clear to us with respect to CETA.

We do not share the view, expressed in the proposal, that the unemployment insurance program has become "a system that maintains unemployment." We believe, rather that the system has provided, for millions of unemployed workers, the means to sustain themselves and their families until they can obtain jobs. We believe, as observed in the proposal, "citizens who were using unemployment benefits preferred to work rather than taking an unemployment subsistence allowance." Clearly, most unemployed workers are interested in obtaining permanent jobs, rather than employment on public work projects, and they need the opportunity (and are expected, as a condition for benefits) to search for suitable permanent work.

Certainly, public work projects represent one possible approach to relieving the problems of the long-term unemployed, once their unemployment benefits run out. As indicated above, however, we do not believe those projects may be financed, consistently with current Federal laws, from unemployment insurance funds.

Sincerely,

/s/ William H. Kolberg

WILLIAM H. KOLBERG
Assistant Secretary for
Employment and Training

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EXECUTIVE DIRECTOR

Congress of the United States

JOINT ECONOMIC COMMITTEE

(CREATED PURSUANT TO SEC. 5(a) OF PUBLIC LAW 304, 79TH CONGRESS)

WASHINGTON, D.C. 20510

February 4, 1976

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The Honorable Bruce Reeves
State Senator
Maine Legislature
Senate Post Office
Augusta, Maine 04333

Dear Senator Reeves:

I am happy that you will be able to testify before the Joint Economic Committee on February 16 in Boston. The hearing will be held in the Cafeteria of the John F. Kennedy Federal Building. The proceedings will begin at 9:30 a.m.

You will appear on the afternoon panel that deals with New England's Economic Outlook and Job Development. The afternoon session will begin at 2:00 p.m. The other members of your panel will be Lester Thurow, Patrick Caddell, James Howell, Frank Morris, Bill Spring and Pat Jones.

Because of the large number of witnesses that will appear, I must ask you to confine your oral statement to no more than seven minutes. You are invited to submit a longer, more detailed statement for inclusion in the printed hearing record, if you wish.

I would like you to discuss the findings of the Maine legislature's Joint Committee on Jobs, which you chaired. Please explain how your Committee's conclusions might be followed by other New England states to help them create jobs. Does the Joint Committee's work suggest areas related to job development that the Federal Government should investigate?

It would aid the Committee and the press if we could have 100 copies of your statement by noon Friday, February 13. Please send them to the attention of Mr. Mike Runde, Dunfey's Parker House Hotel, 60 School Street, Boston, Massachusetts 02107.

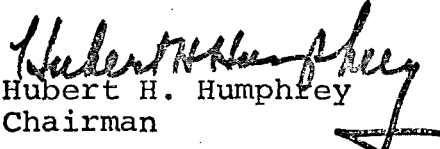
The Honorable Bruce Reeves
State Senator
Page Two

If you have any questions, please contact Larry
Yuspeh at 202 - 224-7944.

I am delighted that you will be able to meet with
the Committee and look forward to hearing your views.

Best wishes.

Sincerely,


Hubert H. Humphrey
Chairman

Panel 1: Social Costs of Unemployment
(List Of Participants)

1. Dr. James Q. Wilson
Professor
Department of Government
Harvard University
Cambridge, Massachusetts 02139
2. Mr. John D. Crosier
Director
Divisions of Employment Security
3rd Floor
Charles F. Hurley Building
Government Center
Boston, Mass. 02114
3. Ms. Lucy Benson
46 Sunset Avenue
Amherst, Mass. 01002
4. Mr. Peter Diccico
12 Post Office Square
Lynnfield, Mass. 01940
5. Mr. Oliver Ward
President
Smaller Business Association of New England
York Street
Andover, Mass. 01810
6. The Honorable Mel King
State Representative
Room 473-G
State House
Boston, Mass. 02133

Panel 2: Economic Outlook and Job Development in the New England Region
(List of Participants)

1. Dr. Lester Thurow
Professor
Department of Economics
Mass. Institute of Technology
77 Mass. Avenue
Bostn, Mass. 02139
2. Mr. Patrick Caddell
President
Cambridge Report, Inc.
12-14 Mifflin Place
Cambridge, Mass. 02138
3. Mr. Frank Morris
President
Federal Reserve Bank of Boston
30 Pearl Street
Boston, Mass. 02106
4. Mr. William J. Spring
Director
Regional Institute On Employment Training and
Labor Market Policy
270 Bay State Road
Boston, Mass. 02215
5. Mr. James Howell
Senior Vice President
First National Bank of Boston
100 Federal Street
Boston, Mass. 02110
6. The Honorable Bruce Reeves
State Senator
Maine Legislature
Senate Post Office
Augusta, Maine 04333
7. Mr. Pat Jones
Land Park Community Development Corporation
150 American Legion Highway
Dorchester, Mass. 02124



PINE TREE SOCIETY FOR CRIPPLED CHILDREN & ADULTS

February 17, 1976

Honorable Bruce M. Reeves
Beech Hill Road
East Pittston, Maine 04345

Dear Senator Reeves:

In a radio broadcast I heard last week, you outlined some of your concerns about increasing employment in Maine, which you planned to make part of your testimony before Senator Humphrey.

You stressed that rather than relying on federal programs to determine how and where resources are used, local communities are in a better position to decide job needs in their area. You mentioned civic organizations as one good source of ideas for projects that stand to benefit the community.

I would like to suggest a kind of employment project that has some important advantages:

- over 80,000 people could directly benefit from the results;¹ their families, friends and communities also stand to gain, at least indirectly;
- benefits to the community are immediate, highly visible and permanent;
- several kinds of skills could be employed in completing the projects;
- the jobs usually do not take long to complete; they can easily be incorporated into ongoing larger scale community projects or performed independently.

The projects that fit this description are aimed at the elimination of architectural barriers which bar so many of Maine's handicapped and elderly from maximum participation in civic, educational, social and employment activities.

I know you are aware of these problems and that the inaccessibility of the Capitol publicized during last year's awareness day in Augusta is repeated in city halls and municipal facilities throughout the state.

The ultimate resolution of the problem is, of course, to construct buildings barrier free in the first place--a consideration estimated to add no more than .1% to the overall building costs.² Strengthening provisions of, and establishing enforcement for, existing Maine laws aimed at preventing barriers are goals still to be met. A concurrent effort to eliminate existing barriers in public buildings by replacing steps with ramps, widening doors and making restrooms usable, seems to be a most worthwhile use of manpower and public resources.

Senator Bruce M. Reeves

February 17, 1976

The sentiment expressed by the Legislature in passing the original law in 1967 requiring publicly funded buildings to be accessible and the inclusion of the physically handicapped as a group not to be discriminated against in the Human Rights Act amendment of 1974 has yet to be backed up with broad vigorous action in the direction of breaking down existing barriers.

I would appreciate learning what you think of this idea and if you would consider incorporating it in any estimate of needs study, state plan or other policy statement or proposal you may be developing in an effort to increase the level of meaningful employment in Maine.

Sincerely,



Ann D. Trainor
Project Director
Barrier Free Design Project

AT/11d

- 1 "Severely Handicapped Persons," HSDI Center for Research & Advanced Study, University of Maine at Portland-Gorham.
- 2 "Into the Mainstream" by Stephen A. Klionent, Rehabilitation Services Administration, HEW and American Institute of Architects, p. 13.

WILLIAMS, VAN VOAST & MASTRONARDI

ATTORNEYS AND COUNSELLORS AT LAW

35 ROUTE ONE

P. O. Box 164

YARMOUTH, MAINE 04096

207-846-9041

March 18, 1976

Ms. Rosalyn Dansky
Select Committee on Jobs
Senate Offices
State House
Augusta, Maine 04330

Dear Ros:

Ms. Florence Mercer of CCED in Cambridge has requested a copy of the Jobs Bill as it now stands in return for the informational assistance they gave to us during the preparation of the report. Their address is 639 Mass. Avenue, Suite 316, Cambridge, Massachusetts 02139. Thanks very much.

Hope to see you soon.

A handwritten signature in dark ink, appearing to be 'H. Williams', written in a cursive style.

March 24, 1976

Ms. Florence Mercer
CCED
639 Mass. Ave.
Suite 316
Cambridge, Mass. 02139

Dear Ms. Mercer:

Mike Mastronardi asked me to forward to you a copy of the Jobs Bill in its current form. It is still being debated so changes are possible.

Sincerely,

Roslyn Dansky
Committee Assistant

Enc.

March 30, 1975

Dear Bruce,

Enclosed is a very rough sketch of some problems I've come across in the unemployment insurance system, along with suggested directions solutions might take. I've been thinking about this for a long time, but this is my first attempt to get it down in black and white. I hope my first draft is useful to you.

If you wish to get in touch with me about this for clarification or whatever, feel free,

Steve Hanft

Steve Hanft
Box 5055 H
Sta. 'A'
Portland, Me.

P.S. I read about your trouble passing
metal detector test at Maine Yankee—
C'est La Guerre, eh wot? Pretty soon
we'll all glow like rainbows—a tragedy
for the Christmas tree lighting industry
S.H.

The ideal claimant ~~for unemployment~~ for unemployment insurance

benefits is a skilled worker who has held the same job for several years in the state in which he is filing and whose employer admits was laid off. Any deviation from this pattern complicates the processing of insurance applications:

Problems

1. If the claimant worked out of state during his "benefit year"
2. If he held more than one job during his b.y.
3. If he had to quit for certain medical reasons
4. If he changed his residence
5. If he quit several jobs even though he was laid off from his last one
6. If his employer contests the lay-off claim.
7. If the worker is unskilled.

Explanations

1: The processing of out-of-state claims is a particular weak point. In my own case, it took over three months for an o.o.s. claim to be processed, and this is apparently typical.

2,4,5: Holding more than one job, changing residence, and other "irregularities" in one's history require the unemployment office to do that much more verification and paper work. Processing time increases (it seems) in geometric relation to the amount of extra work (checking on three previous jobs takes nine times as long as checking on one).

3: Since one must be "able to work" to qualify for unemployment insurance, people who quit their job on the advice of a doctor present a special problem. In general, they are disqualified from receiving benefits *during the period of their illness.*

6: A contested claim involves the claimant in a lengthy hearing

7: The claims of unskilled workers are often complicated by erratic employment histories. Furthermore, it is difficult for them to better

themselves: if they refuse to take a proffered unskilled job after being laid off, they are denied unemployment benefits in most cases. Thus, they cannot use unemployment benefits to support themselves while acquiring skills which would make them more desirable employees. They are ~~h~~ locked in a cycle of unskilled jobs.

Solutions: Problems 1, 2, 4, and five cannot be eliminated, but the length of time it takes to process claims of people in these categories could be shortened (use of time is ~~the~~ real problem here). Take out-of-state claims, for example. If a person worked out of state during his benefit year, ~~inquiries are sent to them his claim sits around~~ his claim must move outside the normal channels of paper flow. It sits around until someone sends it to the state in which he claims he worked, where it sits around until it is processed, then it sits around until someone mails it back to ~~the~~ Augusta, then it must go back to his local office, then back to Augusta again (I think i've got this right, but even if I don't, you'll find the process is a nightmare). The point here is that processing bogs down at many points. The immediate solution is to ~~keep~~ keep it moving. This could possibly be achieved if the claimant were paid the benefit he says he deserves from the first, subject to revision if necessary later. This might inspire processors to keep the paper moving. Long-range solution would involve setting up regular channels of paper flow with other states, so that out-of-state claims would no longer be ~~an~~ a time-consuming and confusing exception to procedure. Problems 2, 4 and 5 are analogous.

Problem 3: If a person's job does not provide him with sick leave, he should be eligible for unemployment benefits immediately

~~Problem 6: This would always be a problem~~
upon leaving work; ~~the~~ his claim could be reviewed at a later date to determine if some other form of ^{supplementary} assistance is more appropriate.

Problem 6: A worker should be entitled to collect unemployment insurance benefits immediately after quitting a job if he can show he is looking for a job or training himself in a new field. As things stand now, workers who quit their jobs must wait 12 weeks before they qualify for benefits.

Problem 7: An unskilled worker should be entitled to collect ~~benefits~~ after being laid off even if he has turned down unskilled work after making his claim, provided he can show he is training for a field or otherwise developing a skill.

*

*

*

People who have one or more of problems 1-7 are the people with the most serious employment problems, yet they are the people who must wait the longest to have their claims processed. The crucial statistic is the time between the day the claimant first walks into the unemployment ~~Insurance~~ office and the day he receives his first benefit check. Methods for handling claims involving problems 1-6 should not be exceptions to normal procedure.

Current procedures should be altered, or new procedures devised, to include claims involving serious employment problems in standard processing operations. The amount of time such claims sit in files unprocessed may be the biggest problem now.

It is difficult to separate delays caused by understaffing from delays caused by inefficiency. Processing of unemployment claims suffers badly from both sources of delay.

An example of inefficiency in processing is the way "unreceived check" reports are handled. Procedure in these cases is based on the assumption that the checks were never mailed; repayment takes over two months (I back this up with personal experience).

If new procedures were devised assuming that unreceived checks were mailed, but lost or stolen, repayment time would be considerably shortened. This is, after all, a much more likely assumption. The new procedure would be more efficient, more responsive to claimants' needs, and less time consuming.

Another change I would recommend is the elimination of the one week waiting period before a claimant receives his first benefit. As things stand now (or stood when I made my claim), claimants do not receive their first benefit check until the fourth week of their benefit period. If they are still collecting at that time, then they receive two checks, the first and the fourth. If a claimant is entitled to benefits, then he should receive them right away. If he is not entitled to them, he should not get them. Period.

Finally, I would recommend ~~a~~ delegation of many jobs currently done by deputies ~~to~~ to counsellors or even secretaries. Now, any question a claimant has about his claim is referred to a deputy. The claimant must often wait hours until a deputy is free to talk about his problem. As most problems do not involve deputy decisions, but merely are requests for information, the job could be done by someone with less authority than a deputy.

I haven't talked about High school grads who can't find jobs, housewives who must bring in supplementary income to families, and residents of economically devastated areas who have exhausted their unemployment benefits, because their problems lie outside the scope of ^{the} unemployment insurance system.

By the way, I think the maximum weekly benefit allowance should be raised, and more extensions made available in times of emergency. Also, claimants should be informed of their benefits in plain English.

SOLVENCY PROBLEMS OF THE MAINE RESERVE FUND

It has been estimated by both the Maine agency and the national office that Maine will exhaust its reserve fund during 1975 and will have to borrow approximately \$15 million from the Federal loan fund. If the high unemployment continues through 1976, it is estimated that Maine would have to borrow an additional \$45 million.

It appears that there is no realistic way by which Maine could avoid borrowing Federal funds. Any prospective increase in taxes will produce relatively small income in the last two quarters of 1975 because of the \$4,200 tax base. The amounts that need to be borrowed can be somewhat reduced, but probably not eliminated. Therefore, future tax collections to be made in the State must be sufficient to provide for the following:

1. Pay the benefits during the period.
2. Rebuild the State's reserve fund so that future advances will not be necessary.
3. Provide for repayment of the loan if it is decided to do this by State tax collections rather than the automatic Federal tax increases.

These requirements will necessitate increased income over at least the next decade. Increased income can be obtained in one of three ways: (1) increase the tax rates by a level or graduated amount, (2) increase the tax base, and (3) increase both the rate and the base.

The third alternative is probably the most desirable one for Maine. Increasing the Federal taxable wage base is currently under active consideration. If an increase is made, it will require a corresponding increase at least to that level by each State.

Four of the States which have already borrowed Federal funds have increased their tax base. Puerto Rico is charging a flat rate of 2.7 percent on total wages. Washington has a flexible tax base which has been increasing by \$600 each year, and is \$6,600 for 1975. Both Rhode Island and New Jersey have increased their base to \$4,800, and Rhode Island has added a flat 1 percent surcharge.

Maine's present tax tables will require all rates starting July 1 to be increased by .5 percent. This flat increase will add approximately \$5 million to the income of the fund. A further flat increase or an increase in the base would further increase

) the income.

The need for greater income than will be obtained from the highest schedule in the present tax table indicates that the tax table needs to be redesigned. However, this is a task which should be supported by a study of the long-term financing needs of the Maine unemployment insurance program. Many important factors such as the appropriate maximum and minimum rates, the average income needed, the mechanism by which increases and decreases are triggered and the noncharged and ineffectively charged benefits should be considered.

Until such a comprehensive examination can be made, it might be prudent to take simple temporary measures such as increasing the base to \$6,000 or \$7,000 and a small further flat increase such as .25 or .5 percent.

U.S. Department of Labor
Actuarial Division/UI Service
April 25, 1975

CETA

9 Rocky Knoll Road
Cape Elizabeth, Maine 04107
April 30, 1975

The Legislature's Joint Select Committee on Jobs
Augusta, Maine 04330

Gentlemen:

As a person who has been unemployed for the past four months, and who does not qualify for unemployment compensation, I wish to share with you my experience with the CETA jobs program.

These CETA jobs are divided into different titles, and I am only eligible for those jobs under CETA Title 1 or 2. This rule has made me ineligible for many jobs for which I was qualified, but could not apply for.

My first experience with the CETA jobs was when a friend told me of a CETA job in Augusta for a Dropout Prevention Director to work with the Dept. of Education. I was the first applicant, and there were approximately 27 others, and I did not get the job.

My second experience was when I was notified by the Employment Office that I could apply for an Administrative Assistant position with the Cumberland County Commissioners' Office. I had an interview with Mr. Garrett at the Chamber of Commerce, but again was not the final choice. I was fully qualified for this position, and felt that I should have had it.

I wrote to Senator Muskie to tell him that I thought the CETA program was not what it was intended to be. I will enclose the letters that he sent me, as well as the letter from Mr. Garrett.

For your information, I will enclose a copy of my resume.

Very truly yours,


Thomas R. Heels

RESUME

THOMAS R. HEELS
9 Rocky Knoll Road
Cape Elizabeth, Maine 04107
(207) 799-5133

Date of Birth: October 19, 1936
Height: 6' Weight: 165
Married
Two children

OBJECTIVE: Marketing or administrative position utilizing recent professional education, a successful sales background and extensive practical business experience.

MILITARY: United States Army, Honorably discharged as Personnel Specialist. Served 1956 to 1958. Handled all records for 150 personnel.

EDUCATION: Bowdoin College, Brunswick, Maine 1955-1956
Bentley College, Boston, Mass. 1959-1965
Accounting Major
University of Maine, Portland, Maine
Bachelor of Science in Business Administration, 1975

EXPERIENCE:

1966 to 1972	<u>Allstate Insurance Company</u> , Natick, Mass. <u>Agent</u> - Handling all lines of casualty and life insurance. Generated in excess of \$40,000 premium income per year - 80% in casualty lines - 20% in life and health lines. Re- sponsibilities included customer service. Personally developed and maintained over 600 active accounts.
1965 to 1966	<u>Pepsi Cola Bottling Company</u> , Boston, Mass. <u>Accountant</u> for this \$750,000 per year business employing 72. Prepared Profit and Loss Statements, trial balances plus other general accounting duties.
1964 to 1965	<u>State Street Bank & Trust Company</u> , Boston, Mass. <u>Accountant</u> handling commercial loan accounts. One of team who made conversion from manual to electronic data processing.
1963 to 1964	<u>Raytheon Company</u> , North Dighton, Mass. <u>Cost Accountant</u> - Performed cost analysis on government contracts. Was accounting liaison with product engineering.
1961 to 1963	<u>International Business Machines Company</u> Helsinki, Finland and Boston, Mass. <u>Accountant</u> handling all financial transactions on equipment imported into Finland. In Boston assigned as inside <u>Sales</u> <u>Representative</u> responsible for expendable supply business. Sales award winner.

THOMAS R. HEELS

EXPERIENCE:

1960	<u>Control Equipment Company</u> , Needham, Mass.
to	<u>Corporate Accountant</u> handling all functions for small firm
1961	employing 25 with gross billings in excess of \$250,000.
	Prepared payrolls, tax statements and all accounting reports.
	Duties involved dealing with government on contract billings.
1958	<u>Itek Corporation</u> , Waltham, Mass.
to	<u>Accountant</u>
1960	

ADDITIONAL
INFORMATION:

Taught conversational English at Berlitz School for
Finnish professionals and business executives.

REFERENCES:

Available on request

JOINT SELECT COMMITTEE ON JOBS
Senator Bruce M. Reeves, Chairman

May 2, 1975

Mr. Thomas Heels
9 Rocky Knoll Road
Cape Elizabeth, Maine 04107

Dear Mr. Heels:

Thank you for bringing your experiences to my attention. Your comments on the CETA program are very relevant and the committee will be conducting a hearing on just this problem this Tuesday night. The public hearing will be held at 7:00 P.M., May 6, in Public Safety Headquarters, 109 Middle St., Portland in the auditorium.

We anticipate a very long hearing running quite late but if you are available and can attend we would be happy to hear what you have to say.

Sincerely,

Bruce M. Reeves
State Senator, Dist. 20

BMR:rd

Ann Otter
Star Route #2
Bath, Maine 04530

Dear Senator Reunes:

I don't know if you can help me with this problem, but if you can't I would appreciate your referring me to someone who could.

I have heard that my district (Wiscasset) is the only district, if I'm not mistaken, in the state of Maine which still requires its employees to enlist in the Maine State Retirement Program.

All in all the Me. St. Retirement Program sounds fine except when the same program applies to a 26 week CETA job. As I understand this program, the employee loses his retirement funds he has paid from his own wages as soon as he leaves his job.

I feel the district knows the fact that the CETA job only lasts 26 weeks and can't possibly be a permanent job so it's inevitable the employee will lose all his retirement funds.

Depending on your hourly wages

a person making \$2.00 a hour under CETA has a \$6.00 a week deduction taken from him. When you include taxes the employee is left with about \$80.00 a week. How can a family live on \$80.00 a week?

The problem is that a public or state job can't discriminate against a CETA employee, therefore what the public employee has in so-called benefits applies also to the 26-week old CETA employee.

Who protects the CETA employee from being discriminated against his rights? Maybe there is nothing that can be done for them now but what about the future? This country and state can't survive one minute without our laborers and look at how they are treated. They are indispensable just as you are in your position in helping them.

Sincerely
Gus Ater



State of Maine
Senate Chamber

Augusta, Maine 04330

JOINT SELECT COMMITTEE ON JOBS
Senator Bruce M. Reeves, Chairman

May 9, 1975

Ms. Ann Ater
Star Route #2
Bath, Maine 04530

Dear Ms. Ater:

In reference to your letter concerning CETA and the Maine State Retirement Program, I think that Mary Loguercio, Supervisor, Retirement Claims Division, Maine State Retirement System, State Office Building, Augusta would be the person to answer your questions.

I am taking the liberty of sending a copy of your letter to her so that should you contact her she will be familiar with your request.

Sincerely,

Bruce M. Reeves
State Senator, Dist. 20

cc Mary Loguercio

BMR:rd

TRIGOM **The Research Institute of the Gulf of Maine**

P.O. Box 2320
So. Portland, Maine 04106
Tel. (207) 773-2981

May 14, 1975

Senator Bruce Reeves
c/o State Senate
State House
Augusta, Maine 04330

Dear Senator Reeves:

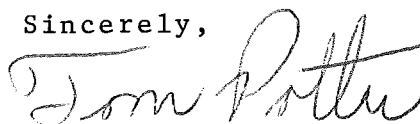
Since February, when I was hired under Title VI of C.E.T.A., I have been investigating the possibility of developing a water chemistry analysis laboratory here at TRIGOM. With the development of a water analysis laboratory, we hope to provide valuable water pollution information to our research staff and to make our services available on a contractual basis to organizations in both the public and private sector.

Although there are other organizations both private and public which offer these types of services, there are few with expertise in the marine environment who can perform low level metal and nutrient analyses. As a consequence, contracts for these types of analyses are usually awarded to out of state organizations.

With the loan of some equipment from Maine Medical Center and the utilization of our present facilities, we feel that we are presently in a position to organize a laboratory that would offer a valuable service and be self-supporting. However, TRIGOM is presently confronted by a tight budget and we are seeking funding for basic laboratory supplies from other sources.

I would greatly appreciate any information regarding the possibility of getting funds through C.E.T.A. or from other state and federal sources, and I will gladly answer any questions you might have about our proposed laboratory or TRIGOM.

Sincerely,



Thomas L. Potter

JOINT SELECT COMMITTEE ON JOBS
Senator Bruce M. Reeves, Chairman

May 15, 1975

Mr. Thomas L. Potter
TRIGOM
P.O. Box 2320
So. Portland, Maine 04106

Dear Mr. Potter:

Thank you for your letter of May 14. I checked with the CETA people in Augusta and as you know CETA funds are available for salaries only and there is no funding for equipment.

I have been told that funds for such things as basic laboratory supplies must come through the regular budgetary requests of TRIGOM. I am sorry that I can not be more helpful.

Sincerely,

Bruce M. Reeves
State Senator, Dist. 20

PROPOSED LEGISLATION

Orders

Drafts

ADVANCE JOURNAL AND CALENDAR OF THE SENATE

41st Legislative Day

In Senate, March 24, 1975

Calling of the Senate to order by the President.

Prayer by the Honorable Jerrold B. Speers of Winthrop.

Reading of the Journal of Friday, March 21, 1975.

PAPERS FROM THE HOUSE

Non-concurrent Matter

(1-1) Bill, "An Act to Require the Bureau of Purchases to Publish a Manual on State Purchasing." (S. P. 323) (L. D. 1100)

In the Senate March 19, 1975, referred to the Committee on State Government and Ordered Printed.

Comes from the House, referred to the Committee on Business Legislation and Ordered Printed, in non-concurrence.

Joint Order

(1-2)

STATE OF MAINE

In The Year Of Our Lord One Thousand Nine Hundred And

Seventy-five.

WHEREAS, The Legislature has learned of the Outstanding

Achievement and Exceptional Accomplishment of

WASHBURN DISTRICT HIGH SCHOOL

MAINE HIGH SCHOOL CHESS CHAMPIONS

FOR THE ACADEMIC YEAR 1975

We the Members of the House of Representatives and Senate do hereby Order that our congratulations and acknowledgement be extended; and further

Order and direct, while duly assembled in session at the Capitol in Augusta, under the Constitution and Laws of the State of Maine, that this official expression of pride be sent forthwith on behalf of the Legislature and the people of the State of Maine.

(H. P. 1044)

Comes from the House, Read and Passed.

Joint Order

(1-3)

WHEREAS, the present period is one of great economic unrest, characterized partly by an inflation unprecedented in recent times; and

WHEREAS, most of Maine's elderly citizens are dependent upon fixed incomes from pensions and social security payments; and

WHEREAS, the rapid recent increase in inflation has considerably worsened the economic situation of these citizens, a worsening which is of grave concern to the Members of the 107th Legislature; now,

therefore, be it

ORDERED, the Senate concurring, that the Legislative Council be authorized, through the Joint Standing Committee on Health and Institutional Services of the 107th Legislature, to study the effect of inflation on Maine's elderly citizens who live on fixed incomes; and be it further

ORDERED, that particular attention be directed to the effect of inflation on the proper shelter and heating, food and medical care required by these citizens; and be it further

ORDERED, that the Legislative Council report its findings and recommendations, together with any final drafts of any proposed legislation, to the first special session of the 107th Legislature which is held during the calendar year 1976, or, if none, to the regular session of the 108th Legislature.

H. P. 1060)

Comes from the House, Read and Passed.

Joint Resolution

(1-4)

STATE OF MAINE

In the Year Of Our Lord One Thousand Nine Hundred and
Seventy-five.

IN MEMORIAM

Having Learned Of The Death Of
PHILLIP PINES, M.D.
OF

LIMESTONE

The Senate and House of Representatives of the State of Maine do hereby extend their sincere heartfelt condolences and sympathy to the bereaved family and friends of the deceased; and further

While duly assembled in session at the State Capitol in Augusta under the Constitution and Laws of the State of Maine, do herein direct that this official expression of sorrow be forthwith sent to the family of the deceased on behalf of the Legislature and the people of the State of Maine.

(H. P. 1058)

Comes from the House, Read and Adopted.

House Papers

(1-5) Resolve, Providing Funds for Young Women's Christian Association Fair Harbor Emergency Shelter in Portland, Maine, an Emergency Shelter for Girls. (H. P. 906) (L. D. 1105)

Comes from the House referred to the Committee on **Appropriations and Financial Affairs** and Ordered Printed.

(1-6) Bill, "An Act Relating to Compensation for Minors Delivering Newspaper Supplements." (H. P. 910) (L. D. 1109)

The Committee on **Reference of Bills** suggests that this Bill be referred to the Committee on **Business Legislation**.

Comes from the House referred to the Committee on **Labor** and Ordered Printed.

(1-7) Bill, "An Act to Provide for Supervision of Elections by Municipal Clerks." (H. P. 907) (L. D. 1106)

Comes from the House referred to the Committee on Election Laws and Ordered Printed.

(1-8) Bill, "An Act Preventing a Lien on Real Estate When Owner has Paid Contractor." (H. P. 896) (L. D. 1122)

(1-9) Bill, "An Act Concerning Attorneys' Fees and Costs to Wives and Husbands under the Divorce Statute." (H. P. 915) (L. D. 1129)

Come from the House referred to the Committee on Judiciary and Ordered Printed.

(1-10) Bill, "An Act to Improve Procedures under the State Employees Labor Relations Act." (H. P. 916) (L. D. 1130)

(1-11) Bill, "An Act to Extend Collective Bargaining Rights to Employees of the University of Maine." (H. P. 960) (L. D. 1112)

Come from the House referred to the Committee on Labor and Ordered Printed.

(1-12) Bill, "An Act to Clarify the Power of the Commissioner of Transportation and the Chief of the Maine State Police to Regulate Speed Limits." (H. P. 905) (L. D. 1104)

The Committee on Reference of Bills Suggests that this Bill be referred to the Committee on Legal Affairs.

Comes from the House, referred to the Committee on Transportation and Ordered Printed.

(1-13) Bill, "An Act to Authorize Class A Taverns to Serve Spirited and Vinous Liquors." (H. P. 913) (L. D. 1123)

Comes from the House referred to the Committee on Liquor Control and Ordered Printed.

(1-14) Bill, "An Act to Authorize the Appropriation of Funds for Full-time County Administrators." (H. P. 919) (L. D. 1132)

(1-15) Bill, "An Act to Grant Counties Certain Powers to Enter on Lands and to Contract with the Federal Government and other Bodies." (H. P. 920) (L. D. 1133)

Come from the House referred to the Committee on Local and County Government and Ordered Printed.

(1-16) Bill, "An Act Relating to the Structure of the Board of Environmental Protection." (H. P. 914) (L. D. 1128)

Comes from the House referred to the Committee on Natural Resources and Ordered Printed.

(1-17) Resolve, to Study the State Budget Process, Including a Change in the Fiscal Year, Annual Sessions for Budgets and Emergencies and the Form and Time for Budget Submissions. (H. P. 909) (L. D. 1108)

Comes from the House referred to the Committee on Performance Audit and Ordered Printed.

(1-18) Bill, "An Act Relating to Bonded Indebtedness." (H. P. 912) (L. D. 1110)

(1-19) Resolve, Authorizing Conveyance of State Land and Easements to City of Calais for Drainage and Road Construction Regarding the High School Project. (H. P. 917) (L. D. 1131)

Come from the House referred to the Committee on **State Government** and Ordered Printed.

(1-20) Bill, "An Act Repealing the Refunding of Excise Taxes on Malt Liquor." (H. P. 908) (L. D. 1107)

Comes from the House referred to the Committee on **Taxation** and Ordered Printed.

SENATE PAPERS

(3-1) Mr. CURTIS of Penobscot presents Bill, "An Act to Appropriate Additional Funds to Municipalities Operating Public Libraries." (S. P. 382)

(3-2) The same Senator presents Bill, "An Act to Appropriate Additional Funds for Direct State Aid to Local Libraries at 10c Per Capita." (S. P. 383)

(3-3) Mr. BERRY of Cumberland presents Bill, "An Act to Provide Funds for the Attorney General to Assist District Attorneys in the Presentation of Criminal Cases." (S. P. 386)

The Committee on **Reference of Bills** suggests that these Bills be referred to the Committee on **Appropriations and Financial Affairs** and Ordered Printed.

(3-4) Mr. CONLEY of Cumberland presents Bill, "An Act to Increase the Amount of Employee Life Insurance." (S. P. 377)

(3-5) The same Senator presents Bill, "An Act to Increase the Amount of Dependent's Coverage for Group Life Insurance." (S. P. 378)

The Committee on **Reference of Bills** suggests that these Bills be referred to the Committee on **Business Legislation** and Ordered Printed.

(3-6) Mr. CURTIS of Penobscot presents Resolve, Authorizing the Destruction of Student Fingerprint Cards Maintained by State. (S. P. 380)

The Committee on **Reference of Bills** suggests that this Resolve be referred to the Committee on **Education** and Ordered Printed.

(3-7) Mr. CURTIS of Penobscot presents Bill, "An Act Relating to Nuclear Power Plant Construction." (S. P. 381)

(3-8) The same Senator presents Bill, "An Act Relating to the Construction of Electric Power Generating Facilities." (S. P. 384)

The Committee on **Reference of Bills** suggests that these Bills be referred to the Committee on **Energy** and Ordered Printed.

(3-9) Mr. O'LEARY of Oxford presents Resolve, to Refund Clyde Wardwell of Mexico a Portion of Liquor License Fee Due to Loss of Business by Fire. (S. P. 376)

(3-10) Mr. MERRILL of Cumberland presents Bill, "An Act to Amend the Portland Renewal Authority Law." (S. P. 389)

(Approved by a Majority of the Committee on **Reference of Bills** pursuant to Joint Rule No. 10).

The Committee on **Reference of Bills** suggests that this Bill and Resolve be referred to the Committee on **Legal Affairs** and Ordered Printed.

(3-11) Mr. WYMAN of Washington presents Bill, "An Act Clarifying the Right to Appeal from Final Decisions of the Public Utilities Commission." (S. P. 379)

The Committee on Reference of Bills suggests that this Bill be referred to the Committee on Public Utilities and Ordered Printed.

(3-12) Mr. SPEERS of Kennebec presents Bill, "An Act to Clarify Provisions Concerning Travel Expenses of Members of Boards and Commissions." (S. P. 385)

The Committee on Reference of Bills suggests that this Bill be referred to the Committee on State Government and Ordered Printed.

(3-13) Mr. GREELEY of Waldo presents Resolve, Providing a Minimum Service Retirement Allowance under the State Retirement Law for Clyde R. Chapman. (S. P. 387)

(3-14) Mr. WYMAN of Washington presents Bill, "An Act Providing a Minimum Service Retirement Allowance under the State Retirement Law for Leonard Sprague of Machias." (S. P. 388)

The Committee on Reference of Bills suggests that this Bill and Resolve be referred to the Committee on Veterans and Retirement and Ordered Printed.

ORDERS

On Motion by Mr. REEVES of Kennebec,

WHEREAS, unemployment is currently the major economic problem in this State, with the unemployed and underemployed now totaling at least 30% of Maine's labor force; and

WHEREAS, the Federal Public Services Jobs Program, authorized by the Federal Comprehensive Employment Training Act of 1974 and intended to alleviate this problem, has been subject to criticism and has not gained the full confidence of the citizens of this State; and

Whereas, the problem of unemployment is one of grave concern to this Legislature and generally considered in need of emergency action; now, therefore, be it

ORDERED, the House concurring, that a Joint Select Committee on Jobs be established, consisting of 4 Senators to be appointed by the President of the Senate and 8 Representatives to be appointed by the Speaker of the House to examine the effectiveness of the present employment programs of the State, including that conducted under the Comprehensive Employment Training Act of 1974, to establish priorities for the use of public service jobs under the Comprehensive Employment Training Act and to consider new programs and methods in which the State can respond to the present unemployment problem; and be it further

ORDERED, that this Committee shall make its first report to the regular session of the 107th Legislature no later than May 30, 1975.
(S. P. 391)

COMMITTEE REPORTS

House

Divided Report

(6-1) The Majority of the Committee on Legal Affairs on Bill, "An Act to Deem the Municipality of Jay to be Part of the Northern Androscoggin District of the District Court." (H. P. 60) (L. D. 72)

Reports that the same **Ought not to Pass**.

(Signed) Senators: CORSON of Somerset, DANTON of York, CIANCHETTE of Somerset.

Representatives: DUDLEY of Enfield, HUNTER of Benton, SHUTE of Stockton Springs, JOYCE of Portland, BURNS of North Anson.

The Minority of the same Committee on the same subject matter reports that the same **Ought to Pass**.

(Signed) Representatives: COTE of Lewiston, PERKINS of Blue Hill, GOULD of Old Town, FAUCHER of Solon, CAREY of Waterville.

Comes from the House, the Minority report Read and Accepted and the Bill Passed to be Engrossed.

Divided Report

(6-2) The Majority of the Committee on Legal Affairs on Resolve, to Reimburse Kenneth I. Coombs for Legal Fees Caused by Unwarranted Action of the State Board of Education (H. P. 186) (L. D. 227)

Reports that the same **Ought Not to Pass**.

(Signed) Senators: CORSON of Somerset, CIANCHETTE of Somerset, DANTON of York.

Representatives: COTE of Lewiston, DUDLEY of Enfield, FAUCHER of Solon, BURNS of North Anson, SHUTE of Stockton Springs, HUNTER of Benton, CAREY of Waterville.

The Minority of the same Committee on the same subject matter reports that the same **Ought to Pass**.

(Signed) Representatives: JOYCE of Portland, PERKINS of Blue Hill, GOULD of Old Town.

Comes from the House, the Majority **Ought Not to Pass** report Read and Accepted.

Senate

The following **Ought Not to Pass** reports shall be placed in the legislative files without further action pursuant to Rule 17-A of the Joint Rules.

(6-3) Bill, "An Act Creating a State Employees Suggestion Awards Board." (S. P. 153) (L. D. 527)

(6-4) Bill, "An Act Relating to Uniform Finance Charges under the Maine Consumer Credit Code." (S. P. 200) (L. D. 667)

(6-5) Bill, "An Act to Increase the Salaries of Certain County Officials of Oxford County." (S. P. 137) (L. D. 441)

(6-6) Bill, "An Act Appropriating Funds to Meet Current Needs of Prosecutorial District No. 2." (S. P. 161) (L. D. 535)

Leave to Withdraw

(6-7) Mr. CORSON for the Committee on Election Laws on Bill, "An Act to Provide Penalties for Officials Who Improperly Subscribe to Absentee Ballots." (S. P. 155) (L. D. 529)

Reports that the same be granted Leave to Withdraw.

(6-8) Mr. GAHAGAN for the Committee on Appropriations and Financial Affairs on Bill, "An Act Appropriating Funds for Spruce Budworm Control Program Research and Assessment Surveys." (S. P. 186) (L. D. 620)

Ought to Pass in New Draft

(6-9) Mr. GAHAGAN for the Committee on Appropriations and Financial Affairs on Bill, "An Act Making Additional Appropriations from the General Fund for the Expenditures of State Government for the Current Fiscal Year Ending June 30, 1975." (S. P. 231) (L. D. 775)

Reports that the same Ought to Pass in New Draft under Same Title (S. P. 390) (L. D. 1138)

Divided Report

(6-10) The Majority of the Committee on Judiciary on Bill, "An Act to Remove Certain Provisions in the Motor Vehicle Statutes Concerning Unnecessary Tire and Brake Noises." (S. P. 100) (L. D. 378)

Reports that the same Ought to Pass.

(Signed) Senators: CLIFFORD of Androscoggin, MERRILL of Cumberland.

Representatives: HUGHES of Auburn, SPENCER of Standish, McMAHON of Kennebunk, HOBBS of Saco, HEWES of Cape Elizabeth, HENDERSON of Bangor.

The Minority of the same Committee on the same subject matter reports that the same Ought Not to Pass.

(Signed) Senator: COLLINS of Knox.

Representatives: GAUTHIER of Sanford, PERKINS of So. Portland, MISKAVAGE of Augusta, BENNETT of Caribou.

SECOND READERS

The Committee on Bills in the Second Reading reports the following:
House

(7-1) Bill, "An Act Relating to Definition of Retail Sale under Sales and Use Tax Law." (H. P. 537) (L. D. 672)

(7-2) Bill, "An Act Relating to Payments to the County Law Libraries in the Several Counties of the State." (H. P. 1003) (L. D. 1066)

Senate

(7-3) Bill, "An Act Relating to the Giving Away of Deer." (S. P. 221) (L. D. 734)

(7-4) Bill, "An Act to Increase Fees for Overlimit Permits." (S. P. 255) (L. D. 831)

ENACTORS

The Committee on Engrossed Bills reports as truly and strictly engrossed the following:

(8-1) AN ACT to Require that Newly Constructed or Reconstructed Public Buildings be Made Accessible to the Physically Handicapped. (S. P. 51) (L. D. 132)

(8-2) AN ACT Requiring the Ramping of Curbs at Crosswalks for Physically Handicapped and Elderly Persons. (S. P. 289) (L. D. 987)

(8-3) AN ACT Relating to the Filing of Criminal Cases. (S. P. 303) (L. D. 998)

(8-4) AN ACT to Extend the Time Limit for Filing a Claim under a Mechanic's Lien. (H. P. 84) (L. D. 111)

(8-5) AN ACT to Limit the Minimum Wage Exemption for Summer Camp Employees. (H. P. 504) (L. D. 626)

(8-6) AN ACT Concerning Appeals from a Determination that an Employing Unit is an Employer Subject to the Employment Security Law. (H. P. 853) (L. D. 990)

(8-7) AN ACT Relating to Penalties and Employee Remedies for Unpaid Wages. (H. P. 854) (L. D. 991)

EMERGENCY

(8-8) AN ACT Placing the Secretary to the Attorney General in Unclassified Service of State Government. (H. P. 419) (L. D. 505)

SENATE CALENDAR

TABLED AND SPECIALLY ASSIGNED

FOR MONDAY, MARCH 24, 1975

1.

HOUSE REPORT—from the Committee on Labor—Bill, "An Act Relating to Pulmonary and Cardiac Diseases under the Workmen's Compensation Act." (H. P. 230) (L. D. 286) **Ought to Pass** as amended by Committee Amendment "A" (H-85).

Tabled—March 20, 1975 by Senator **Roberts** of York.

Pending—Acceptance of Report.

(In the House—Passed to be Engrossed as amended by Committee Amendment "A")

2.

Bill, "An Act Relating to Interest on Awards in Workmen's Compensation Cases." (H. P. 487) (L. D. 606)

Tabled—March 20, 1975 by Senator **Roberts** of York.

Pending—Passage to be Engrossed.

(In the House—Passed to be Engrossed as amended by Committee Amendment "A" (H-64).)

3.

Bill, "An Act Relating to Irreconcilable Marital Differences as a Ground for Divorce and Mental Illness as an Impediment to Divorce" (H. P. 911) (L. D. 1032)

Tabled—March 21, 1975 by Senator **Merrill** of Cumberland.

Pending—Passage to be Engrossed.

(In the House—Passed to be Engrossed as amended by House Amendment "A" (H-94).)

TABLED AND SPECIALLY ASSIGNED

FOR TUESDAY, MARCH 25, 1975

1.

Bill, "An Act to Revise Certain Statutory Provisions for the Licensing of Boarding Homes and Day Care Facilities." (H. P. 864) (L. D. 1073)

Tabled—March 20, 1975 by Senator Speers of Kennebec.

Pending—Reference.

(Committee on Reference of Bills suggests this Bill be referred to the Committee on Health and Institutional Services)

(In the House—Referred to the Committee on Human Resources)

TABLED AND SPECIALLY ASSIGNED

FOR WEDNESDAY, MARCH 26, 1975

1.

Bill, "An Act Relating to Possession of Intoxicating Liquor by Persons under 18 Years of Age in On-sale Premises." (S. P. 181) (L. D. 582)

Tabled—March 20, 1975 by Senator Speers of Kennebec.

Pending—Enactment.

2.

HOUSE REPORT—from the Committee on Transportation—Bill "An Act Relating to the Use of Colored Lights on Certain Fire and Emergency Vehicles." (H. P. 411) (L. D. 499) Ought to Pass.

Tabled—March 20, 1975 by Senator Speers of Kennebec.

Pending—Acceptance of Report.

(In the House—Passed to be Engrossed as amended by House Amendment "A" (H-63).)

3.

Bill, "An Act to Reduce the Annual District Tax on Maine Forestry District Property Due to Increased Valuation." (H. P. 833) (L. D. 960)

Tabled—March 21, 1975 by Senator Speers of Kennebec.

Pending—Consideration.

(In Senate—Passed to be Engrossed.)

(In the House—Passed to be Engrossed as amended by House Amendment "A" (H-96), in non-concurrence.)

TABLED UNASSIGNED

1.

RESOLUTION, Proposing an Amendment to the Constitution Reducing the Size of the House of Representatives and Establishing the Size of the Senate. (S. P. 2) (L. D. 2)

Tabled—February 13, 1975 by Senator Speers of Kennebec.

Pending—Consideration.

(In Senate—Passed to be Engrossed as amended by Senate Amendment "A" (S-2).)

(In House—Minority Ought Not to Pass Report accepted in non-concurrence.)

2.

JOINT ORDER—Relative to Joint Select Committee to study the Forest Resources. (H. P. 837)

Tabled—March 14, 1975 by Senator **Speers** of Kennebec.

Pending—Passage.

(In the House—Read and Passed.)

3.

HOUSE REPORTS—from the Committee on Taxation—Bill, "An Act to Remove the Town of Medway from the Maine Forestry District." (H. P. 228) (L. D. 284) **MAJORITY REPORT—Ought to Pass; MINORITY REPORT—Ought Not to Pass.**

Tabled—March 14, 1975 by Senator **Conley** of Cumberland.

Pending—Acceptance of Either Report.

(In the House—Passed to be Engrossed as amended by House Amendment "A" (H-66)).

4.

HOUSE REPORTS—from the Committee on Fisheries and Wildlife—Bill, "An Act Relating to Hunting Pheasants." (H. P. 346) (L. D. 430) **MAJORITY REPORT—Ought to Pass; MINORITY REPORT—Ought Not to Pass.**

Tabled—March 20, 1975 by Senator **Marcotte** of York.

Pending—Motion of Senator **McNally** of Hancock to Accept the Majority Report.

(In the House—Bill and accompanying papers Indefinitely Postponed.)

SPECIAL APPROPRIATIONS TABLE

H. P. 29	L. D. 37	H. P. 232	L. D. 288
H. P. 45	L. D. 57	H. P. 265	L. D. 312
H. P. 65	L. D. 77	H. P. 268	L. D. 316
H. P. 68	L. D. 80	H. P. 291	L. D. 343
H. P. 120	L. D. 145	S. P. 127	L. D. 413
H. P. 156	L. D. 191	S. P. 141	L. D. 444
H. P. 192	L. D. 228	H. P. 413	L. D. 588
H. P. 196	L. D. 240	H. P. 596	L. D. 694
H. P. 205	L. D. 250	H. P. 712	L. D. 819

HOUSE ADVANCE JOURNAL AND CALENDAR

42nd Legislative Day

Tuesday, March 25, 1975

Calling of the House to Order by the Speaker.

Prayer by Rev. Daniel Joyce, Nazarene Church, Milbridge.

Reading of the Journal of yesterday.

SENATE PAPERS

(Item 1) The following Joint Order: (S. P. 391)

WHEREAS, unemployment is currently the major economic problem in this State, with the unemployed and underemployed now totaling at least 30% of Maine's labor force; and

WHEREAS, the Federal Public Services Jobs Program, authorized by the Federal Comprehensive Employment Training Act of 1974 and intended to alleviate this problem, has been subject to criticism and has not gained the full confidence of the citizens of this State; and

WHEREAS, the problem of unemployment is one of grave concern to this Legislature and generally considered in need of emergency action; now, therefore, be it

ORDERED, the House concurring, that a Joint Select Committee on Jobs be established, consisting of 4 Senators to be appointed by the President of the Senate and 8 Representatives to be appointed by the Speaker of the House to examine the effectiveness of the present employment programs of the State, including that conducted under the Comprehensive Employment Training Act of 1974, to establish priorities for the use of public service jobs under the Comprehensive Employment Training Act and to consider new programs and methods in which the State can respond to the present unemployment problem; and be it further

ORDERED, that this Committee shall make its first report to the regular session of the 107th Legislature no later than May 30, 1975.

Comes from the Senate read and passed.

(Item 2) Bill "An Act Relating to the Statutes Concerning Licensing of Dogs." (S. P. 351) (L. D. 1151)

Comes from the Senate referred to the Committee on Agriculture and ordered printed.

(Item 3) Bill "An Act Appropriating Funds for the Continuation of Sheltered Group Care Homes for Girls." (H. P. 341) (L. D. 1143)

(Item 4) Bill "An Act Relating to the Osteopathic Student Loan Fund." (S. P. 342) (L. D. 1144)

(Item 5) Bill "An Act to Provide a Cost-of-Living Increase to Supplemental Security Income Recipients." (S. P. 349) (L. D. 1149)

(Item 6) Bill "An Act to Appropriate Funds for Adequate Topographic Mapping of the State." (S. P. 355) (L. D. 1155)

Come from the Senate referred to the Committee on Appropriations and Financial Affairs and ordered printed.

(Item 7) Bill "An Act to Prevent Unauthorized Hunting on Private Property." (S. P. 346) (L. D. 1147)

(Item 8) Bill "An Act Establishing a Limited Open Season on Moose." (S. P. 348) (L. D. 1148)

Come from the Senate referred to the Committee on Fisheries and Wildlife and ordered printed.

(Item 9) Bill "An Act to Provide the Citizens of the State of Maine with Uniform Quality Pharmaceutical Health Care." (S. P. 345) (L. D. 1146)

Comes from the Senate referred to the Committee on Health and Institutional Services and ordered printed.

(Item 10) Bill "An Act Concerning the Definition of Child and Student under the Workmen's Compensation Statute." (S. P. 353) (L. D. 1153)

Come from the Senate referred to the Committee on Labor and ordered printed.

(Item 11) Bill "An Act to Increase the Borrowing Capacity of the Town of Bradley." (EMERGENCY) (S. P. 354) (L. D. 1154)

Comes from the Senate referred to the Committee on Local and County Government and ordered printed.

(Item 12) Bill "An Act to Clarify Standing before the Board of Environmental Protection." (S. P. 352) (L. D. 1152)

Comes from the Senate referred to the Committee on Natural Resources and ordered printed.

(Item 13) Bill "An Act Concerning Per Diem Payments to Trustees of the State Retirement System." (S. P. 347) (L. D. 1145)

(Item 14) Bill "An Act Concerning the Board of Trustees of the State Retirement System." (S. P. 340) (L. D. 1142)

Comes from the Senate referred to the Committee on Veterans and Retirement and ordered printed.

SENATE REPORTS

(Item 15) Report of the Committee on Local and County Government reporting "Ought Not to Pass" on Bill "An Act to Increase the

Salaries of Certain County Officials of Oxford County." (S. P. 137) (L. D. 441)

(Item 16) Report of the Committee on State Government reporting "Ought Not to Pass" on Bill "An Act Creating a State Employees Suggestion Awards Board." (S. P. 153) (L. D. 527)

(Item 17) Report of the Committee on Appropriations and Financial Affairs reporting "Ought Not to Pass" on Bill "An Act Appropriating Funds to Meet Current Needs of Prosecutorial District No. 2." (EMERGENCY) (S. P. 161) (L. D. 535)

(Item 18) Report of the Committee on Business Legislation reporting "Ought Not to Pass" on Bill "An Act Relating to Uniform Finance Charges under the Maine Consumer Credit Code." (S. P. 200) (L. D. 667)

Leave to Withdraw

(Item 19) Report of the Committee on Appropriations and Financial Affairs reporting "Leave to Withdraw" on Bill "An Act Appropriating Funds for Spruce Budworm Control Program Research and Assessment Surveys." (EMERGENCY) (S. P. 186) (L. D. 620)

(Item 20) Report of the Committee on Election Laws reporting "Leave to Withdraw" on Bill "An Act to Provide Penalties for Officials Who Improperly Subscribe to Absentee Ballots." (S. P. 155) (L. D. 529)

Come from the Senate read and accepted.

Ought to Pass

(Item 21) Report of the Committee on Transportation reporting "Ought to Pass" on Bill "An Act to Increase Fees for Overlimit Permits." (S. P. 255) (L. D. 831)

Comes from the Senate with the report read and accepted and the Bill passed to be engrossed.

Non-concurrent Matter

(Item 22) Bill "An Act Relating to Compensation for Minors Delivering Newspaper Supplements." (H. P. 910) (L. D. 1109) which was referred to the Committee on Labor in the House on March 18.

Comes from the Senate referred to the Committee on Business Legislation in non-concurrence.

PETITIONS, BILLS AND RESOLVES REQUIRING REFERENCE

(Item 1) Bill "An Act to Provide for the Distribution of the Proceeds of the Tamano Litigation Settlement." (H. P. 1146) (Presented by Mrs. POST of Owls Head) (Cosponsors: Mr. ROLDE of York, Mr. BUSTIN of Augusta, Mr. PIERCE of Waterville)

(Item 2) Bill "An Act Adjusting State Employees' Pay." (EMERGENCY) (H. P. 1176) (Presented by Mr. SMITH of Dover-Foxcroft) (Cosponsor: Mrs. GOODWIN of Bath)

(Item 3) Bill "An Act to Clarify the Priority Social Services Program to Assure Effective Utilization of State and Federal Resources for Human Services." (H. P. 1187) (Presented by Mr. LaPOINTE of Portland) (Cosponsor: Mrs. GOODWIN of Bath)

(Item 4) Bill "An Act Relating to Tax on Pari-mutuel Pools and State Stipend Law." (H. P. 1190) (Presented by Mrs. NAJARIAN of Portland) (Cosponsor: Mr. McKERNAN of Bangor)

(Item 5) Bill "An Act to Provide Retirement Credit for Superior Court Justices for Time of Service as a District Court Judge." (H. P. 1200) (Presented by Mr. FARNHAM of Hampden)

The Committee on **Appropriations and Financial Affairs** suggested and ordered printed.

(Item 6) Bill "An Act to Prohibit the Sale of Salmon by Anyone Not a Commercial Producer." (H. P. 1144) (Presented by Mr. CONNERS of Franklin)

(Item 7) Bill "An Act Relating to Risk Sharing Plans in the Field of Property Insurance." (H. P. 1160) (Presented by Mr. CONNOLLY of Portland)

(Item 8) Bill "An Act Relating to Cancellation of Insurance Policies under the Maine Consumer Credit Code." (H. P. 1177) (Presented by Mrs. CLARK of Freeport)

(Item 9) Bill "An Act Relating to Clarification of Interlocking Loans under the Maine Consumer Credit Code." (H. P. 1180) (Presented by Mrs. CLARK of Freeport)

(Item 10) Bill "An Act Concerning Home Repair Salesman Licenses Issued by the Department of Business Regulation." (H. P. 1197) (Presented by Mr. DUDLEY of Enfield)

(Item 11) Bill "An Act Relating to Property Insurance under the Maine Consumer Credit Code." (H. P. 1201) (Presented by Mrs. CLARK of Freeport)

(Item 12) Bill "An Act Relating to Default under the Maine Consumer Credit Code." (H. P. 1202) (Presented by Mrs. CLARK of Freeport)

The Committee on **Business Legislation** suggested and ordered printed.

(Item 13) Bill "An Act to Limit School Tuition Increases." (H. P. 1175) (Presented by Mr. BAGLEY of Winthrop)

The Committee on **Education** suggested and ordered printed.

(Item 14) Bill "An Act to Establish Run-Off Primaries." (H. P. 1173) (Presented by Mr. LaPOINTE of Portland)

(Item 15) RESOLUTION, Proposing an Amendment to the Constitution to Provide for Gubernatorial Run-off Elections. (H. P. 1194) (Presented by Mr. LaPOINTE of Portland)

The Committee on **Election Laws** suggested and ordered printed.

(Item 16) Bill "An Act to Extend the Provisions of the Energy Emergency Proclamation." (EMERGENCY) (H. P. 1152) (Presented by Mr. MARTIN of Eagle Lake) (Approved for introduction by a majority of the Committee on Reference of Bills pursuant to Joint Rule 10)

(Item 17) Bill "An Act to Preserve the Passamaquoddy-Cobscook Bay Tidal Potential for Generating Power by Moratorium on Incompatible Developments." (H. P. 1155) (Presented by Mrs. POST of Owls Head)

The Committee on Energy suggested and ordered printed.

(Item 18) Bill "An Act to Increase the Fine for Molesting Traps." (H. P. 1143) (Presented by Mr. CONNERS of Franklin)

(Item 19) Bill "An Act Prohibiting the Shooting of Hunting or Sporting Dogs." (H. P. 1157) (Presented by Mr. CONNERS of Franklin)

(Item 20) Bill "An Act to Require Mandatory Training for Certain Persons Hunting with Firearms." (H. P. 1203) (Presented by Mr. CONNERS of Franklin)

(Item 21) Bill "An Act to Insure the Conservation of Endangered Species in the State of Maine." (H. P. 1204) (Presented by Mr. TOZIER of Unity)

(Item 22) Bill "An Act to Provide Funds for Fishway on the Kennebec River." (H. P. 1178) (Presented by Mr. CARTER of Winslow)

The Committee on Fisheries and Wildlife suggested and ordered printed.

(Item 23) Bill "An Act to Clarify the Law Relating to Disposal of Septic Tank Or Cesspool Wastes." (H. P. 1171) (Presented by Mr. DAM of Skowhegan)

(Item 24) Bill "An Act Relating to Private Visitation and Rehabilitative Process at Correctional Institutions." (H. P. 1181) (Presented by Mr. LOVELL of Sanford) (Cosponsor: Mr. PELOSI of Portland)

The Committee on Health and Institutional Services suggested and ordered printed.

(Item 25) Bill "An Act to Provide for Review and Planning of Human Service Programs by Regional Planning Commissions." (H. P. 1186) (Presented by Mr. DAVIES of Orono)

(Item 26) Bill "An Act Designating Family Day Care as a Priority Social Service." (H. P. 1207) (Presented by Mr. ROLDE of York)

The Committee on Human Resources suggested and ordered printed.

(Item 27) Bill "An Act to Implement the Recommendations of the Maine Traffic Court Advisory Committee." (H. P. 1158) (Presented by Mr. HUGHES of Auburn) (Co-sponsor: Mrs. MISKAVAGE of Augusta)

(Item 28) Bill "An Act to Prohibit False, Fraudulent or Deceptive Political Opinion Polls." (H. P. 1159) (Presented by Mr. SILVERMAN of Calais)

(Item 29) Bill "An Act Relating to the Revised Enforcement of Foreign Judgments Act." (H. P. 1161) (Presented by Mr. SILVERMAN of Calais)

(Item 30) Bill "An Act to Exempt School Teachers, Secretaries, Bus Drivers, Teacher Aides, Cafeteria Employees and Custodians from Liability for Rendering Emergency First Aid or Transportation Services to Injured Students." (H. P. 1163) (Presented by Mr. FAUCHER of Solon)

(Item 31) Bill "An Act Revising the Pauper Laws." (H. P. 1172) (Presented by Mr. HENDERSON of Bangor) (Cosponsor: Mr. LaPOINTE of Portland)

The Committee on **Judiciary** suggested and ordered printed.

(Item 32) Bill "An Act Relating to the Expediting of Procedures under the Municipal Employee Labor Relations Board." (H. P. 1169) (Presented by Mr. DAM of Skowhegan)

The Committee on **Labor** suggested and ordered printed.

(Item 33) Bill "An Act Concerning the Powers of Officers of Religious Societies." (H. P. 1164) (Presented by Mr. HUGHES of Auburn)

(Item 34) Bill "An Act Requiring Employers to Give Employees a Written Statement of the Reason for Termination of Employment." (H. P. 1167) (Presented by Mr. FAUCHER of Solon)

(Item 35) Bill "An Act to Assist Small Communities in the Development of Recreational Services." (H. P. 1189) (Presented by Mr. MILLS of Eastport)

(Item 36) Bill "An Act to Clarify and Amend Municipal Home Rule Ordinance Powers." (H. P. 1195) (Presented by Mr. LaPOINTE of Portland)

(Item 37) Bill "An Act to Provide for the Appointment or Election of a Fire Chief in Each Municipality." (H. P. 1206) (Presented by Mr. ROLDE of York) (Cosponsor: Mr. BERRY of Buxton)

The Committee on **Legal Affairs** suggested and ordered printed.

(Item 38) Bill "An Act Relating to the Qualifications of Town Managers." (H. P. 1148) (Presented by Mr. DAM of Skowhegan)

(Item 39) Bill "An Act to Authorize Municipalities to Borrow in Anticipation of Taxes." (H. P. 1149) (Presented by Mr. DAM of Skowhegan)

(Item 40) Bill "An Act Authorizing the County Commissioners of the Various Counties to Expend Funds for the Purchase of Real Estate." (H. P. 1165) (Presented by Mr. DAM of Skowhegan)

(Item 41) Bill "An Act Amending the Law Regulating Municipal Debt." (H. P. 1184) (Presented by Mr. CAREY of Waterville) (Cosponsor: Mr. SHUTE of Stockton Springs)

(Item 42) Bill "An Act to Increase Salaries of County Officers of York County." (H. P. 1185) (Presented by Mr. FARLEY of Biddeford)

The Committee on **Local and County Government** suggested and ordered printed.

(Item 43) Bill "An Act to Temporarily Suspend the Lobster and Crab Fishing License Moratorium." (EMERGENCY) (H. P. 1141) (Presented by Mr. SHUTE of Stockton Springs)

(Item 44) Bill "An Act to Allow Commercial Shellfish License Holders to Petition the Commissioner to Test Areas Closed Because of Pollution." (H. P. 1142) (Presented by Mr. SHUTE of Stockton Springs)

(Item 45) Bill "An Act to Permit the Use of Weirs and Eel Traps in Certain Washington County Waters." (H. P. 1145) (Presented by Mr. CONNERS of Franklin)

The Committee on **Marine Resources** suggested and ordered printed.

(Item 46) Bill "An Act Relating to Requirements for Wastewater Treatment Plants under Environmental Protection Laws." (H. P. 1183) (Presented by Mr. BOWIE of Gardiner) (Cosponsor: Mr. MILLS of Eastport)

(Item 47) Bill "An Act to Aid Small Municipalities to Comply with Statutes Concerning the Protection and Improvement of Air." (H. P. 1191) (Presented by Mr. PETERSON of Caribou) (Cosponsor: Mr. BENNET of Caribou)

(Item 48) Bill "An Act to Insure that Certain Applications under the Site Location of Development Act List the Name of the Responsible Professional." (H. P. 1192) (Presented by Mrs. LEWIS of Auburn)

The Committee on **Natural Resources** suggested and ordered printed.

(Item 49) Bill "An Act to Permit the Public Utilities Commission to Review Sewer Rates and Charges upon Request of an Aggrieved Party." (H. P. 1140) (Presented by Mrs. SNOWE of Auburn)

(Item 50) Bill "An Act to Allow Nonprofit Corporations to Operate Ferries on Casco Bay." (H. P. 1150) (Presented by Mr. CONNOLLY of Portland)

(Item 51) Bill "An Act to Require Ferries Operating in Casco Bay to be Equipped with Radar Devices." (H. P. 1151) (Presented by Mr. MULKERN of Portland) (Cosponsors: Mr. FLANAGAN of Portland, Mr. HEWES of Cape Elizabeth)

(Item 52) Bill "An Act Extending Eagle Lake Water and Sewer District to the Plantation of Wallagrass." (H. P. 1153) (Presented by Mr. MARTIN of Eagle Lake)

(Item 53) Resolve, Proposing Study of the Implementation of State Ferry Service on Casco Bay. (H. P. 1154) (Presented by Mr. LaPOINTE of Portland) (Cosponsor: Mr. JENSEN of Portland)

(Item 54) Bill "An Act Concerning the Use of Coin-operated Telephones." (H. P. 1156) (Presented by Mr. FAUCHER of Solon)

(Item 55) Bill "An Act to Incorporate Howland Water District." (H. P. 1198) (Presented by Mr. DUDLEY of Enfield) (Approved for introduction by a majority of the Committee on Reference of Bills pursuant to Joint Rule 10)

The Committee on **Public Utilities** suggested and ordered printed.

(Item 56) Bill "An Act to Authorize the Appointment of a State Poet Laureate." (H. P. 1147) (Presented by Mr. LaPOINTE of Portland)

(Item 57) Bill "An Act to Include the Chairman of the Land Use Regulation Commission on the Board of Pesticides Control." (H. P. 1208) (Presented by Mr. COONEY of Sabattus)

The Committee on **State Government** suggested and ordered printed.

(Item 58) Bill "An Act to Amend the Taxing of Provisions under the Catastrophic Illness and Medically Indigent Program." (H. P. 1162) (Presented by Mr. SILVERMAN of Calais) (Cosponsor: Mr. CONNOLLY of Portland)

(Item 59) Bill "An Act to Help Maintain the Purchasing Power of Participants in the Elderly Tax and Rent Refund Program by Tying Refunds to the Consumer Price Index." (H. P. 1163) (Presented by Mr. SILVERMAN of Calais)

(Item 60) Bill "An Act Relating to Property Assessing Tax Laws." (H. P. 1170) (Presented by Mr. BLODGETT of Waldoboro) (Cosponsors: Mr. ROLDE of York, Mr. GREENLAW of Stonington, Mr. CONNERS of Franklin)

(Item 61) Bill "An Act to Exempt Certain Property Used as Housing for the Elderly from Property Taxation." (H. P. 1182) (Presented by Mr. CURTIS of Rockland)

(Item 62) Bill "An Act Relating to Sales Tax on Aircraft and Sales Tax Exemption on Trade-in Credit for Aircraft." (H. P. 1188) (Presented by Mr. MORTON of Farmington)

The Committee on **Taxation** suggested and ordered printed.

(Item 63) Bill "An Act Concerning the Transportation of Long Logs by Combination Vehicles." (H. P. 1166) (Presented by Mr. DAM of Skowhegan)

(Item 64) Bill "An Act Providing for a Study to Determine the Feasibility and Location of a New Bridge across the Kennebec River." (EMERGENCY) (H. P. 1179) (Presented by Mr. CARTER of Winslow)

(Item 65) Bill "An Act Granting the Maine Port Authority Certain Powers with Respect to Acquiring, Operating and Leasing Certain Railroad Equipment." (H. P. 1193) (Presented by Mr. LITTLEFIELD of Hermon)

(Item 66) Bill "An Act Relating to Delivery of Suspensions under the Motor Vehicle Laws." (H. P. 1199) (Presented by Mrs. SNOWE of Auburn)

The Committee on Transportation suggested and ordered printed.

(Item 67) Bill "An Act to Include the Maine County Commissioners Association under the State Retirement System." (H. P. 1196) (Presented by Mr. JALBERT of Lewiston)

The Committee on Veterans and Retirement suggested and ordered printed.

ORDERS

(Item 1) On Motion of Mr. JALBERT of Lewiston, the following Joint Order: (H. P. 1209)

STATE OF MAINE

In the Year of Our Lord One Thousand Nine Hundred and Seventy-five

WHEREAS, The Legislature has learned of the Outstanding Achievement and Exceptional Accomplishment of

LEWISTON HIGH SCHOOL

RUNNER-UP CHAMPIONS

FIRST NEW ENGLAND HOCKEY TOURNAMENT

We the Members of the House of Representatives and Senate do hereby Order that our congratulations and acknowledgement be extended; and further

Order and direct, while duly assembled in session at the Capitol in Augusta, under the Constitution and Laws of the State of Maine, that this official expression of pride be sent forthwith on behalf of the Legislature and the people of the State of Maine.

(Item 2) On Motion of Mr. BIRT of East Millinocket, the following Joint Resolution: (H. P. 1210)

IN MEMORIAM

Having Learned of the Death of

DR. LORE ROGERS

OF

PATTEN

The Senate and House of Representatives of the State of Maine do hereby extend their sincere heartfelt condolences and sympathy to the bereaved family and friends of the deceased; and further

While duly assembled in session at the State Capitol in Augusta under the Constitution and Laws of the State of Maine, do herein direct that this official expression of sorrow be forthwith sent to the family of the deceased on behalf of the Legislature and the people of the State of Maine.

REPORTS OF COMMITTEES

Ought Not to Pass

(Item 1) Mr. MAXWELL from the Committee on Taxation on Bill "An Act Providing for Trade-in Credit Exemptions for Trailers under the Sales Tax." (H. P. 157) (L. D. 192) reporting "Ought Not to Pass."

(Item 2) Mr. DRIGOTAS from the Committee on Taxation on Bill "An Act to Exempt from the Sales Tax Sales of Certain Brochures and Booklets to Nonprofit Organizations." (H. P. 515) (L. D. 633) reporting "Ought Not to Pass."

Leave to Withdraw

(Item 3) Mr. DRIGOTAS from the Committee on Taxation on Bill "An Act Exempting Gas for Cooking and Heating in Homes from Sales Tax." (H. P. 183) (L. D. 232) reporting "Leave to Withdraw."

Ought to Pass in New Draft

(Item 4) Mr. DAM from the Committee on Taxation on Bill "An Act to Increase the Veteran's Property Tax Exemption." (H. P. 52) (L. D. 64) reporting same in new draft (H. P. 1174) (L. D. 1172) under same title and that it "Ought to Pass."

Divided Report

(Item 5) Majority Report of the Committee on Taxation reporting "Ought to Pass" on Bill "An Act to Allow a Trade-in Credit on the Sales Tax on Boats." (H. P. 185) (L. D. 233)

Report was signed by the following members:

Messrs. WYMAN of Washington, JACKSON of Cumberland, MERRILL of Cumberland — of the Senate.

Messrs. MORTON of Farmington, MAXWELL of Jay, COX of Brewer, IMMONEN of West Paris, SUSI of Pittsfield, TWITCHELL of Norway, MULKERN of Portland — of the House.

Minority Report of the same Committee reporting "Ought Not to Pass" on same Bill.

Report was signed by the following members:

Messrs. DRIGOTAS of Auburn, DAM of Skowhegan, FINEMORE of Bridgewater — of the House.

Divided Report

(Item 6) Majority Report of the Committee on Taxation reporting "Ought to Pass" on Bill "An Act to Exempt Fuel Adjustment Charges from the Sales Tax." (H. P. 189) (L. D. 266)

Report was signed by the following members:

Messrs. WYMAN of Washington, JACKSON of Cumberland, MERRILL of Cumberland — of the Senate.

Messrs. IMMONEN of West Paris, TWITCHELL of Norway, DRIGOTAS of Auburn, DAM of Skowhegan, FINEMORE of Bridgewater, MAXWELL of Jay, COX of Brewer, MULKERN of Portland — of the House.

Minority Report of the same Committee reporting "Ought Not to Pass" on same Bill.

Report was signed by the following members:

Messrs. MORTON of Farmington, SUSI of Pittsfield — of the House.

Divided Report

(Item 7) Majority Report of the Committee on Transportation reporting "Ought Not to Pass" on Bill "An Act to Require Driver's License Renewal Examination at Age 55 or Older." (H. P. 646) (L. D. 798)

Report was signed by the following members:

Messrs. GREELEY of Waldo, McNALLY of Hancock, CYR of Aroostook — of the Senate.

Messrs. STROUT of Corinth, KAUFFMAN of Kittery, LUNT of Presque Isle, WINSHIP of Milo, JACQUES of Lewiston, BINNETTE of Old Town, Mrs. BERRY of Madison — of the House.

Minority Report of same Committee reporting "Ought to Pass" on same Bill.

Report was signed by the following members:

Messrs. FRASER of Mexico, JENSEN of Portland — of the House.

CONSENT CALENDAR

First Day

(Item 1) (S. P. 221) (L. D. 734) Bill "An Act Relating to the Giving Away of Deer." Committee on Fisheries and Wildlife reporting "Ought to Pass".

Second Day

(Item 1) (H. P. 618) (L. D. 764) Bill "An Act to Clarify the Personnel Law as to Staff Attorneys in the Office of Attorney General."

(Item 2) (H. P. 581) (L. D. 720) Bill "An Act Relating to Town Maintenance of Highways in Compact Areas."

(Item 3) (H. P. 323) (L. D. 454) Bill "An Act to Transfer Authority for Truth-in-Lending Examinations and Enforcement from the Bureau of Banks and Banking to the Bureau of Consumer Protection." (EMERGENCY)

(Item 4) (H. P. 579) (L. D. 714) Bill "An Act to Ensure Equitable Billing Practices by Creditors Engaged in Open-end Credit Pursuant to Lender Credit Cards under the Consumer Credit Code."

(Item 5) (H. P. 599) (L. D. 742) Bill "An Act to Clarify the Consumer Credit Code." (EMERGENCY)

(Item 6) (H. P. 609) (L. D. 752) Bill "An Act to Repeal a Certain Provision in the Consumer Credit Code Concerning Relinquishment of the License of a Supervised Lender."

(Item 7) (H. P. 314) (L. D. 390) Bill "An Act to Delete the Requirement that Taverns Serve Men Only."

(Item 8) (H. P. 490) (L. D. 609) Bill "An Act to Place Certain Safeguards on the Proceedings of Medical Review Committees." (C. "A" H-103)

(Item 9) (S. P. 195) (L. D. 645) Bill "An Act Relating to the Labeling of Shrimp." (C. "A" S-32)

(Item 10) (S. P. 222) (L. D. 735) Bill "An Act to Provide for Marine Resource Education by the Department of Marine Resources." (C. "A" S-31)

BILLS IN THE SECOND READING

(Item 1) Bill "An Act to Provide Funds to Pine Tree Legal Assistance, Inc., for Continued Legal Representation for those in Need." (S. P. 133) (L. D. 438)

(Item 2) Bill "An Act to Prohibit the Department of Inland Fisheries and Game from Issuing Licenses to Persons Convicted of Certain Offenses." (H. P. 1139) (L. D. 1139)

As Amended

(Item 3) Bill "An Act Creating the Newport Water District." (S. P. 194) (L. D. 661) (C. "A" S-34)

(Item 4) Bill "An Act to Permit Furloughs for Prisoners of County Jails." (H. P. 427) (L. D. 521) (C. "A" H-102)

Reported by the Committee on **Bills in the Second Reading.**

ENACTORS

Emergency Measure

(Item 1) An Act Making Additional Appropriations from the General Fund for the Expenditures of State Government for the Current Fiscal Year Ending June 30, 1975. (S. P. 390) (L. D. 1138)

Reported by the Committee on **Engrossed Bills** as truly and strictly engrossed. This being an emergency measure, a two-thirds vote of all the members elected to the House necessary.

Emergency Measure

(Item 2) An Act to Allow the Use of Initial Type Plates on Pickup Trucks. (H. P. 62) (L. D. 74)

Reported by the Committee on **Engrossed Bills** as truly and strictly engrossed. This being an emergency measure, a two-thirds vote of all the members elected to the House necessary.

Emergency Measure

(Item 3) An Act Authorizing Additional Indebtedness for School Administrative District No. 15. (H. P. 601) (L. D. 744)

Reported by the Committee on **Engrossed Bills** as truly and strictly engrossed. This being an emergency measure, a two-thirds vote of all the members elected to the House necessary.

(Item 4) An Act to Provide for the Receipt and Custody of Prisoners of the United States. (H. P. 150) (L. D. 169)

(Item 5) An Act to Authorize the Director of the Bureau of Parks and Recreation to Prohibit the Use of Canoes with Motors on Parts of the Allagash Wilderness Waterway. (H. P. 387) (L. D. 587)

(Item 6) An Act Relating to Required Information on Packages under the Weights and Measures Law. (H. P. 488) (L. D. 607)

(Item 7) An Act Relating to the Provision of Aftercare Services to Entrusted Juveniles. (H. P. 376) (L. D. 475)

(Item 8) An Act Relating to Benefits to Convicts upon Discharge. (H. P. 308) (L. D. 371)

Reported by the Committee on Engrossed Bills as truly and strictly engrossed.

ORDERS OF THE DAY

HOUSE CALENDAR

TUESDAY, MARCH 25, 1975

TABLED AND TODAY ASSIGNED

1. Bill "An Act Relating to Dealers in Used Personal Property."
(H. P. 502) (L. D. 618) (H. "A" H-97) (H. "A" H-101)

Tabled—March 21, by Mr. Stubbs of Hallowell.

Pending—Adoption of House Amendment "A" (H-97) as amended by House Amendment "A" (H-101).

2. JOINT ORDER, Relative to Review of the Employment Security Laws. (H. P. 1004)

Tabled—March 21, by Mr. Rolde of York.

Pending—Passage.

3. Bill "An Act Authorizing the Department of Environmental Protection to License Privately-owned Septic Waste Disposal Sites." (EMERGENCY) (H. P. 154) (L. D. 209) which was passed to be engrossed as amended by Committee Amendment "A" (H-47) as amended by House Amendment "A" (H-53) thereto in the House on March 6. Comes from the Senate passed to be engrossed as amended by Committee Amendment "A" (H-47) as amended by Senate Amendment "A" (S-37) thereto in non-concurrence.

Tabled—March 21, by Mr. Rolde of York.

Pending—Further Consideration.

4. Bill "An Act to Permit Public Use of State Docking Facilities in Casco Bay." (H. P. 1051) (Committee on Reference of Bills suggested Committee on Transportation)

Tabled—March 21, by Mrs. Najarian of Portland.

Pending—Reference.

14 HOUSE ADVANCE JOURNAL AND CALENDAR

5. JOINT ORDER, Relative to Adding 7-E to Joint Rules. (H. P. 1043)
Tabled—March 21, by Mr. Rolde of York.
Pending—Passage.
6. RESOLVE, Authorizing Charles E. and Nancy Twitchell, or Their Legal Representative, to Bring Civil Action Against the State of Maine. (H. P. 1036) (Committee on Reference of Bills suggested Committee on Judiciary)
Tabled—March 24, by Mr. Faucher of Solon.
Pending—Motion of Mr. Carey of Waterville to refer to Committee on Legal Affairs.
7. Bill “An Act Concerning the Employee Uniform Requirements at the Maine State Prison and Men’s Correctional Center.” (H. P. 1030) (Committee on Reference of Bills suggested Committee on Appropriations and Financial Affairs.)
Tabled—March 24, by Mrs. Najarian of Portland.
Pending—Reference.
8. Bill “An Act to Protect Families with Children and Recipients of Certain Benefits Against Discrimination in Rental Housing.” (H. P. 273) (L. D. 327) (C. “A” H-58) (H. “A” H-76)
Tabled—March 24, by Mr. Palmer of Nobleboro.
Pending—Motion of Mr. Ault of Wayne to Indefinitely Postpone Bill and Accompanying Papers.
9. Bill “An Act Relating to the Transfer of Misdemeanor Proceedings without Trial to the Superior Court.” (H. P. 1045) (L. D. 1111)
Tabled—March 24, by Mr. Hughes of Auburn.
Pending—Passage to be Engrossed.
10. Bill “An Act to Require that Motor Vehicles Registered in this State Carry Liability Insurance.” (H. P. 1089) (Committee on Reference of Bills suggested Committee on Judiciary)
Tabled—March 24, by Mr. Stubbs of Hallowell.
Pending—Reference.
11. Bill “An Act to Regulate Business Practices Between Motor Vehicle Manufacturers, Distributors and Dealers.” (H. P. 1137) (Committee on Reference of Bills suggested Committee on Business Legislation)
Tabled—March 24, by Mrs. Clark of Freeport.
Pending—Motion of Mr. Fraser of Mexico to refer to Committee on Transportation.

BILLS HELD

1. Bill “An Act to Redefine the Political Activity Rights of Classified Employees of the State.” (H. P. 1093)—In House, Referred to Committee on Human Resources.
Held at the Request of Mr. Pelosi of Portland.

SPECIALLY ASSIGNED

1. JOINT ORDER, Relative to amendment of Joint Rule 3. (S. P. 361)

Tabled—March 24, by Mr. Rolde of York.

Pending—Passage. (Assigned for Wednesday, March 26)

2. Bill "An Act Relating to Hearing for Provisional Motor Vehicle Licensee on Suspension." (H. P. 333) (L. D. 405)

Tabled—March 24, by Mrs. Lewis of Auburn.

Pending—Passage to be Engrossed. (Assigned for Wednesday, March 26)

3. Bill "An Act Establishing the Civil Rights of Hemophiliacs." (H. P. 840) (L. D. 986)

Tabled—March 24, by Mrs. Kelley of Machias.

Pending—Passage to be Engrossed. (Assigned for Wednesday, March 26)

4. Bill "An Act Relating to the Liability of Physicians and Surgeons Rendering Emergency Care" (H. P. 336) (L. D. 419) which was recommitted to the Committee on Judiciary in the House on March 18. Comes from the Senate with the Majority "Ought Not to Pass" report accepted in non-concurrence.

Tabled—March 24, by Mr. Rolde of York.

Pending—Further Consideration. (Assigned for Wednesday, March 26)

5. Bill "An Act Concerning the Municipal Valuation Appeals Board and Procedures for Municipal Appeals." (H. P. 1015) (Committee on Reference of Bills suggested Committee on Taxation)

Tabled—March 24, by Mr. Farnham of Hampden.

Pending—Motion of Mr. Dam of Skowhegan to Refer to Committee on State Government. (Assigned for Wednesday, March 26)

6. Bill "An Act for the Humane Treatment of Animals in Schools, Public and Private." (H. P. 457) (L. D. 561)

Tabled—March 24, by Mr. Davies of Orono.

Pending—Passage to be Enacted. (Assigned for Wednesday, March 26)

UNASSIGNED

1. Bill "An Act Appropriating Funds for the State Share of the Spruce Budworm Control Program and Imposing a Tax on Forest Lands for Spruce Budworm Control." (H. P. 560) (L. D. 689) (C. "A" H-62)

Tabled—March 13, by Mr. Rolde of York.

Pending—Passage to be Engrossed.

Order to Establish Joint Legislative Emergency Committee on Jobs

1. Unemployment is the major economic problem in the state. At least 45,000 people are now out of work, with some estimates going as high as 50,000. Another 16,000 people are estimated to be working parttime because they cannot find full time jobs. Finally it is estimated that there are almost 65,000 people working full time and earning less than \$5000. per year. The unemployed and underemployed now total at least 30 percent of Maine's labor force.

The Federal Public Service jobs program authorized by the Comprehensive Employment Training Act of 1974 (CETA) has not been adequately handled in Maine. Although federal funding of this program in Maine may exceed \$20 million in 1975, public confidence in the program is low and it has been subjected to legal suits and to much press criticism.

2. Therefore, it is proposed that a Joint Legislative Emergency Committee on Jobs be established.

3. The Committee will have the following responsibilities:

- to hold hearings on the impact in human terms of unemployment and underemployment in the state.

- to examine the effectiveness and efficiency of the present employment programs of the state, including CETA, the state employment service, job bank, youth programs and On-the-Job Training programs and the responsiveness of unemployment compensation procedures.

- examine the state budget for ways to generate more jobs by shifting budget priorities and by using state matching funds for available federal funds more effectively.

- establish priorities for the use of public service jobs under the CETA program to assure that real needs are being served and that the jobs are being distributed fairly. Priorities to be considered might include home-maker services for the elderly, rural road services, environmental clean-up, community gardens, food production projects and rehabilitation of substandard housing.

- consider new programs to put people to work and assist the unemployed. New programs might include increased financial benefits and health insurance for the unemployed, new state sponsored public service jobs on community projects.

- to determine through discussions with representatives with business and labor the prospects of further declines in employment and to suggest ways in which the state government might respond.

4. The legislative staff and the departments of government will be required to provide all necessary assistance and information as may be required by the committee.
5. The committee will be required to make its first report to the legislature no later than May 30, 1975.

STATE OF MAINE

Inter-Departmental Memorandum Date Sept. 19, 1975

To Jobs Committee

Dept. _____

From Jon Hull and Bill Brown

Dept. Legislative Assistants

Subject Drafting Assignments

At the last Jobs Committee, the Legislative Assistants were asked to draft proposed legislation to implement the Jobs Impact Statement and the Governor's Report on Jobs. The following rough drafts are offered for discussion:

1. Jobs Impact Statements.

A. Joint Legislative Order to enact a new Joint Rule, to read as follows:

12B. Employment Impact Statement. Every bill or resolve effecting employment within this state, either increasing or decreasing employment positions in the public or private sector, shall be accompanied by a written statement as to the net gain or loss of employment positions and the reasons therefor.

B. L.D. to be enacted to read as follows:

An Act to Require Employment Impact Statements for all State, County and Municipal Actions.

Be it enacted.....

Sec. 1. 5 MRSA §47, enacted.

§47. Employment Impact Statement.

Every state department, agency, board commission or institution, who initiates any action affecting employment within this state or submits any application or proposal for

federal, state or private funds, shall
issue a written Employment Impact State-
ment to the public at least 30 days prior
to such action or submission. The Em-
ployment Impact Statement shall describe,
at least: the expected impact such ac-
tivity will have on state unemployment
and underemployment; the alternatives to
such activity and their impact on un-
employment and underemployment; and the
reasons for the decision reached. The
Employment Impact Statement shall be
published in the State Newspaper, and
copies shall be available for public
inspection in the State Library and
in the offices of the department,
agency, board, commission or institu-
tion issuing it.

Sec. 2. 30 MRSA §60, enacted.

§60. Employment Impact Statement.

Every county officer shall issue a
written Employment Impact Statement
at least 30 days prior to initiating
any action affecting employment with-
in this state or submitting any pro-
posal or application for, or receiving,
any federal, state or private funds.

The Employment Impact Statement shall at least describe: The expected impact such activity will have on state unemployment and underemployment; the alternatives to such activity and their impact on unemployment and underemployment; and the reasons for the decision reached, The Employment Impact Statement shall be published in at least one newspaper in the county and copies shall be available for public inspection in the county offices.

Sec. 3. 30 MRSA §1906 enacted.

§1906. Employment Impact Statement.

Every municipality shall issue a written Employment Impact Statement at least 30 days prior to initiating any action effecting employment within this state, or submitting any proposal or application for, or receiving, any federal, state, or private funds. The Employment Impact Statement shall at least, describe: the expected impact such activity will have on state unemployment or underemployment; the alternatives to such activity and their impact on unemployment and underemployment;

and the reasons for the decision reached. The Employment Impact Statement shall be published in a newspaper of local circulation, and copies shall be available for public inspection in the municipal offices.

2. Governor's Report.

L.D. to be enacted to read as follows:

AN ACT to require an Annual Governor's Report on Employment and the Economy.

Be it enacted.....

2 MRSA §8, enacted to read:

§8. Annual Report on Employment and the Economy.

The Governor shall, in January of each year, make a report to the Legislature and the people of the state on employment and the economy of this state. The report shall include: data on current employment by industry, and projected employment for the next year and five year period; current unemployment and underemployment and projections for the next year and five year period; estimates of the the number, type, and location of jobs required to reach full employment in the state; activities during the past year that have increased or decreased employment; description of plans and programs to reach full employment; and recommendations for legislation.

Jobs Committee

RESOLVE, Requiring Planning for Expansion of Wood Harvesting Programs by the Bureau of Vocational Education of the Department of Educational and Cultural Services.

Wood Harvesting Programs; Planning for Expansion, Resolved: That, as the Washington County Vocational Technical Institute has a proven successful program to train high school graduates in wood harvesting and there is a much greater need for graduates of such programs in the State, the Bureau of Vocational Education of the Department of Educational and Cultural Services shall, out of its current operating budget, prepare a plan to implement an expansion of this wood harvesting program at Washington County Vocational Technical Institute, and to implement a similar wood harvesting program at Northern Maine Vocational Technical Institute; and the Bureau shall present this plan to the next special session of the 107th Legislature or to the first regular session of the 108th Legislature.

Statement of Fact

The purpose of the resolve is to provide planning for an increase in Wood Harvesting Training in the Washington County and Northern Maine Vocational Technical Institutes. The program at WCVTI has proven its success in training high school graduates in the skills of wood harvesting and then in placing them in well paying positions in the State. Many of these graduates replace bonded Canadian laborers and thus do not displace Maine residents. Thus, the net effect of this program is to reduce unemployment without displacing present Maine workers. The demand for graduates of this programs is strong and will continue to strengthen in years to come. There are currently approximately 500 jobs available right now for such trained employees, and an estimated 633 new jobs each year for the next four years, due to expansions already in progress in the industry. The average wage in the industry for wood harvesters is \$11,325 for 37 hours per week and 44 weeks per year, plus allowances.

If the proven program at WCVTI were expanded to meet the expected demand for trained wood harvesters, the cost would be approximately \$750,000 per year. However, this would mean \$5,660,000 in increased salaries to Maine residents, with consequential effects on the Maine economy and tax revenues. In addition, bonded Canadian laborers would be displaced by these graduates, thus causing a net increase in salaries to Maine residents.

Thus, this resolve directs the Bureau of Vocational Education of the Department of Educational and Cultural Services to prepare and present a plan to expand this program at WCVTI and implement it at NMVTI.

107TH LEGISLATURE

JOBS COMMITTEE

AN ACT to require the Employment Service to Provide Services to High School *Students*.

26 MRSA §1083, sub-§3 is enacted to read:

3. Services to students. The Commissioner shall include in each annual plan of service a program and budget for service to students in Maine public secondary schools. Such plan shall give priority of service to all public high school seniors, particularly those who do not have definite post-graduation plans for employment or further education. The service shall provide to such students testing where appropriate, counseling concerning their ability and the availability of jobs, and any other services of the Employment Service which will assist them to obtain and retain suitable employment or further education. *including services of the Job Bank.*

Nothing in this subsection shall be construed as requiring the Commissioner to submit an annual plan of service which would be out of compliance with Federal statutes or regulations governing such plan, or the programs or budgets conducted thereunder.

STATEMENT OF FACT

The purpose of this Bill is to require the Commissioner of the Department of Manpower Affairs to request approval of the U.S. Department of Labor for a program to assist public high school seniors in their post-graduation job or educational plans. The Commissioner is required to submit an annual plan of service for Department of Labor approval as one condition for receiving Federal funds for the Employment Security Commission.

The Maine Employment Service conducted such a program until 1970, when it was precluded by a change in Federal regulations and budgets. It is thought that re-institution of the program would be consistent with current regulations.

Unemployed youth are a major segment of the hard-core unemployed, and are particularly in need of special efforts by the Employment Service because of their typical lack of job skills and knowledge of job opportunities.

Feb. 13, 1976

AN ACT TO ESTABLISH A MAINE COMMUNITY
JOBS PROGRAM

1. Purpose: to establish the creation of jobs as a major priority for the expenditure of certain Federal and State funds; to create a special community jobs fund to be used for hiring unemployed Maine people to work on short-term projects beneficial to local communities; to encourage the Commissioner of Manpower Affairs to coordinate certain Federal programs in order to maximize the generation of jobs within the State.

II. Establishment of the fund: A special community jobs fund will be established with contributions from the following sources:

a. fifty percent of all funds allocated to the State under Titles II and VI of CETA

b. all available funds under Titles V and X of the Public Works and Economic Development Act of 1965 as amended

c. voluntary contributions of individuals from unemployment compensation payments as any become available upon changes in Federal regulations

d. monies from Federal grants from the Department of Labor, the Economic Development Administration of the U.S. Department of Commerce, the Housing and Urban Development Department, and the Law Enforcement Assistance Agency obtained by applications submitted to those agencies by the Commissioner of Manpower Affairs

e. an assessment of nonpersonnel costs (excluding Federal funds) from each department and agency of the State government and the Legislature to yield five million dollars, in cash or in kind, to provide supportive services for this program

III. Program.

The Manpower Commissioner is directed to disburse monies from this fund to any individual or organization which will in the Commissioner's opinion establish a project for the benefit of a Maine community by hiring those Maine residents who are currently unemployed, except that no Federal or State agency will be eligible for this program. Eligible projects will be:

1. labor intensive
2. require minimum overhead
3. result in specific community improvements
4. complements existing community development efforts
5. be of relatively short term duration

To the greatest extent possible, the Manpower Commission shall use existent employment service and manpower planning personnel and existing local manpower planning councils.

IV. Priorities

The Manpower Commissioner will establish the following priorities for individual participants in the community jobs program:

1. Those people who voluntarily contribute their unemployment compensation to the program as changes are made in Federal regulations.
2. Those people who have completely exhausted their unemployment benefits.

Unemployed

3. People currently on general public assistance or other State or Federal public welfare programs.
4. All other unemployed persons, and under employed persons.

The Manpower Commissioner will also establish the following project priorities:

1. Projects towards which communities and agencies contribute matching funds from Federal revenue sharing grants.
2. Projects towards which communities and agencies contribute matching funds received under the CDA and/or the CSA.

V. Eligible projects.

In selecting programs to be supported under this act the Manpower Commissioner will be guided by the following examples:

- (1) Homemaker services to older citizens who might otherwise be forced into State institutions.
- (2) Land preparation and construction of industrial buildings in community industrial development parks in conjunction with State and federal guarantee programs and grants, such as those available through the Economic Development Administration.
- (3) Community clean-up campaigns and removal of rusted vehicles in rural areas, demolition of dilapidated and hazardous buildings.
- (4) Construction and repair of sewer, water, and other utility lines in towns and cities.
- (5) Food production projects for communities to set up community gardens, community canning centers, and marketing assistance.
- (6) Providing para-medical health care centers and outreach programs in urban and rural areas centering on the needs of children and the elderly.
- (7) Housing repair and rehabilitation for elderly and low income families.
- (8) Housing construction through Federal Housing Administration, the Farmers Home Administration, and Maine State Housing Authority to spur the lagging home construction market.
- (9) Construction of community recreation facilities including parks, trails, and roadside areas.
- (10) Home winterization projects and winterization of municipal and state buildings.

(11) Highway construction and maintenance at the state and local level.

(12) Rural and small community bus and other transportation services.

(13) Repair, reconstruction, and other associated activities necessary for AMTRAK resumption of rail service in Maine.

(14) Repair, upgrading, and development of small State parks and recreation areas.

(15) Projects related to the arts--both instructional and supportive--for in-school and the public through the Maine State Commission on the Arts and Humanities.

(16) Job placement programs for those segments of the workforce with particularly high unemployment rates, teenagers, those on parole, and other groups.

(17) Establishment of rural resource coordinating centers that would include agricultural apprenticeship programs, regional workshops, and training programs.

(18) Support services for young people to aid in prevention of juvenile delinquency, such as community youth centers, public recreation programs, camping programs, and additional personnel support for existing youth service programs.

(19) Accelerated public works construction projects.

(20) Setting up anti-pollution re-cycling systems.

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

26 MRSA § ~~1084~~ through ~~1087~~ is enacted to read:

~~1084~~. Use of Temporary Foreign Labor for Agriculture and Logging Employment.

Section 214.2(h) (2) (ii) of the U. S. Immigration and Naturalization Service Regulations (8 CFR 214.2 (h) (2) (ii) requires, in support of a petition for the admission of an alien to perform certain temporary service or labor, that

Either a certification from the Secretary of Labor or his designated representative stating that qualified persons in the United States are not available and that the employment of the beneficiary will not adversely affect the wages and working conditions of the workers in the United States similarly employed, or a notice that such a certification cannot be made shall be attached to every nonimmigrant visa petition to accord an alien a classification under section 101 (a) (15) (H) (ii) of the Act.

1. The criteria and procedures set forth herein prescribe (1) the conditions under which U. S. workers must be recruited for agricultural or logging employment in Maine before a determination of their nonavailability can be made by the State Employment Service and (2) the terms of employment for both U. S. and foreign workers which will not adversely affect the wages and working conditions of American workers similarly employed.
2. Agricultural or logging employers, including association employers, anticipating a labor shortage may request a certification for temporary foreign labor, provide that the employer or the association and those of its members for whom the service of foreign workers are requested, prior to making such a request, have filed at the local office of the State Employment Service an offer of employment for U. S. workers to fill such employment needs in accordance with the provisions of § ~~1085~~ and § ~~1086~~. Such offers of employment, as well as any request for certification for temporary foreign workers, should be filed at the local office in sufficient time to allow the State Employment Service 21 days to determine the availability of domestic workers, in addition to the time necessary for the employer to secure foreign workers by the date of need if the certification is recommended for approval.
- X 3. Request for certification shall be in writing and describe all efforts made by the employer to obtain U. S. workers to fill the employer's needs. This shall include advertising in newspapers, the content of which shall be prescribed by the State Employment Service. All other information describing what actions will be taken by the employer to reduce or terminate the use of foreign workers will also be submitted with this request.
4. The State Employment Service, after reviewing the request for certification, shall follow the certification process of the U. S. Department of Labor, Employment and Training Administration and submit such requests to the Assistant Regional Director for Employment and Training, with a recommendation for approval or disapproval based on the criteria set forth herein.
- X 5. The State Employment Service may recommend approval of the certification if it finds:
 - (a) That the employment of such workers will not adversely affect the wages and working conditions of domestic workers similarly employed; and
 - (b) That reasonable efforts have been and will continue to be made, by the

State Employment Service and the employers to obtain domestic workers at wage rates and conditions of employment no less favorable than those set forth in this part and 20 CFR 602.10 to perform the work for which the services of temporary foreign workers are requested, and for which domestic workers are not available. Reasonable efforts will include, where deemed appropriate by the State Employment Service, full use of workers who commute on a daily basis between their residence and the place of employment, the use of the interstate clearance system.

(c) Requests for certification will be recommended for disapproval in whole or in part if the findings set forth in paragraph ⁵ of this section cannot be made, or;

- (1) Where the employer has been found to have failed without good cause to comply with employment contracts with U. S. or foreign agricultural or logging workers;
- (2) Where the admission of the foreign workers would result in violation of policies of the U. S. Department of Labor governing the referral of workers to jobs involved in strikes or other labor disputes;
- (3) Where the employer has failed to comply with any applicable requirements of the foreign government whose nationals are involved; or has failed to abide by any applicable federal, state, or local labor, health or housing law.
- (4) Where, within the period commencing with the filing of the job offer in relation to this or any prior certification and extending so long as foreign workers are employed, the wages and working conditions provided to any foreign or U. S. workers similarly employed have been less favorable than those required to be offered to U. S. workers in accordance with § 1085 and 1086.
- (5) Where the Immigration and Naturalization Service has notified the Secretary of Labor that the employer has had in his employ a foreign worker who was not lawfully in the United States, unless the employer demonstrates that he did not know, had no reasonable grounds to suspect, or could not by reasonable inquiry have ascertained that the alien worker was not lawfully in the United States.

Revised Petition

X 6.

The Employment Service Director will recommend to the U. S. Immigration and Naturalization Service that a ~~certification~~ be suspended when violations of this section are found to exist after an employer, including an association, receives a certification from the U. S. Secretary of Labor and subsequently approved by the U. S. Immigration and Naturalization Service.

Requests for suspension shall be issued when:

- (a) When the employer has failed without good cause to hire U. S. workers;
- X (b) Where wages provided to any foreign or U. S. workers similarly employed have been less favorable than those required to be offered to U. S. workers in accordance with § 1085 and § 1086;
- X (c) When a sufficient number of U. S. workers become available for employment;
- (d) Where the employer fails to comply with any applicable federal, state, or local health or housing requirements.

~~1086~~. Job offers and contracts.

The offers to U. S. workers made in accordance with this section and §1086 shall:

- ✓ 1. Be in writing and when accepted shall take the form of a written contract. In lieu of providing individual contracts to workers housed in a labor camp, a master contract shall be posted in a conspicuous place readily accessible to the worker, and each worker shall be given a statement of the terms of employment and the period for which the three-fourths guarantee specified in paragraph 8 of this section is applicable;
2. Provide for housing for the employees without charge in accordance with the standards issued by the Secretary of Labor as set forth in 20 CFR 602.9. If the prevailing practice in the area of employment is to provide family housing, such housing must be provided.;
- ✓ 3. Provide, at no cost to workers, workmen's compensation as prescribed under Maine law, or in the case of agricultural employment not covered by Maine law, the employer shall provide at no cost to workers, insurance covering injury and disease arising out of and in the course of employment. Such an insurance shall provide for the payment of benefits not less than those specified in 20 CFR 602.10;
4. Provide for the furnishing of all tools, supplies or equipment required to perform the duties assigned without cost to the worker. In the case of logging employment, equipment shall include but not be limited to mechanical skidders, or other types of machinery used for skidding lumber, chain saws, and all safety equipment with the exception of boots;
5. Permit only the following deductions from wages: (a) those required by law; (b) those for advances against wages; (c) payment for articles of consumption produced by the employer which the worker has purchased; (d) value of meals supplied by the employer but not to exceed amounts specified in the clearance job offer; (e) overpayment of wages; (f) any loss to the employer due to a worker's refusal or negligent failure to return any property furnished to him by the employer, or due to such worker's wilful destruction of such property; (g) deductions for transportation and subsistence costs paid for by the employer as provided in paragraph 7 of this section. The deductions under subparagraphs (c) (e) or (f) of this paragraph in each pay period shall not exceed 10 percent of the total wages earned in that pay period. The sum of deductions under subparagraphs (b) and (g) of this paragraph in each pay period shall not exceed 50 percent of the total wages earned in that pay period. At the termination of the work contract, however, or if the worker abandons his work contract, the employer may deduct from such worker's final wage payment any outstanding balance due the employer for deductions permitted by that provision;
6. Permit no charge by the employer in excess of the amount specified in the job offer for furnishing three meals per day and meets those requirements within 20 CFR 602.10 a (f);

7. Require the employer to provide or pay for transportation and subsistence en route from the place of recruitment to the place of employment in those cases where the worker completes at least 50 percent of the contract. The amount paid per day for subsistence en route from the place of recruitment must be at least as much as the amount authorized to be charged each day for meals at the place of employment. An employer who has advanced payment to a worker for the cost of transportation and subsistence en route may deduct such costs from earnings of the worker until the worker has completed 50 percent of the contract period. However, upon completion of 50 percent of the contract period, the worker shall be entitled to reimbursement of the amounts so deducted. If the worker completes his contract, the employer will provide or pay the cost of return transportation and subsistence en route from the place of employment to the place of recruitment, except when the worker is not returning to the place of recruitment and has subsequent employment with an employer who will bear transportation expenses. All transportation provided by the employer will be by common carrier or other transportation facilities which conform to applicable regulations of the Interstate Commerce Commission. Transportation from the worker's on-the-job site living quarters to the place where the work is to be performed will be provided by the employer without cost to the worker. Hourly paid workers shall be paid no less than the adverse effect rate, as provided in § ~~1006~~, 1. or § ~~1006~~ for all time between arrival at the first work location of the day and departure from the last work location for that day;
8. Guarantee each worker the opportunity for employment for at least three-fourths of the workdays of the total period during which the work contract and all extensions thereof are in effect, beginning with the first workday after the worker's arrival at the place of employment and ending on the termination date specified in the work contract, or its extensions, if any. For purposes of the work contract, a workday consists of 8 hours of any day except Sunday, New Year's Day, July 4, Labor Day, Thanksgiving, or Christmas. If the worker, during such period, is afforded less employment than required under this provision, the worker shall be paid the amount which he would have earned had he, in fact, worked for the guaranteed number of days. Where wages are paid on a piece rate basis, the worker's average hourly earnings shall be used for the purpose of computing amounts due under this guarantee. In determining whether the guarantee of employment has been met, any hours which the worker fails to work during a workday when he is afforded the opportunity to do so by the employer, and all hours of work performed, shall be counted in calculating the days of employment required to meet this guarantee. If, before the expiration date specified in the work contract the services of the worker are no longer required for reasons beyond the control of the employer (due to an Act of God, such as frost, flood, drought, earthquake, hail, forest fire, or other natural calamity of such character as to make the fulfillment of the contract impossible), and this fact is determined by the Assistant Regional Director for the Employment and Training Administration, the work contract may be terminated and efforts will be made to transfer the worker to other comparable employment. If such transfer is not effected, the worker shall be returned to the place of recruitment at the employer's expense. In either event deductions for transportation and subsistence en route from the place of recruitment to the place of employment made pursuant to paragraph (7) of this section shall be refunded. Whenever the contract is terminated under this provision, the employer shall be responsible for the three-fourths guarantee for the period beginning with the first workday after the worker's arrival at the place of employment and ending with the date the work contract is terminated, and the employer shall pay the worker all other amounts due under the contract.

9. Require the employer to keep accurate and adequate records in regard to all earnings and hours of employment. Such records shall include information showing the nature of the work performed, the number of hours of work offered each day by the employer and worked each day by each worker, the rate of pay, deductions made from each worker's wages. If the number of hours worked by a worker is less than the number offered, the records shall state the reason therefor. Such records shall be made available at any reasonable time for inspection by representatives of the State Employment Service and by workers or their representatives. Such records shall be retained for a period of not less than 3 years following the completion of the contract. With respect to each pay period, each worker shall be furnished at or before the time he is paid for such pay period in one or more written statements, the following information: His total earnings for the pay period; his hourly rate or piece rate of pay; the hours offered him; the hours worked by him; an itemization of all deductions made from his wages; if piece rates are used, the units produced; and if his earnings were increased pursuant to paragraph (5) of § 1086, the amount of such increase and the average hourly earnings.

10. Provide for the payment of not less than the wage rates prescribed in § 1086.

✓ 11. The Employment Service Director will ^{Petition} recommend to the U. S. Immigration and Naturalization Service that a ~~certification~~ be suspended when violations of this section are found to exist after an employer, including an association, receives a certification from the U. S. Secretary of Labor and subsequently approved by the U. S. Immigration and Naturalization Service.

✓ Requests for suspensions shall be issued when:

- (a) When an employer fails without good cause to provide a U. S. worker with a written contract or fails to post a master contract as specified in this section.
- (b) When an employer fails to provide all of the tools, supplies, or equipment required under this section.
- (c) When the employer failed to provide or pay for transportation and subsistence as outlined in this section.
- (d) When the employer fails to comply with the section guaranteeing each worker the opportunity for employment for at least three-fourths of the workdays of the total period covered under the work contract and any extensions thereof.
- (e) When the employer fails to keep accurate and adequate records in regards to earnings and hours of employment as outlined in this section.

~~1086.~~ Wage rates.

- 1. (a) Except as otherwise provided in this section, the following hourly wage rates (which have been found to be the rates necessary to prevent adverse effect upon U. S. workers) shall be offered to agricultural workers in accordance with 20 CFR 602.10 b.

- (b) Piece rates shall be designed to produce hourly earnings at least equivalent to the hourly rate specified in subparagraph (a) of this section: for the State in which the work is to be performed and no workers shall be paid less than the specified hourly rate in 20 CFR 602.10 b (a) (1).
- (c) Where the prevailing rate for a crop activity in an area of employment is higher than the wage rate otherwise applicable under paragraph (a) of this section, such higher prevailing rate shall be offered and paid.
- (d) The minimum wage rates to be offered workers in the logging industry shall be the rates prevailing for logging activities or the rates determined by the U. S. Secretary of Labor to be necessary to prevent adverse effect upon U. S. logging workers, whichever is higher.
- (e) Payment of wages shall be made in accordance with the prevailing practice in the area of employment, but in no event shall the worker be paid less frequently than biweekly.
- (f) Where both U. S. and foreign workers are engaged in the same tasks, wage rates that favor one such group and thereby discriminate against the other, may not be paid.

✓ 2. The Employment Service Director will ^{petition} recommend to the U. S. Immigration and Naturalization Service that a ~~certification~~ be suspended when violations of this section are found to exist after an employer, including an association, receives a certification from the U. S. Secretary of Labor and subsequently approved by the U. S. Immigration and Naturalization Service.

✓ Requests for suspensions shall be issued when:

- (a) When the employer has failed to meet the requirements of § ~~1086~~ - 1. (a) (b) (c).
- (b) When employers in the logging industry fail to meet the requirements of § ~~1086~~ - 1. (d) (e) (f).

✓ ~~1087~~. Wage violations.

- ✓ 1. The Employment Service Director will notify employers within 30 days in writing of violations of wages listing each violation by name of worker; by week; and the amount due the affected worker.
- ✓ 2. The Employment Service Director will request that the employer make proper restitution to each affected workers and provide the Employment Service with photostatic copies of cancelled checks.
- ✓ 3. The District Court and the Superior Court will have the original jurisdiction of actions brought for the recovery of wages and penalties imposed by this section and prosecution for violation of the provisions thereof.

STATEMENT OF FACT

Hundreds of foreign workers are employed in this State each year in the agricultural and logging industries with little or no State responsibility for enforcement.

This Act will provide the State Employment with some responsibility for enforcement at the State level, thus eliminating undue delays that may originate at the Federal level within the U. S. Department of Labor.

DEFINITIONS:

The following terms used in this section shall have the following meanings:

1. U. S. Worker - "U. S. Worker" means an individual who is a citizen of the United States or a person who has been admitted to this Country under immigrant status and possesses a permanent visa.
2. Nonimmigrant worker - "Nonimmigrant Worker: means an alien admitted to this Country for temporary employment under the provisions of P. L. 414 as amended, and possess an H-2 visa.
3. Employer ?
4. Employer Associations - "Employer Association" means a group of employers joined together for a common purpose.
5. Employee ?

6- Filing Complaints -

7-

AN ACT Providing for an Investment Tax Credit or a Credit for
the Creation of New Jobs

Be it enacted by the People of the State of Maine:

Sec. 1. 36 M.R.S.A. Chapter 841 is enacted as follows:

CHAPTER 841

TAX CREDIT FOR INVESTMENT AND
CREATION OF NEW JOBS

§5350. Credit.

A taxpayer shall be allowed a credit to be computed as hereinafter provided, against the tax imposed by this Part. The amount of the credit shall be two percent of the qualified investment as defined in Section 5351.

§5351. Qualified Investment.

For purposes of this Chapter, the term "qualified investment" means, with respect to any taxable year, the aggregate of:

- a. the cost or other basis for federal income tax purposes of each new section 5350 property placed in service by the taxpayer during such taxable year, plus
- b. the cost or other basis for federal income tax purposes of each used section 5350 property placed in service by the taxpayer during such taxable year.

§5352. Property/Definitions:

1. Section 5350 property means tangible personal property and other tangible property, including buildings and structural components of buildings, which:

- a. are used as an integral part of or the principal use of which is in the production of goods by manufacturing, pro-

cessing, assembling, refining, mining, extracting, farming, agriculture, timber harvesting or commercial fishing, or of furnishing transportation, communications, electrical energy, gas or water;

b. are depreciable pursuant to section 167 of the Internal Revenue Code;

c. have a useful life of four years or more;

d. are acquired by purchase as defined in section 179(d) of the Internal Revenue Code; and

e. have a situs in this State.

2. "New section 5350 property" means section 5350 property

a. the construction, reconstruction or erection of which is completed by the taxpayer after July 1, 1976, or

b. acquired after July 1, 1976, if the original use of such property commences with the taxpayer and commences after such date.

In applying section 5351 in the case of property described in subparagraph a, there shall be taken into account only that portion of the basis which is properly attributable to construction, reconstruction, or erection after July 1, 1976.

3. "Used Section 5350 property" means section 5350 property acquired by purchase after July 1, 1976, which is not new section 5350 property.

§5353. Dollar Limitation on Used Section 5350 Property.

The cost or basis of used section 5350 property taken into account under section 5351(b) for any taxable year shall not

exceed \$50,000. If such cost exceeds \$50,000, the taxpayer shall select the items to be taken into account, but only to the extent of an aggregate cost of \$50,000. Such cost selection shall be made, changed and apportioned in the manner provided in section 48(c)(2) of the Internal Revenue Code.

§5354. Leased Property.

1. General. A person who is a lessor of property may elect with respect to any new section 5350 property, other than property described in subsection 4, to treat the lessee as having acquired such property for an amount equal to -

A. except as provided in subparagraph B, the fair market value of such property, or

B. if the property is leased by a corporation which is a component member of a controlled group (within the meaning of section 46(a)(5) of the Internal Revenue Code) to another corporation which is a component member of the same controlled group, the basis of such property to the lessor.

2. Special Rule for certain short term leases.

A. General. A person who is a lessor of property described in subsection 4 may elect with respect to such property to treat the lessee as having acquired a portion of such property for the amount determined under subparagraph B following.

B. Determination of lessee's investment. The amount for which a lessee of property described in subsection 4 shall be treated as having acquired a portion of such property is an amount equal to a fraction, the numerator of which is the term of the lease and the denominator of which is the class life of the property leased (determined under section 167(m

of the Internal Revenue Code), of the amount for which the lessee would be treated as having acquired the property under subsection 1.

C. Determination of lessor's qualified investment. The qualified investment of a lessor of property described in subsection 4 in any such property with respect to which he has made an election under this section is an amount equal to his qualified investment in such property, as determined under section 5351, multiplied by a fraction equal to the excess of one over the fraction used under subparagraph B to determine the lessee's investment in such property.

3. Limitations. The elections provided by subsection 1 and 2 may be made with respect to property which would be new section 5350 property if acquired by the lessee. For purposes of the preceding sentence and section 5351, the useful life of property in the hands of the lessee is the useful life of such property in the hands of the lessor. If a lessor makes the election provided by subsection 1 with respect to any property, the lessee shall be treated for all purposes of this Chapter as having acquired such property. If a lessor makes the election provided by subsection 2 with respect to any property, the lessee shall be treated for all purposes of this chapter as having acquired a fractional portion of such property equal to the fraction determined under subsection 1(B) with respect to such property.

4. Property to which subsection 2 applies. Subsection 2 shall apply only to property which:

A. is new section 5350 property;

B. has a class life (determined under section 167(m) of

of the Internal Revenue Code) in excess of 14 years,

C. is leased for a period which is less than 80 percent of its class life, and

C. is not leased subject to a net lease, within the meaning of section 57(c)(2) of the Internal Revenue Code.

§5355. Maximum Credit.

The credit allowed under Section 5350 for any taxable year shall not reduce the tax due for such year to less than fifty percent of that amount which otherwise would have been due without such credit.

§5356. Carryover.

If the amount of credit allowable under this Chapter for any taxable year would reduce the tax due to less than fifty percent of that amount which would have been due, any amount of credit not deductible in such taxable year may be carried over to the following year or years and may be deducted from the taxpayer's tax for such year or years, subject to the same limitations provided above.

§5357. Recapture. If property on which credit has been taken is disposed of or otherwise ceases to be section 5350 property with respect to the taxpayer prior to the end of its useful life, the difference between the credit taken and the credit allowed for actual use must be added back to the tax due in the year of disposition. Provided, however, if such property is disposed of or ceases to be section 5350 property with respect to the taxpayer after it has been section 5350 property with respect to the taxpayer for more than fifteen consecutive years, it shall not be necessary to add back the credit as provided in this paragraph. The amount of credit allowed for actual use shall be determined by

multiplying the original credit by the ratio which the months of qualified use bear to the months of useful life. For purposes of this Chapter, useful life of property shall be the same as the taxpayer uses for depreciation purposes when computing his federal income tax liability.

§5358. Alternative Credit for New Jobs.

In lieu of the credit provided in section 5350, a taxpayer, which is an employing unit as defined in 26 M.R.S.A. §1043, shall be allowed a credit, to be computed as hereinafter provided, against the tax imposed by this Part. The amount of the credit for each taxable year shall be, with respect to the taxpayer, ten percent of his net dollar increase in wages for employment. For purposes of this chapter "net dollar increase in wages for employment" shall mean the excess of wages for employment subject to 26 M.R.S.A. section 1221 for the taxable year over such wages for the immediately preceding taxable year, less any such excess which is attributable to any statutory increase in wages for employment subject to 26 M.R.S.A. section 1221.

§5359. Corporate Taxpayers/Limitation

As used in the preceding section, "taxpayer" does not include any corporate taxpayer which results from reorganizing an existing corporate taxpayer in this state or the creation of a parent, subsidiary or affiliate of which fifty percent or more of the assets, voting stock or value of all outstanding shares is owned or controlled by the same person, corporation or association.

§5360 Maximum Credit

The credit allowed under section 5358 for any taxable year

shall not reduce the tax due for such year to less than fifty percent of that amount which otherwise would have been due without such credit.

§5361. Transition

Credits allowed by this Chapter shall be allowed for taxable years ending on or after the effective date of this Act.

Sec. 2. Appropriation. There is appropriated from the General Fund to the Department of Finance and Administration, Bureau of Taxation, the sum of \$20,000 to carry out the purposes of this Act.

Sec. 3. Effective Date. This Act shall become effective on July 1, 1976.

STATEMENT OF FACT

This bill provides alternative income tax credits for qualified investments or the creation of jobs. Its purpose is to encourage and promote the creation of new full-time jobs in Maine. It is virtually impossible to estimate accurately the impact or employment which this bill would provide. And, any estimated, potential loss of revenue to the State would be outweighed by future revenues solely or mainly attributable to the credit provisions of the bill.

REPORTS



STATE OF MAINE
LEGISLATIVE COUNCIL
STATE HOUSE
AUGUSTA, MAINE 04333

SENATOR JERROLD B. SPEERS
CHAIRMAN
REPRESENTATIVE MARY NAJARIAN
VICE CHAIRWOMAN

SENATORS
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REPRESENTATIVES
JOHN L. MARTIN
JOHN R. MCKERNAN, JR.
LINWOOD E. PALMER, JR.
NEIL ROLDE

December 10, 1975

Sen. Bruce M. Reeves
Chairman, Select Committee on Jobs
Beech Hill Road
East Pittston, Maine 04345

Dear Bruce:

At its regularly scheduled meeting on November 20, 1975, the Legislative Council discussed the operating procedures of various committees and noted that no reports have been received from the Select Committee on Jobs. The following motion was voted:

"That the chairman of the Legislative Council request that a written report from the Jobs Committee be submitted to the Council at the next meeting."

In view of the above, would you please forward a written report from the Jobs Committee for presentation to the next Legislative Council meeting which will be held on December 18, 1975.

Thank you for your cooperation.

Sincerely,

A handwritten signature in dark ink, appearing to read "Jerrold B. Speers", written over a horizontal line.

JERROLD B. SPEERS
Chairman
Legislative Council

JBS/lg

SENATE

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RICHARD H. PIERCE, WATERTOWN
LENA C. DUBIN, KITTERY

STATE OF MAINE

ONE HUNDRED AND SEVENTH LEGISLATURE

JOINT SELECT COMMITTEE ON JOBS

December 16, 1975

Sen. Jerrold E. Speers, Chairman
Legislative Council
State House
Augusta, Maine 04333

Dear Jerry:

Enclosed is an interim report on the work of the
Joint Select Committee on Jobs for presentation
to the Legislative Council as requested in your
letter of December 10, 1975.

Sincerely,

A handwritten signature in dark ink, appearing to read "B. Reeves".

Bruce M. Reeves
Senate Chairman

A handwritten signature in dark ink, appearing to read "Larry E. Connolly, Jr.".

Laurence E. Connolly, Jr.
House Chairman

BMR:LEC/rd

Encl.

December 17, 1975

107TH LEGISLATURE
JOINT SELECT COMMITTEE ON JOBS

Summary By Subject Area Of Work Done By The
Committee Since The General Session

Employment Project Proposal

1. Work accomplished: The Committee has employed a three-step strategy in its development of an employment project proposal: first, to better understand the problem of unemployment; second, to understand how current programs affect the problem; third, understanding the problem and learning from the experience of current programs, to develop a feasible program to help solve the problem. Research was conducted and testimony was received from public, private, and academic sources, as follows:
 - a. Understanding the problem - The Committee received statistics on unemployment and discussed them with representatives of the Unemployment Compensation Division.
 - b. Effect of current programs - An examination was conducted of the CETA and unemployment compensation programs, covering operation, current funding status, programming, and potential for expansion in 1976.
 - c. Development of a program - Working with consultants and staff from the Division of Community Services and the Office of Manpower Planning and Coordination, the Committee has prepared four, successive drafts of an employment project proposal which develops a new approach to operation of a public jobs program for Maine's nearly 40,000 unemployed workers. Among the steps involved in developing the proposal were a review of sample work project proposals; an examination of possible sources of funds; and evaluation of the proposal against a similar program operating under similar circumstances, the Canadian Local Initiative Program.
2. Current status: The Committee is awaiting clarification of possible fund sources by the Federal government. On the basis of such clarification, and the results of other Committee inquiries on fund sources, the Committee will prepare a final draft of a proposal, together with implementing legislation, for a public jobs program for Maine's unemployed workers.

Importation of Bonded Canadian Labor

1. Work accomplished: Testimony has been received from representatives of woods industry, Maine Woodsmen's Association, and

Maine Department of Manpower Affairs. Some research has been conducted into woodsman training programs for Maine citizens.

2. Current status: Other representatives of the above three groups have been invited to testify. A report of the Committee could contain recommendations for the Legislature to memorialize Congress to restrict entry of bonded Canadian labor, for State and local efforts to intensify search for qualified Maine woodsmen, to liberalize legislation and regulations so that more Maine workers are eligible under the existing system, or to provide woodsmen training to Maine citizens, or a combination of these.

Jobs Creation Through Development Financing

1. Work accomplished: Testimony has been received from government and private sources. The Committee has consulted with the Center for Community Economic Development (Cambridge, Massachusetts), and discussed development financing techniques of several States, including Massachusetts and North Dakota.
2. Current status: The Committee is to decide whether and what to recommend for a final report. At the moment, it is unlikely that the Committee will recommend any substantive legislation in this area.

Jobs Creation Through Tax Incentives

1. Work accomplished: Testimony has been received from non-governmental sources, including a paper on tax incentives from Associated Industries of Maine.
2. Current status: A subcommittee has been appointed to prepare draft legislation for full Committee review

Jobs Impact Statement and Governor's Jobs Report

1. Work accomplished: Draft legislation has been prepared, as follows:
 - a. Requiring that a "jobs impact statement" be prepared to accompany all proposed State legislation which would affect employment.
 - b. Requiring the Governor to submit an "annual jobs report".
2. Current status: Draft legislations has been accepted by the Committee for inclusion in its report.

December 17, 1975

107TH LEGISLATURE
JOINT SELECT COMMITTEE ON JOBS

Summary of Committee Meetings Held Since the
General Session

Topics

Attending

August 27 Meeting

1. Organizational meeting

September 4 Meeting

1. Unemployment statistics
2. Unemployment insurance program
3. Other sources of funds for a pilot employment project, including CETA.
4. First discussion of employment project proposal.

1. William Spring, Director, Regional Institute for Manpower, Boston University
2. Mary Morse, Executive Secretary, State Manpower Services Council
3. William Harris, Director, Unemployment Compensation Division, Dept. of Manpower Affairs
4. Bruce Kiddman, Program Development Coordinator, Office of Manpower Planning & Coordination
5. Irving Faunce, Assistant Director, Associated Industries of Maine

September 11 Meeting

1. Proposed Jobs Impact Statement and Governor's Annual Jobs Report
2. Employment project proposal, particularly sources of funding and availability of federal money
3. Staffing and consulting for development of plan

1. William Spring
2. Stephen Bennett, Dept. of Manpower Affairs
3. Mary Morse
4. Bruce Kiddman

September 19 Meeting

1. Draft legislation for Jobs Impact Statement and Governor's Report
2. Employment project proposal, including:
 - a. availability of federal unemployment funds;
 - b. State guidelines for eligibility;
 - c. potential projects for the program

1. Mary Morse
2. Bruce Kiddman
3. Evelyn Bissonnette and Paula Enman, Franklin County Community Action Agency
4. Michael Mastronardi, Attorney and consultant to Division of Community Services

October 3 Meeting

1. Statistics and other information on unemployment insurance program requested by Committee from Department of Manpower Affairs
2. Bonded labor problem

1. William Harris and Frank Johnson, Unemployment Compensation Division, Dept. of Manpower Affairs
2. Ray Fongemie, Director, Economic

Topics

Attending

October 10 Meeting

1. Further discussion of pilot employment project, especially possible fund sources
2. Bonded labor problem

- Analysis & Research Division,
Dept. of Manpower Affairs
3. Michael Mastronardi
 4. Donald Fontaine, Attorney

October 17 Meeting

1. Further discussion of pilot employment project, including content of project draft and possible strategies to implement it

1. Emilien Levesque, Commissioner, Department of Manpower Affairs
2. Paul Levesque, Manager, Income Maintenance, Department of Human Resources (representing Commissioner David Smith)
3. Bruce Kiddman

October 31 Meeting

- Private, local responses to local economic problems, including:
- a. Proposed Massachusetts Community Development Finance Corporation
 - b. Problems of small businesses
 - c. Development finance

1. Hadley Atllass, Director, State Development Office

1. Willie Mayfield, Center for Economic Development, Cambridge, Massachusetts
2. Jack Barstow, Division of Community Services
3. Professor David Vail, Economist, Bowdoin College
4. Goeffrey Faux, Economist

November 21 Meeting

1. Tax incentives for jobs creation

1. Irving Faunce, Assistant Director, Associated Industries of Maine

December 9 Meeting (Bonded Labor Subcommittee)

1. Bonded labor problem

1. Allen Leighton, Vice President, Seven Island Land Company (statement given on December 8)
2. Jon Guay, Bonded Labor Coordinator for Department of Manpower Affairs
3. William Butler, Vice President, Maine Woodsmen's Association

December 12 Meeting

1. Canadian local initiative program
2. Pilot unemployment project
3. Drafts of proposed legislation on jobs impact statement and Governor's report

1. Guy Thibodeau, Provincial Manager, Jobs Creation Branch, Manpower Commission, Province of New Brunswick, Canada

Select Committee on Jobs
Summary of meetings
December 17, 1975
Page 3

December 22 Meeting (to be held)
(Bonded Labor Subcommittee)

1. Bonded Labor problem

1. Donald Fontaine, Attorney
2. Wayne Birmingham, woodsman
3. Peter Haggerty, woodsman
4. Henry Debay, Great Northern Paper Co.
5. Henry Magneson, Paper Industry Information Office
6. William Malloy, Director, Employment Service, Dept. of Manpower Affairs
7. Louis Pelletier, President, Northern Maine Woodsmen Assoc.

Other persons consulted in preparation for studies

Representative Phillip Ingegneri
William Malloy, Director, Maine Employment Service
Peter Danborg, Executive Director, Office of Manpower Planning and Coordination
Ed Schlick, Governor's Office
David Smith, Commissioner, Department of Human Resources
Timothy Wilson, Director, Division of Community Services
David Sanders, Attorney, Division of Community Services
Professor John Donovan, Bowdoin College
John Daigle, Casco Bank
Jack Lyons, Cumberland County Manpower Coordinator

IV. SUMMARY

The Joint Select Committee on Jobs of the 107th Maine Legislature has recently reported that:

1. The nature of the unemployment problem in Maine is such as to defy immediate solution without governmental action;
2. An increasing number of individuals in Maine have been unemployed for so long that:
 - (a) Federal Tax Dollars are supporting them in an ever increasing amount (\$2 million per month);
 - (b) Prolonged unemployment is having a detrimental sociological impact on the individuals and families affected; and
 - (c) Over 600 Maine citizens have already exhausted all unemployment benefits and an expected 12,000 will do so within the next year;
3. Unemployed citizens of Maine prefer to work rather than to take an unemployment subsistence allowance.
4. "Public service slots" are a less beneficial form of federally subsidized employment than locally developed, project-oriented jobs would be.

Based on those findings, the Committee recommended that the present federally funded job creation program shift its focus from civil service slots to specific projects selected by community determination and capable of immediate start-up (less than 6 weeks).

Accordingly, this proposal seeks to permit those individuals receiving 100% federally funded unemployment benefits to work on publicly-beneficial projects financed by existing governmental sources. In this regard: several points warrant attention:

1. Since we talk of existing programs and anticipated allocations there is no reason to believe that an inflationary result would occur;
2. Since we are concerned with housing the program in the Department of Manpower Affairs and focusing attention on projects previously determined by the communities to be priority needs, there is the prospect for immediate impact on the unemployment picture.
3. Since, there are no federal administrative regulations or directives to the contrary, there is under the Williams Amendment referred to above, a possibility of permitting a person to retain 100% federally subsidized unemployment benefits while engaged in public work programs.
4. Since we are packaging several existing sources of money in an effort to produce a concerted impact on unemployment, there is the likelihood of minimizing bureaucratic overlap and of maximizing comprehensive results.

Of final note and overriding interest is the immediate opportunity to provide previously unemployed people with a job. The twenty or so projects described in the proposal represent labor-intensive projects that are capable of providing some 450 worker-years

of employment immediately. This represents the tip of the proverbial iceberg. Solicitation of projects that conform to the proposal's guidelines could easily make available a ten-fold increase in job impact.

The time appears right for a program that benefits both the individual and the state. We seek approval to demonstrate its viability.

FIRST DRAFT
10/8/75

A DEMONSTRATION PROGRAM FOR PROJECT-ORIENTED PUBLIC WORK
CONCEPT PAPER OF THE
JOINT SELECT COMMITTEE ON JOBS
OF THE 107th MAINE LEGISLATURE

I. INTRODUCTION

On March 24th, 1975, the Joint Select Committee on Jobs was created by the Maine Legislature. The Committee was mandated to:

1. Examine the effectiveness of the present employment programs for the State including that conducted under the Comprehensive Employment and Training Act;
2. "To establish priorities for the use of public service jobs under the Comprehensive Employment and Training Act (C.E.T.A.)"; and
3. "To consider new programs and methods in which the State can respond to the present unemployment problem."

After a series of public hearings on the unemployment problem in Maine during which time expert testimony and public opinions were received, and through which period a continuing effort existed to solicit private suggestions and public information, an initial report was prepared by the Committee. This was done with the assistance of numerous individuals regarded as experts in the affairs of State Agencies, in national job policy, and in the economics of unemployment. That report was issued on June 6, 1975.

The Committee reported in their findings that the severe problem of unemployment in the State of Maine will remain for at least

the next five years; and, given the nature of the problem, that governmental action represented the only immediate solution.

The Committee found that, with more than 1200 Maine unemployed obtaining "extended benefits" provided by unemployment compensation, two million dollars a month of federal tax dollars were being paid directly to Maine's unemployed. Furthermore, it was determined that this amount was increasing as more and more employees moved into the extended benefit periods permitted under recently amended unemployment compensation laws.

The Committee determined that the public-service jobs provided under CETA Legislation were not "project oriented" in nature and accordingly were not producing as much benefit to the State as those jobs could provide if otherwise directed.

The Committee also found that citizens who were using unemployment benefits preferred to work rather than taking an unemployment subsistence allowance.

Accordingly, the Committee recommended "That the State Government take all practical steps to squeeze more jobs out of existing resources and to create more state supported public service jobs

to put Maine people to work on jobs that need doing in the public sector." Such steps will require reorganization of present manpower programs.

The Committee recommended a shift of focus in the present federally funded job creation program from civil service slots to specific projects similar to the effective techniques used by the Work Projects Administration (WPA) and the Civilian Conservation Corps (CCC) of the 1930's. The Committee suggested that community involvement at the local level be used extensively in developing ideas and setting priorities for these project-directed slots.

The Committee further said that the estimated eight thousand dollars (\$8,000) per person necessary to support that individual as an unemployed person should be more fruitfully allocated to provide people with jobs that would be more meaningful for the individual as well as beneficial for the State. The approach recommended was one that would avoid accusations of positions created merely to "make work", or to provide federal subsidy for local government payrolls and political patronage.

The Committee also recommended that where an individual on unemployment compensation was totally federally supported, (i.e.

during the 39th through the 65th week) that a proposal be developed to combine those funds with other available sources so as to provide workers for public jobs, rather than to pay workers for public idleness.

While the recommendations listed above are not the entire list of recommendations made by the Committee, they are the recommendations which support this proposal as detailed below.

The Committee will continue to focus on the other recommendations made in its first report, as well as on defining, clarifying and developing the present proposal more fully.

This proposal is based on an assessment of several successful experiences, including the Canadian Local Initiative Plan and the Community Services Administration's Winterization Program -- a national program based on Maine's successful demonstration "Project Fuel".

At the present time this proposal is largely conceptual. Nevertheless even in its present form it is implementable.

II. BACKGROUND TO THE PROBLEM

A. UNEMPLOYMENT

During the first four months of 1975, official unemployment in the State of Maine exceeded twelve percent (12%) of the work force. The summer tourist industry helped reduce that percentage

to 9.6% by the end of July. Based on data accumulated for prior years, this ^{seasonal} (cyclical) decrease in the number of unemployed persons will swing sharply upward beginning in November and continue its rise through the winter.

With over forty thousand (40,000) of Maine's four hundred fifty thousand (450,000) person labor force unemployed, with the actual unemployment rate being appraised by many experts as several points higher than the reported rate, and with another eighty thousand (80,000) of the labor force in the underemployed status -- working part-time because a full time job was unavailable or working full time but making less than a poverty level wage, -- there is recognition of an emergency problem that will remain with the State of Maine for at least the rest of this decade

While this report does not deal with the other problems facing the citizens of Maine, and facing especially those citizens who are unemployed, nevertheless the report should not be read in a vacuum. One must appreciate the impact that inflation and the energy crunch is having on the citizenry.

Furthermore, since Maine's unemployment rates are historically several points higher than the national average, it is highly

unlikely, given the national estimates of unemployment, that private employers in Maine will be able to return Maine's unemployment rate to the seven percent (7%) level.

Thus, for the immediate future the solution to Maine's unemployment problem must lie in government action. This proposal on behalf of the State of Maine represents an opportunity for both the State and the Federal Government to combine their efforts to deal with severe unemployment in a Demonstration Project that will have immediate and substantial benefit to the unemployed of Maine, as well as to the unemployment problems of other states. that will benefit from this prototype program.

B. CETA (Based extensively on the Manpower Report to
The President, April, 1975)

The Comprehensive Employment and Training Act of 1973 was } *same*
an outgrowth of the Emergency Employment Act of 1971. The 1971 } *program*
Act was geared to produce genuine public service jobs over a two
year period by requiring at least eighty-five percent (85%) of
the available moneys to be expended for salaries and fringe
benefits of employees. One of the more effective aspects of
the Emergency Employment Act was the Public Employment Program.

"PEP" was geared to hiring the disadvantaged and the unemployed on the assumption that they would have more long-range impact on the jobless total than hiring the either better qualified, those already employed, or persons who were not in the labor force. During the period of its existence from October, 1971, to April, 1974, PEP hired about three hundred forty thousand (340,000) regular employees and around three hundred seventeen thousand (317,000) summer workers. With less than five percent (5%) of the total moneys spent for administration, services, or training, the numbers hired were apparently near the maximum feasible limits of this comparatively cost-efficient program.

Nevertheless, as in other programs that focus on jobs rather than projects, it was impossible to prevent work sponsors from reducing their own independent hiring effort by gradually assigning PEP workers to jobs normally performed by regular employees, or by substituting PEP workers for new employees they might otherwise have hired from their own expanding budgets. This predicted "leakage" or diversion of funds, suffered the additional indictment in the public eye of creating "make work" jobs. This appearance was supported by the fact that over seventy-five percent (75%) of the employment slots were in categories other than public works. Expert opinion suggests that "leakage" can only be minimized through programs of a short duration (less

than two years).

In 1973 CETA absorbed the objectives of PEP into its own program, while shifting emphasis to those areas of the country to which the unemployment rate was six and five-tenths per cent (6.5%) or more in each of three consecutive months.

Under Title I of the CETA over one and one-quarter (1 1/4) billion dollars was allocated for fiscal year 1975 to four hundred three (403) designated prime sponsors. Less than sixteen percent (16%) of those funds were projected to be spent for "on the job training"; and less than five percent (5%) was projected to be spent for public service employment. In this latter category, less than twenty-five percent (25%) would go towards public works projects.

Title II of CETA was primarily geared to the PEP like programs of the Emergency Program Assistance Act of 1971. Projections indicated that ninety-one percent (91%) of more than one billion dollars in project funds would go towards wages and fringe benefits -- a continuation of PEP's labor intensive thrust. Again, however, based on the "less than twenty-five percent (25%)" guideline of the PEP program most of these public service positions were directed towards other than public

works positions. The appearance of "make work" slots therefore continued in CETA's programs.

TITLE VI

Maine's use of its six and three-tenths (6.3) million dollar allocation under Title I provided limited-time jobs for about two thousand five hundred (2,500) persons, with some seven hundred (700) of those positions used for on the job training -- apparently better than the national average. Title II allocated some two and one-tenth (2.1) million dollars for three hundred (300) jobs, and under Title VI an eight and three-tenths (8.3) million dollar allotment produced one thousand three hundred (1,300) jobs. (Maine's Office of Manpower Planning & Coordination) The presently proposed Demonstration Project promises more jobs per federal tax dollar than CETA delivered.

This proposal calls for a concentration of \$_____ of CETA funds to project-oriented activities of a public works nature. This designation of available CETA dollars from fiscal year '76 funds is expected to demonstrate the benefit of a public works program over a public service program. This experience will aid the Department of Labor in determining a program policy for future funding years. These CETA funds would be matched with

available funds from other sources to provide necessary jobs for community-determined public improvements that will last far beyond the funding period.

C. UNEMPLOYMENT COMPENSATION

Prior to December of 1974, the Federal Government maintained an insurance program that backed up state unemployment insurance systems. However, with the adoption in December of the Emergency Unemployment Compensation Act of 1974, the Federal Government began to subsidize the extended benefits for unemployed persons who have exceeded their twenty-six (26) weeks of coverage under the State program. Under that legislation, the Federal Government pays fifty percent (50%) of the benefits for the 27th through 39th weeks of unemployment, and thereafter pays one hundred percent (100%) of the benefits through an individual's 65th week without work.

This legislation results in two (2) million dollars a month in federal tax dollars being paid to Maine's unemployed people, with prospects for an ever increasing allocation in the near future.

Recent figures (Maine Employment Security Commission Research and Economic Analysis Branch) indicate that the assistance under the extended benefits has increased two and one-half (2 1/2) times

since the program's beginning. By the end of August, six hundred (600) people had exhausted their benefits through the 39th week, and were into the one hundred percent (100%) federally financed period. Eleven (11) people had already exhausted all 65 weeks of benefit assistance. Prior to December, 1974, the federal unemployment insurance fund was restricted to providing only benefits to unemployed workers. ⁷ Through the provisions of Section 103(g) of the Emergency Compensation and Special Unemployment Insurance Assistance Extension Act of 1975 (P.L. 94-45; 30 June, 1975) unemployment compensation can be paid to an individual even though he is in a position generally characterized as "on the job training". This important improvement in the unemployment insurance laws appears to permit insurance funds to be used by working people. The obvious benefit to our proposal, is that when an individual reaches an extended benefit period in which the Federal Government is paying one hundred percent (100%) of that individual's unemployment compensation, then it is possible for that individual to obtain work and yet continue receiving unemployment compensation. We suggest that the individual be permitted to assign his rights to those extended benefits in return for a public works job funded partially by the benefits he has assigned to the fund.

While this is a novel interpretation in the use of that section, nothing known to date prevents that type of application: no

regulations have been issued by the Department of Labor in regard to that section, though discussions are being held; no directives have been issued by the Federal Manpower Administrator concerning those provisions; nor have any directives been issued by the Regional Administrator concerning that section. This proposal might influence that process by showing the public benefit to an expansive interpretation.

Thus there is not only strong expert support for, and an economic rationale and need for, but also nothing presently known to prevent the innovative use of these funds in a program that does far more than pay people not to work.

D. OTHER FEDERAL PROGRAMS

The HOusing and Community Development Act allocated in fiscal year 1975 over fourteen (15) million dollars to metropolitan and non-metropolitan communities in the State of Maine. It is estimated that for fiscal year 1976 a similar amount will be awarded. These programs are project-oriented, and many -- even those not presently receiving funds -- are extremely labor intensive.

Revenue Sharing will see another fifty-four (54) million dollars

allocated to what broadly may be defined as capital expenditures for economic development.

It is the Committee's intent to promote creation of public work jobs by seeking an allocation of \$_____ from these available funds to support the public jobs program of this proposal. Furthermore, in addition to direct allocation of funds from these sources public work jobs should compliment the existing economic development projects supported by both the Revenue Sharing and Community Development Programs.

III. THE PROPOSED DEMONSTRATION PROGRAM FOR PROJECT ORIENTED PUBLIC WORK

We believe there is a need for a demonstration project that can quickly provide working jobs to unemployed people, that can minimize inflationary effects of federal spending by reallocating existing funds under previously funded federal programs, that can create public improvements that local communities select as their priorities, and that can provide the nation as a whole a beneficial experience for future policy. We suggest a shift of federal focus away from the present attitude of funding civil service slots toward a focus on specific projects

selected by local initiative groups with minimal bureaucratic delay and involvement.

We propose what we regard as an innovative approach to job creation by coupling existing federal funds from the CETA program and the Community Development/Revenue Sharing Acts with Federal Unemployment Insurance Compensation to put Maine's unemployed back to work. We propose through a demonstration project to prepare a mechanism that can in the next five years of our unemployment crisis be expanded, refined, and made more efficacious in creating jobs for people and in performing necessary work for communities.

We propose the creation of a Job Fund to finance public work projects selected by the community to be affected, and funded from the following federal programs:

1. Federal Unemployment Insurance Fund -- an amount based upon the number of individuals receiving one hundred percent (100%) federally supported benefits who voluntarily assign their compensation proceeds to the Fund in return for a public works job;
2. Comprehensive employment and training -- \$ _____ from fiscal year '76 appropriations;
3. Housing and Community Development Act: \$ _____ from the discretionary allocation for the State of Maine;

4. Revenue Sharing: \$ _____

From fiscal year '76 appropriations to the State of Maine.

We propose an allocation of these moneys to a Fund and not a bureaucracy -- that will provide a concerted impact on job creation and will provide highly visible public improvements based on community needs and individual initiatives.

Representatives of the Committee have spoken at some length with the Provincial Manager of the Canadian Local Initiatives Plan for the Province of New Brunswick, Mr. Guy Thibodeau. New Brunswick, with a population of under one (1) million people, a large rural land mass, and an unemployment rate of about twelve percent (12%), is quite similar in ^{most} all respects to the State of Maine. That experience, coupled with Maine's own innovative program "Project Fuel" is the basis for this proposal.

In New Brunswick the administrative expenses for managing a five and seven-tenths (5.7) million dollar program involving three hundred sixty-one (361) different projects and over two (2) thousand people is remarkably under five hundred thousand dollars (\$500,000).

Ideally, the program should be preceded by an application process

geared to local community needs. However, given the emergency nature of the present situation, and knowing as we do of numerous projects submitted by communities under various other programs that have not been funded, we operate on the premise that the instigation of the proposed projects has already occurred. If the funds are made available, work can begin immediately to implement these labor-intensive public improvement projects. Nevertheless to insure conformity with local community policy, the affected communities will have an opportunity to clarify their position on projects previously submitted for funding.

The nature of the emergency situation demands a program that can be implemented immediately and operational with the least amount of lead time as well as with a minimal amount of bureaucratic involvement and diluted decision making. Accordingly we propose the following elements in managing this program:

1. A Fund for Public Works: as described more completely above, it would be composed of moneys from various sources including the unemployment insurance fund, the state allocations under Community Development and Revenue Sharing Programs, and finally an allocation of CETA moneys;
2. Trustees of the Fund: a group of individuals entrusted with the funds allocated, who have no powers other than

to hire the State Liaison and reject applications submitted for use of the Trust Funds because of an objective violation of the trust. The Board of Trustees would be composed of five individuals: the Director of Manpower Planning and Coordination; the Director of the Office of Community Services; the Director of the Unemployment Compensation Division, Maine Department of Manpower Affairs; a representative from the Governor's Office; and a representative from the State Manpower Services Council;

3. The State Liaison for Public Works: hired by the Trustees, this person can only be dismissed by the ~~Board of Trustees~~. He is permitted a small staff, the size of which is limited by the money he has available to carry out his duties under the program. Since we are operating in an emergency situation, the State Liaison should be given an allowance not to exceed ten percent (10%) of the funds in the Trust. The Liaison's duties are to review existing projects submitted under previous programs and select from those proposals the projects most consistent with the objectives of this program. Thereafter, he is to obtain ratification of those previously submitted proposals by the community or communities involved; thereafter, to bring to the Board of Trustees those programs for funding;
4. Community Councils: identified groups within the community,

the composition of which might vary from situation to situation. The State Liaison has the authority to request more participation of the citizenry as a whole in ratifying projects. During the emergency period the Community Councils have the opportunity to clarify and withdraw any project now being considered;

5. Sponsors: anyone is eligible to be a sponsor of a public works project, (other than a State or Federal Agency?). A sponsor's remuneration for his role is the ability to select a manager at a salary slightly higher than the other employees, as well as the ability to receive twenty-five dollars (\$25) per worker-week for fringe benefits, materials, and overhead expenses.

A scenario of how the program might operate would be as follows: The State Liaison knowing the availability of funds and the number of projects that have previously gone unfunded by other sources, screens all proposals that he is aware of according to the guidelines of the Fund. Those guidelines would include the following:

1. Project oriented;
2. Labor intensive;
3. With minimal allocations for overhead;
4. Geared to structural community betterment;
5. Immediately implementable;

6. Complimenting existing community development efforts;
7. Short-term;
8. Highly-visible; and
9. Equitably distributed

Having culled from the batch of proposals those projects that can provide the greatest number of jobs within the cash restraints of the fund, the Liaison contacts the communities to be impacted by those projects, and asks them to ratify, modify or withdraw that proposal from further consideration. Upon ratification, and in no more than five weeks from this demonstration proposal's funding date, the Liaison prepares a list of projects and project descriptions for review by the Trustees of the Fund for Public Works, and obtains financing unless they decide that the project is contrary to the provisions of the Trust.

Upon contracting with the sponsor of the project, the Liaison's responsibilities are to insure compliance with the terms of the contract. Those terms are the guidelines upon which the awarding of contracts were based. For the sponsor's benefit, those conditions could be defined from his perspective to permit the following:

1. An average of one hundred twenty-five dollars (\$125) per week is paid to employees working on a project;

2. One hundred fifty dollars (\$150) per week is awarded to the sponsor to permit his supervision of the employees;
3. Twenty-five dollars (\$25) per worker-week is allocated to the sponsor to cover fringe benefits, sponsor's overhead expenses; and materials used in the project.

SECTION D - PROJECT

There are numerous projects of a labor intensive, immediately implementable nature that have been proposed by local communities during the present calendar year. At present, these projects remain unfunded while workers go unemployed, and while two (2) million dollars a month in federal tax dollars sustain them.

What we present is a brief synopsis of ^{selected} ~~those~~ unfunded projects, ~~that are most readily apparent to the casual eye.~~ We reiterate that these proposals were submitted by community groups for other sources of federal funding, primarily under the Housing and Community Development Act of 1974.

1. Elderly Home Repair:

Maine's Council on the Aging, and its five Regional Task Forces that cover the entire State, has persistently sought funds with which to employ individuals to provide maintenance

services and housing repair to those proud members of Maine's elderly community who are either too old to do this work themselves, or too limited financially to hire someone to do it for them; and too proud to ask for assistance.

We propose under this program to allocate sixty thousand dollars (\$60,000) to each of the five regional groups to establish five teams of eight (8) individuals to perform maintenance and repair services on housing owned by the qualified elderly.

Based on the contractual guidelines discussed earlier in the paper, this labor intensive project would provide necessary jobs to forty (40) individuals for a one year period at a cost below three hundred thousand (\$300,000)

BUDGET:

35 workers (7/region at \$125/week)	\$227,500.00
5 supervisors (1/region at \$150/week)	39,000.00
Fringe Benefits and Materials (\$25/worker-week)	<u>6,250.00</u>
TOTAL	\$282,750.00

III. Bangor's Bass Park Project

The City of Bangor has also sought funds for its labor

intensive project relevant to improvement of its Municipal Park. Activities include upgrading and improving the Bass Park facility through landscaping, grading, tree and shrub planting, loaming and seeding of the various lawns, as well as repairing and repainting fences and existing structures. The improvement also calls for installation of walkways, footbridges, and some temporary campsite areas, as well as the construction and installation of park furniture and fencing. This project would provide an additional sixty (60) worker years of employment.

BUDGET:

50 workers (\$125/week)	\$325,000.00
10 supervisors (\$150/week)	78,000.00
Fringe Benefits and materials (\$25/worker week)	<u>78,000.00</u>
TOTAL	\$484,000.00

IV. Fryeburg Municipal Park

The Fryeburg Conservation Commission had requested funds under the Housing and Community Development Act for the development of a four (4) acre municipal park located in Town. The land to be developed has already been obtained through donation. The intentions, are comparable -- though

on a reduced scale -- to those of Bangor. This projected labor intensive development includes the provision of tennis courts, a ball field, playground area and other amenities, recreational facilities and landscaping. This project provides an additional six (6) worker-years of employment in accordance with the following budget.

BUDGET:

5 Workers (\$125/week)	\$ 32,500.00
1 Supervisor	7,800.00
Fringe Benefits and Materials (\$25/worker week)	<u>7,800.00</u>
TOTAL	\$ 48,100.00

V. Georgetown Community Building

Georgetown has requested funds to construct a community building to provide much needed meeting space for various community-wide programs involving youth groups and elderly citizens. The proposed building will also alleviate the pressure on the existing school facilities by providing a location for annual and special town meetings as well as serving the duplicate purpose of providing a gymnasium and auditorium for the adjacent grammar school. This multi-use project can provide an additional seventeen (17) worker years of employment at a cost of one hundred thirty-five

thousand dollars (\$135,000).

BUDGET:

15 Workers (\$126/week)	\$ 97,500.00
2 Supervisors (\$150/week)	15,600.00
Fringe Benfits (\$25/worker week)	<u>22,400.00</u>
TOTAL	\$135,200.00

VI. Mercer Community Building

Similarly, Mercer has sough funds under the Housing and Community Development Act for a community building. That project could provide an additional ten (10) jobs.

BUDGET:

9 Workers (\$125/week)	\$ 59,500.00
1 Supervisor (\$150/week)	7,800.00
Fringe Benefits and Materials (\$25/worker week)	<u>1,300.00</u>
TOTAL	\$ 68,600.00

The list continues, and includes construction of a fire station in the Town of Holden which would provide approximately seventeen (17) jobs at one hundred thirty-five thousand (\$135,000); the development of a Town owned park in Southwest Harbor which would provide another ten (10) worker years of employment at under ten thousand dollars (\$10,000); the development in the Town of

Rogue Bluffs of State-owned land for public use, providing another ten (10) jobs at under seventy thousand dollars (\$70,000) and the construction of a municipal garage in the Town of Enfield which would provide three worker years of employment at a cost of only twenty-five thousand (\$25,000).

Numerous projects exist. In fact, without any extensive contact with various communities, and based only on previous unfunded proposals submitted, there is no difficulty in using all available funds for public work programs that would be highly visible demonstrations of the utilizable labor pool for publically beneficial improvements.

Nor does this begin to touch some of the other public improvement areas of a labor intensive nature including a rural road improvement program that goes untended because of the absence of money in the legislatively created Town Road Improvement Fund; as well as the preparation of access roads to public and industrial parks. Again the legislation exists but the funds are unavailable for these labor intensive projects.

M A I N E J O B S

A Demonstration Program
For Project-Oriented Public Jobs

A Proposal Of The
JOINT SELECT COMMITTEE ON JOBS
of the
107th Maine Legislature

I. INTRODUCTION

On March 24th, 1975, the Joint Select Committee on Jobs was created by the Maine Legislature. The Committee was mandated to:

1. "Examine the effectiveness of the present employment programs for the State including that conducted under the Comprehensive Employment and Training Act";
2. "To establish priorities for the use of public service jobs under the Comprehensive Employment and Training Act (C.E.T.A.)"; and
3. "To consider new programs and methods in which the State can respond to the present unemployment problem."

After a series of public hearings on the unemployment problem in Maine during which time expert testimony and public opinions were received, an initial report was prepared by the Committee.

The Committee's findings: the severe problem of unemployment in the State of Maine will remain for at least the next five years; and, given the nature of the problem, that governmental action represented the only immediate solution.

The Committee found 12.2% of the work force unemployed and two million dollars a month of federal tax dollars being paid directly to Maine's unemployed. Furthermore, it was determined that this amount was increasing as more and more employees moved into the extended benefit periods permitted under recently amended unemployment compensation laws.

The Committee also found that citizens who were using unemployment benefits preferred to work rather than taking an unemployment subsistence allowance.

Accordingly, the Committee recommended "That the State Government take all practical steps to squeeze more jobs out of existing resources and to create more state supported public service jobs to put Maine people to work on jobs that need doing in the public sector. Such steps will require reorganization of present manpower programs."

The Committee recommended a shift of focus in the present federally funded job creation program from civil service slots to specific projects similar to the effective techniques used by the Work Projects Administration (WPA) and the Civilian Conservation Corps (CCC) of the 1930's. The Committee suggested that community involvement at the local level be used extensively in developing ideas and setting priorities for these project-directed slots.

The Committee further recommended that the considerable number of dollars necessary to support an individual as an unemployed person should be more fruitfully allocated to provide people with jobs that would be more meaningful for the individual as well as beneficial for the State. The approach recommended was one that would avoid accusations of positions created merely to "make work", or to provide federal subsidy for local government payrolls and political patronage.

While the recommendations listed above are not the entire list of recommendations made by the Committee, they are the recommendations which support this proposal as detailed below.

This proposal is based on an assessment of several successful experiences, including the Canadian Local Initiative Plan and the Community Services Administration's Winterization Program -- a national program based on Maine's successful demonstration "Project Fuel".

At the present time this proposal is largely conceptual. Nevertheless even in its present form it is implementable -- the work intensive projects discussed below can be started within 6 weeks of this proposals funding.

II. BACKGROUND TO THE PROBLEM

A. UNEMPLOYMENT

During the first four months of 1975, official unemployment in the State of Maine exceeded twelve percent (12%) of the work force. The summer tourist industry helped reduce that percentage to 9.6% by the end of July. Based on data accumulated for prior years, after this seasonal decrease, the number of unemployed persons will swing sharply upward beginning in November and continue its rise through the winter.

With over forty thousand (40,000) of Maine's four hundred fifty thousand (450,000) person labor force unemployed, with the actual unemployment rate being appraised by many experts as several points higher than the reported rate, and with another eighty thousand (80,000) of the labor force in the underemployed status -- working part-time because a full time job was unavailable or working full time but making less than a poverty level wage, -- there is recognition of an emergency problem that will remain with the State of Maine for at least the rest of this decade.

Furthermore, since Maine's unemployment rates are historically several points higher than the national average, it is highly unlikely, given the national estimates of unemployment, that private employers in Maine will be able to return Maine's unemployment rate to the seven percent (7%) level.

Thus, for the immediate future the solution to Maine's unemployment problem must lie in government action. This proposal on behalf of the State of Maine represents an opportunity for both the State and the Federal Government to combine their efforts to deal with severe unemployment in a Demonstration Project that will have immediate and substantial benefit to the unemployed of Maine, as well as to the unemployment problems of other states that will benefit from this prototype program.

B. CETA

This proposal assumes a concentration of CETA funds to project-oriented activities of a public works nature. This designation of available CETA dollars from Fiscal Year '77 funds is expected to demonstrate the benefit of a public works program over a public service program. This experience will aid the Department of Labor in determining a program policy for future funding years. These CETA funds would be combined with available funds from other sources to provide necessary jobs for community-determined public improvements that will last far beyond the funding period.

C. UNEMPLOYMENT COMPENSATION

Prior to December of 1974, the Federal Government maintained an insurance program that backed up state unemployment insurance systems. However, with the adoption in December of Emergency Unemployment Compensation Act of 1974, the Federal Government began to provide 100% subsidization for extended benefits to unemployed persons who have exhausted their thirty-nine (39) weeks of coverage under previous legislation.

This legislation requires two (2) million dollars a month in federal unemployment tax dollars to be paid directly to Maine's unemployed people. The prospects of an ever increasing allocation in the future presents a frightening picture when coupled with the realization that people want to work and work needs to be done.

Recent figures (Maine Employment Security Commission Research and Economic Analysis Branch) indicate that the assistance under the extended benefits has increased two and one-half ($2\frac{1}{2}$) times since the program's beginning. By the end of August, over 5,000 people had exhausted their benefits through the 39th week, and were into the one hundred percent (100%) federally financed period. Over 2,000 people had already exhausted all 65 weeks of benefit assistance.

Prior to December, 1974, the federal unemployment insurance fund was restricted to providing only benefits

to unemployed workers. Through the provisions of Section 103(g) of the Emergency Compensation and Special Unemployment Insurance Assistance Extension Act of 1975 (P.L. 94-45; 30 June, 1975) unemployment compensation can be paid to an individual even though he is in a position generally characterized as "on the job training". This important improvement in the unemployment insurance laws appears to permit the packaging of insurance funds for use by working people. When an individual reaches an extended benefit period in which the Federal Unemployment Trust Fund is paying one hundred percent (100%) of that individual's unemployment compensation, then it is clear that the individual won't lose his unemployment benefits eligibility while engaged in a training program. The obvious benefit to our proposal is that the same individual may continue receiving unemployment compensation while engaged in a work training program. We suggest that the individual be permitted to participate in a work program where the unemployment compensation forms the core of a salary package paid directly to the individual.

While this is a novel interpretation in the use of that section, nothing known to date prevents that type of application: no regulations have been issued by the Department of Labor in regard to that section, though discussions are being held; no directives have been issued by the Federal Manpower Administrator concerning those provisions; nor have any directives been issued by the Regional Administrator concerning that section. This proposal might influence that process by showing the public benefit to an expansive interpretation.

Thus there is nothing presently known to prevent the innovative use of these funds in a program that does far more than pay people while not working. The unemployment insurance fund was not created to be what in fact it has become: a system that maintains unemployment. We suggest that it is in keeping with the spirit of that program's initial intent to promote Re-employment of the unemployed by permitting them to work without penalizing their benefits. Rather than to provide subsistence for unemployment (with the risk that it may discourage Re-employment), we propose to permit individuals to take public work jobs with their insurance benefits being used as a part of their wages.

D. OTHER FEDERAL PROGRAMS TO BE COORDINATED WITH
PUBLIC JOBS

The Housing and Community Development Act allocated in fiscal year 1975 over fourteen (14) million dollars to metropolitan and non-metropolitan communities in the State of Maine. It is estimated that for fiscal year 1976 a similar amount will be awarded. These programs are project-oriented, and many -- even those not presently receiving funds -- are extremely labor intensive.

Revenue Sharing will see another fifty-four (54) million dollars allocated to what broadly may be defined as capital expenditures for economic development.

This past August, the Department of Commerce announced that it was releasing over 350 million dollars under Title X of the Public Works and Economic Development Act of 1965. This new source of additional funding is reserved for Labor Intensive Public Service Projects. It appears well suited for the purposes outlined in this proposal.

Of particular interest is the Housing and Community Development Act's discretionary grants. This is the Secretary's Discretionary Fund, a little known section of the Act which is usually confused with the discretionary funds allocated to each state. Fiscal year 1975 allocated more than \$20,000,000 to the Secretary's Fund, with 90% of that allocation reserved for "innovative community development projects". An innovative project is one which "encompasses a concept, system or procedure that is unique, advances the state of the community development art and has the potential for transferability".

The priority areas for fiscal year 1975 included those projects that were designed to enhance the rational use of energy for community development -- an example of the type of program that would fit in this priority category is depicted below as a hydro-electric dam project.

Fiscal year 1976 foresees anywhere between 20 and 40 million dollars being allocated to the Secretary's

Discretionary Fund. While the priorities for funding may not remain the same, there is reason to believe that this may be an excellent source of funds for some of this proposal's projects. Based on direct conversations with the Secretary's office in Washington, we will be receiving copies of fiscal year 1976 regulations by the end of October.

It is the Committee's intent to promote creation of public work jobs by seeking an allocation from these available funds to support the public jobs program of this proposal. Furthermore, in addition to direct allocation of funds from these sources, public work jobs should compliment the existing economic development projects supported by both the Revenue Sharing and Community Development Programs.

III. THE PROPOSED DEMONSTRATION PROGRAM FOR PROJECT ORIENTED PUBLIC WORK

A. INTRODUCTION

We believe there is a need for a demonstration project that can quickly provide jobs to unemployed people, that can minimize inflationary effects of federal spending by reallocating existing funds under previously funded federal programs, that can create public improvements that local communities select as their priorities, and that can provide the nation as a whole a beneficial experience for future policy.

We suggest a shift of federal focus away from the present attitude of funding civil service slots and toward a focus on specific projects selected by local initiative groups with minimal bureaucratic delay and involvement.

We propose what we regard as an innovative approach to job creation by coupling existing federal funds from the CETA program and the Community Development/Revenue Sharing Acts with Federal Unemployment Insurance Compensation to put Maine's unemployed back to work. In using existing funds the program does not call for "new" federal money and is therefore non-inflationary. By

using existing agencies and previously proposed projects, the program is immediately implementable. We propose through a demonstration project to prepare a mechanism that can in the next five years of our unemployment crisis be expanded, refined, and made more efficacious in creating jobs for people and in performing necessary work for communities.

We propose the creation of a Job Fund to finance public work projects selected by the community to be affected, and and funded from the following federal programs:

1. Federal Unemployment Insurance Fund
2. Comprehensive Employment and Training Act
3. Housing and Community Development Act
4. Revenue Sharing

B. CANADA'S LOCAL INITIATING PROGRAM

Representatives of the Committee have spoken at some length with the Provincial Manager of the Canadian Local Initiatives Plan for the Province of New Brunswick, Mr. Guy Thibodeau. New Brunswick, with a population of under one (1) million people, a large rural land mass, and an unemployment rate of about twelve percent (12%), is quite similar in all these respects to the State of Maine. That experience, coupled with Maine's own innovative program "Project Fuel" is the basis for this proposal.

In New Brunswick the administrative expenses for managing a five and seven-tenths (5.7) million dollar program involving 361 different projects and over 2,000 people is remarkably under \$500,000.

C. PROPOSED OPERATION FOR MAINE PROGRAM

The nature of the emergency situation demands a program that can be implemented immediately and be made operational with the least amount of lead time as well as with a minimal amount of bureaucratic involvement and diluted decision making. Accordingly we propose to establish within the existing planning mechanism of CETA the following elements in managing this program:

1. A Fund for Public Works: it would be composed of monies from various sources including the unemployment insurance fund, the state allocations under Community Development and Revenue Sharing Programs, and finally an allocation of CETA monies;
2. Trustees of the Fund: the State Manpower Services Council would allocate funds through the Office of Manpower Planning and Coordination (OMPC).

The Council would review applications submitted for use of the Trust Funds.

The Office of Manpower Planning and Coordination would contract with local sponsors, monitor performance and assure the minimum expenditure of administrative funds (not to exceed 10%).

3. Sponsors: anyone is eligible to be a sponsor of a public works project, including public and private non-profit agencies.
4. Guidelines: Guidelines for screening proposals would include the following:
 1. Project oriented;
 2. Labor intensive;
 3. With minimal allocations for overhead;
 4. Geared to structural community betterment;
 5. Immediately implementable;
 6. Complimenting existing community development efforts;

7. Short-term;
 8. Highly-visible; and
 9. Equitably distributed
5. Project Contracts: Upon contracting with the sponsor of the project, the Manpower Council's responsibilities are to insure compliance with the terms of the contract. Those terms are the guidelines upon which the awarding of contracts were based. For the sponsor's benefit, those conditions could be defined from its perspective to permit the following:
1. A work training allowance over and above unemployment compensation to provide an incentive to the worker to get off unemployment compensation;
 2. The sponsor would receive wages to permit his supervision of the employees;
 3. Through the work training contract the sponsor would cover fringe benefits, sponsor's overhead expenses, and materials used in the project.

D. PROJECTS

There are numerous projects of a labor intensive, immediately implementable nature that have been proposed by local communities during the present calendar year. At the present, these projects remain unfunded while workers go unemployed, and while two (2) million dollars a month in federal tax dollars sustain them. The approximate costs for the following possible projects range from under \$10,000 to \$500,000.

1. Elderly Home Repair: Maine's Council on the Aging, and its five Regional Task Forces that cover the entire state, proposes to establish five teams to perform maintenance and repair services on housing owned by the qualified elderly.

2. Bangor's Bass Park Project: The City of Bangor has proposed a labor intensive project relevant to improvement of its Municipal Park. Activities include installation of walkways, footbridges, and some temporary campsite areas, as well as the construction and installation of park furniture and fencing. This project would require 60 worker trainees.

3. Fryeburg Municipal Park: The Fryeburg Conservation Commission had proposed the development of a four (4) acre municipal park located in Town. The land to be developed has already been obtained through donation.

4. Georgetown Community Building: Georgetown has plans to construct a community building to provide much needed meeting space for various community-wide programs involving youth groups and elderly citizens. The proposed building will also alleviate the pressure on the existing school facilities by providing a location for annual and special town meetings as well as serving the duplicate purpose of providing a gymnasium and auditorium for the adjacent grammar school.

5. Mercer Community Building: Similarly, Mercer has sought funds for a community building. That project could provide an additional ten jobs.

6. Hydro-Electric Dam Restoration: A statewide dam-restoration project could, with more lead-time than other projects discussed, provide as many as 400 jobs to a wide range of unemployed persons, while at the same time acting to establish hydro-electric power as an energy source for the countless numbers of communities once serviced by these dams.

7. Lead-Based Paint Removal: A statewide "de-leading" project could provide 40 more worker-years of jobs for under \$300,000 and detoxify residences from the hazards of lead-based paint.

8. Dexter Recreational Center: The Town of Dexter's proposal for the construction of a much needed recreational center to replace an inadequate wood structure could provide some 17 worker-years of employment at a cost of \$125,000.

9. Maintenance of Ocean Beaches: The Towns of Scarborough, Old Orchard Beach and the City of Saco would sponsor a simple project to maintain the beaches at a cost of \$15,000 and with immediate, short-term impact on the job market.
10. Human Services Jobs for Women: A statewide program geared to the specific employment problems of women could easily provide 15 worker-years of employment in social service areas such as health, the arts, counseling and teaching at a cost of under \$125,000.
11. Holden Fire Station: There is a need for the construction of a fire station in the Town of Holden which would provide approximately seventeen (17) jobs at one hundred thirty-five thousand dollars (\$135,000).
12. Southwest Harbor Park: The development of a town owned park in Southwest Harbor would provide ten worker-years of employment at under ten thousand dollars (\$10,000).
13. Development of State-owned Land: The development of state-owned land for public use in the Town of Roque Bluffs could provide another ten jobs at under \$70,000.
14. Construction of Municipal Garage: The construction of a municipal garage in the Town of Enfield would provide three worker-years of employment at a cost of \$25,000.
15. Kennebec River Greenbelt: Citizens of Augusta have proposed the creation of a "Public Greenbelt" on the east bank of the Kennebec River.
16. Sherman Lake Fishway: The Department of Marine Resources has proposed construction of a "fishway" at the outlet of Sherman Lake in Newcastle.
17. Repair of Bridges: The Legislature has passed legislation for the repair of bridges in Baxter State Park.
18. State Veterans Home: The Legislature passed legislation to establish a State Veterans Home.

19. Repair of Dam at Annabessacook Lake: There is need for the emergency repair of the dam at Annabessacook Lake in Kennebec County. The Legislature passed legislation to effect these repairs.

20. Construction of Site and Facilities for Casco Bay Island Ferry: There is need for the construction of a site and facilities for Casco Bay Island ferry services and the repair of other such ferry facilities. Such legislation was passed.

21. Flood Warning Devices: The cities of Hallowell, Gardiner and Van Buren have requested the installation of flood warning devices on the major rivers in the State. The Legislature passed legislation to provide such warning devices.

22. Repair of Dead River Dam: The State-owned dam on Dead River in Androscoggin County is in need of repair and maintenance. The Legislature agreed but the act was not funded.

23. Rebuilding Dam at Lake Wesserunsett: The dam at Lake Wesserunsett in the Town of Madison in Somerset County is in need of rebuilding.

24. Other potential public improvement projects of a labor intensive nature such as a rural road improvement program (untended now in the absence of money in the legislatively created Town Road Improvement Fund) and the preparation of access roads to public and industrial parks. Again the legislation exists but the funds are unavailable for these labor intensive projects.

THIRD DRAFT

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10/16/75

A DEMONSTRATION PROGRAM FOR PROJECT-ORIENTED PUBLIC WORK TRAINING

A PROPOSAL OF THE
JOINT SELECT COMMITTEE ON JOBS
OF THE 107th MAINE LEGISLATURE

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Background p. 4
Projects p. 13
~~XXXXXXXX~~ ~~XXXX~~ 28

I. INTRODUCTION

On March 24th, 1975, the Joint Select Committee on Jobs was created by the Maine Legislature. The Committee was mandated to:

1. "Examine the effectiveness of the present employment programs for the State including that conducted under the Comprehensive Employment and Training Act";
2. "To establish priorities for the use of public service jobs under the Comprehensive Employment and Training Act (C.E.T.A.)"; and
3. "To consider new programs and methods in which the State can respond to the present unemployment problem."¹

After a series of public hearings on the unemployment problem in Maine during which time expert testimony and public opinions were received, and through which period a continuing effort existed to solicit private suggestions and public information, an initial report was prepared by the Committee. This was done with the assistance of numerous individuals regarded as experts in the affairs of State Agencies, in national job policy, and in the economics of unemployment. That report was issued on June 6, 1975.

The Committee reported in their findings that the severe problem of unemployment in the State of Maine will remain for at least

the next five years; and, given the nature of the problem, that governmental action represented the only immediate solution.²

The Committee found that, with more than 1200 Maine unemployed obtaining "extended benefits" provided by unemployment compensation, two million dollars a month of federal tax dollars were being paid directly to Maine's unemployed. Furthermore, it was determined that this amount was increasing as more and more employees moved into the extended benefit periods permitted under recently amended unemployment compensation laws.³

The Committee determined that the public-service jobs provided under CETA Legislation were not "project oriented" in nature and accordingly were not producing as much benefit to the State as those jobs could provide if otherwise directed.⁴

The Committee also found that citizens who were using unemployment benefits preferred to work rather than taking an unemployment subsistence allowance.⁵

Accordingly, the Committee recommended "That the State Government take all practical steps to squeeze more jobs out of existing resources and to create more state supported public service jobs

to put Maine people to work on jobs that need doing in the public sector. Such steps will require reorganization of present manpower programs."6

The Committee recommended a shift of focus in the present federally funded job creation program from civil service slots to specific projects similar to the effective techniques used by the Work Projects Administration (WPA) and the Civilian Conservation Corps (CCC) of the 1930's. The Committee suggested that community involvement at the local level be used extensively in developing ideas and setting priorities for these project-directed slots.7

The Committee further recommended that the considerable number of dollars necessary to support an individual as an unemployed person should be more fruitfully allocated to provide people with jobs that would be more meaningful for the individual as well as beneficial for the State. The approach recommended was one that would avoid accusations of positions created merely to "make work", or to provide federal subsidy for local government payrolls and political patronage.8

The Committee also recommended that where an individual on unemployment compensation was totally ~~federally~~ supported, (i.e. ~~xxx~~ out of Federal Unemployment Trust Fund (i.e.

during the 40th through the 65th weeks) that a proposal be developed to combine those funds with other available sources so as to provide workers for public jobs, rather than to pay workers for public idleness.⁹

While the recommendations listed above are not the entire list of recommendations made by the Committee, they are the recommendations which support this proposal as detailed below.

The Committee will continue to focus on the other recommendations made in its first report, as well as on defining, clarifying and developing the present proposal more fully.

This proposal is based on an assessment of several successful experiences, including the Canadian Local Initiative Plan and the Community Services Administration's Winterization Program -- a national program based on Maine's successful demonstration "project Fuel".

At the present time this proposal is largely conceptual. Nevertheless even in its present form it is implementable -- the work intensive projects discussed below can be started within 6 weeks of this proposals funding.

II. BACKGROUND TO THE PROBLEM

A. UNEMPLOYMENT

During the first four months of 1975, official unemployment in the State of Maine exceeded twelve percent (12%) of the work force.¹⁰ The summer tourist industry helped reduce that percentage

to 9.6% by the end of July.¹¹ Based on data accumulated for prior years, after this seasonal decrease, the number of unemployed persons will swing sharply upward beginning in November and continue its rise through the winter.¹²

With over forty thousand (40,000) of Maine's four hundred fifty thousand (450,000) person labor force unemployed,¹³ with the actual unemployment rate being appraised by many experts as several points higher than the reported rate,¹⁴ and with another eighty thousand (80,000) of the labor force in the underemployed status¹⁵ - working part-time because a full time job was unavailable or working full time but making less than a poverty level wage, -- there is recognition of an emergency problem that will remain with the State of Maine for at least the rest of this decade.¹⁶

While this report does not deal with the other problems facing the citizens of Maine, and facing especially those citizens who are unemployed, nevertheless the report should not be read in a vacuum. One must appreciate the impact that inflation and the energy crunch is having on the citizenry.

Furthermore, since Maine's unemployment rates are historically several points higher than the national average, it is highly

unlikely, given the national estimates of unemployment, that private employers in Maine will be able to return Maine's unemployment rate to the seven percent (7%) level.

Thus, for the immediate future the solution to Maine's unemployment problem must lie in government action. This proposal on behalf of the State of Maine represents an opportunity for both the State and the Federal Government to combine their efforts to deal with severe unemployment in a Demonstration Project that will have immediate and substantial benefit to the unemployed of Maine, as well as to the unemployment problems of other states. that will benefit from this prototype program.

B. CETA

Some seven hundred (700) of those positions were used for on the job training -- apparently better than the national average.

This proposal assumes a concentration of CETA funds to project-oriented activities of a public works nature. This designation of available CETA dollars from Fiscal Year '77 funds is expected to demonstrate the benefit of a public works program over a public service program. This experience will aid the Department of Labor in determining a program policy for future funding years. These CETA funds would be combined with available funds from other sources to provide necessary jobs for community-determined public improvements that will last far beyond the funding period.

C. UNEMPLOYMENT COMPENSATION

Prior to December of 1974, the Federal Government maintained an insurance program that backed up state unemployment insurance systems. However, with the adoption in December of Emergency Unemployment Compensation Act of 1974, the Federal Government began to provide 100% subsidization for extended benefits to unemployed persons who have exhausted their thirty-nine (39) weeks of coverage under previous legislation. Under that legislation the State ^{unemployment tax trust fund} ~~Government~~ pays 100% of the unemployment ^{unemployment trust fund} ~~Government~~ benefits for the first 26 weeks, the Federal ~~Government~~ pays 50% of the benefits for the 27th through 39th weeks of unemployment, and thereafter pays 100% of the benefits through an individual's 65th week without work.

This legislation requires two (2) million dollars a month in ^{unemployment} federal ~~tax~~ dollars to be paid directly to Maine's unemployed people. The prospects of an ever increasing allocation in the future presents a frightening picture when coupled with the realization that people want to work and work needs to be done.

Recent figures (Maine Employment Security Commission Research and Economic Analysis Branch) indicate that the assistance under the extended benefits has increased two and one-half (2 1/2) times

since the program's beginning. By the end of August, ~~xxxxxxx~~ ^{over 5,000}
(600) people had exhausted their benefits through the 39th
week, and were into the one hundred percent (100%) federally
^{Over 2,000}
financed period. ~~Eleven~~ people had already exhausted all
65 weeks of benefit assistance.

Prior to December, 1974, the federal unemployment insurance fund
was restricted to providing only benefits to unemployed workers.
Through the provisions of Section 103(g) of the Emergency Compensation
and Special Unemployment Insurance Assistance Extension Act of
1975 (P.L. 94-45; 30 June, 1975) unemployment compensation can be
paid to an individual even though he is in a position generally
characterized as "on the job training". This important improve-
ment in the unemployment insurance laws appears to permit the
packaging of insurance funds for use by working people. When an
individual reaches an extended benefit period in which the Federal
unemployment trust fund
~~Government~~ is paying one hundred percent (100%) of that individual's
unemployment compensation, then it is clear that the individual won't
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lose his unemployment while engaged in a training program. The obvious
benefit to our proposal is that the same individual may continue
receiving unemployment compensation while engaged in a ^{training} work program.
We suggest that the individual be permitted to participate in a
work program where the unemployment compensation forms the core
of a salary package paid directly to the individual.

While this is a novel interpretation in the use of that section,
nothing known to date prevents that type of application: no

regulations have been issued by the Department of Labor in regard to that section, though discussions are being held; no directives have been issued by the Federal Manpower Administrator concerning those provisions; nor have any directives been issued by the Regional Administrator concerning that section. This proposal might influence that process by showing the public benefit to an expansive interpretation.

Thus there is not only strong expert support for, and an economic rationale and need for, but also nothing presently known to prevent the innovative use of these funds in a program that does far more than pay people while not working. The unemployment insurance fund was not created to be what in fact it has become: a system that maintains unemployment. We suggest that it is in keeping with the spirit of that program's initial intent to promote Re-employment of the unemployed by permitting them to work without penalizing their benefits. Rather than to provide subsistence for unemployment (with the risk that it may discourage Re-employment), we propose to permit individuals to take public work jobs with their insurance benefits being used as a part of their wages.

D. OTHER FEDERAL PROGRAMS

The Housing and Community Development Act allocated in fiscal year 1975 over fourteen (14) million dollars to metropolitan and non-metropolitan communities in the State of Maine. It is estimated that for fiscal year 1976 a similar amount will

be awarded. These programs are project-oriented, and many -- even those not presently receiving funds -- are extremely labor intensive.

Revenue Sharing will see another fifty-four (54) million dollars allocated to what broadly may be defined as capital expenditures for economic development.

This past August, the Department of Commerce announced that it was releasing over 350 million dollars under Title X of the Public Works and Economic Development Act of 1965. This new source of additional funding is reserved for Labor Intensive Public Service Projects. It appears well suited for the purposes outlined in this proposal.

Of particular interest is the HOusing and Community Development Act's discretionary grants. This is the Secretary's Discretionary Fund, a little known section of the Act which is usually confused with the discretionary funds allocated to each state. Fiscal year 1975 allocated more than \$20,000,000 to the Secretary's Fund, with 90% of that allocation reserved for "innovative community development projects". An innovative project is one which "encompasses a concept, system or procedure that is unique, advances the state of the community development art and has the potential for transferability."

The priority areas for fiscal year 1975 included those projects

that were designed to enhance the rational use of energy for community development -- an example of the type of program that would fit in this priority category is depicted below as a hydro electric dam project.

Fiscal year 1976 foresees anywhere between 20 and 40 million dollars being allocated to the Secretary's Discretionary Fund. While the priorities for funding may not remain the same, there is reason to believe that this may be an excellent source of funds for some of this proposal's projects. Based on direct conversations with the Secretary's office in Washington, we will be receiving copies of fiscal year 1976 regulations by the end of October.

It is the Committee's intent to promote creation of public work jobs by seeking an allocation from these available funds to support the public jobs program of this proposal. Furthermore, in addition to direct allocation of funds from these sources, public work jobs should compliment the existing economic development projects supported by both the Revenue Sharing and Community Development Programs.

III. THE PROPOSED DEMONSTRATION PROGRAM FOR PROJECT ORIENTED PUBLIC WORK

We believe there is a need for a demonstration project that can quickly provide jobs to unemployed people, that can minimize inflationary effects of federal spending by reallocating existing

funds under previously funded federal programs, that can create public improvements that local communities select as their priorities, and that can provide the nation as a whole a beneficial experience for future policy.

We suggest a shift of federal focus away from the present attitude of funding civil service slots and toward a focus on specific projects selected by local initiative groups with minimal bureaucratic delay and involvement.

We propose what we regard as an innovative approach to job creation by coupling existing federal funds from the CETA program and the Community Development/Revenue Sharing Acts with Federal Unemployment Insurance Compensation to put Maine's unemployed back to work. In using existing funds the program does not call for "new" federal money and is therefore non-inflationary.¹⁹ By using existing agencies and previously proposed projects, the program is immediately implementable. We propose through a demonstration project to prepare a mechanism that can in the next five years of our unemployment crisis be expanded, refined, and made more efficacious in creating jobs for people and in performing necessary work for communities.

We propose the creation of a Job Fund to finance public work projects selected by the community to be affected, and funded from the following federal programs:

1. Federal Unemployment Insurance Fund
2. Comprehensive Employment and Training Act
3. Housing and Community Development Act

4. Revenue Sharing:

We propose an allocation of these moneys to a Fund and not a bureaucracy -- that will provide a concerted impact on job creation and will provide highly visible public improvements based on community needs and individual initiatives.

Representatives of the Committee have spoken at some length with the Provincial Manager of the Canadian Local Initiatives Plan for the Province of New Brunswick, Mr. Guy Thibodeau. New Brunswick, with a population of under one (1) million people, a large rural land mass, and an unemployment rate of about twelve percent (12%), is quite similar in all these respects to the State of Maine. That experience, coupled with Maine's own innovative program "Project Fuel" is the basis for this proposal.

In New Brunswick the administrative expenses for managing a five and seven-tenths (5.7) million dollar program involving three hundred sixty-one (361) different projects and over two (2) thousand people is remarkably under five hundred thousand dollars (\$500,000).

Ideally, the program should be preceded by an application process

geared to local community needs. However, given the emergency nature of the present situation, and knowing as we do of numerous projects submitted by communities under various other programs that have not been funded, we operate on the premise that the instigation of the proposed projects has already occurred. If the funds are made available, work can begin immediately to implement these labor-intensive public improvement projects. Nevertheless to insure conformity with local community policy, the affected communities will have an opportunity to clarify their position on projects previously submitted for funding.

The nature of the emergency situation demands a program that can be implemented immediately and operational with the least amount of lead time as well as with a minimal amount of bureaucratic involvement and diluted decision making. Accordingly we propose to establish within the existing planning mechanism of CETA²⁰ the following elements in managing this program:

1. A Fund for Public Works: as described more completely above, it would be composed of moneys from various sources including the unemployment insurance fund, the state allocations under Community Development and Revenue Sharing Programs, and finally an allocation of CETA moneys; The State Manpower Services Council will
2. Trustees of the Fund: ~~allocate funds through the Office of Manpower Planning and~~
~~with the funds allocated to the state manpower services council~~
Coordination (OMPC).

The Council will review applications submitted for use of the Trust Funds.

The Office of Manpower Planning & Coordination will contract with local sponsors, monitor performance and assure the minimum expenditure of administrative funds (not to exceed 10%).

the composition of which might vary from situation to situation. The ~~State Division~~ **Office of Manpower Planning & Coordination (OMPC)** has the authority to request more participation of the citizenry as a whole in ratifying projects. During the emergency period the Community Councils have the opportunity to clarify and withdraw any project now being considered;

5. Sponsors: anyone is eligible to be a sponsor of a public works project,

A sponsor's remuneration for his role is the ability to select a manager at a salary slightly higher than the other employees, as well as the ability to receive twenty-five dollars (\$25) per worker-week for fringe benefits, materials, and overhead expenses.

A scenario of how the program might operate would be as follows:

OMPC
The ~~State Division~~ knowing the availability of funds and the number of projects that have previously gone unfunded by other sources, screens all proposals that he is aware of according to the guidelines of the Fund. Those guidelines would include the following:

1. Project oriented;
2. Labor intensive;
3. With minimal allocations for overhead;
4. Geared to structural community betterment;
5. Immediately implementable;

6. Complimenting existing community development efforts;
7. Short-term;
8. Highly-visible; and
9. Equitably distributed

Having culled from the batch of proposals those projects that can provide the greatest number of jobs within the cash restraints of the fund, the Liaison contacts the communities to be impacted by those projects, and asks them to ratify, modify or withdraw that proposal from further consideration. Upon ratification, and in no more than five weeks from this demonstration proposal's funding date, the Liaison prepares a list of projects and project descriptions for review by the Trustees of the Fund for Public Works, and obtains financing unless they decide that the project is contrary to the provisions of the Trust.

Upon contracting with the sponsor of the project, the Liaison's responsibilities are to insure compliance with the terms of the contract. Those terms are the guidelines upon which the awarding of contracts were based. For the sponsor's benefit, those conditions could be defined from his perspective to permit the following:

1. ~~xxxxxxxaga xof xone hundred xtwenty xfive xdollars x\$125xxxx~~

~~work xis xpaid xto xemployees xworking xon xproject;~~

A work training allowance over and above unemployment compensation to provide an incentive to the worker to get off unemployment compensation;

- x x x x o n e x h i l d n d n d x f x f k y x d w t x j x x x (s t b o) x p r x x w e r k x i n x x w o r d e d x t o x t h e

~~XX~~

- will
the sponsor ~~to~~ cover fringe benefits, sponsor's overhead
expenses; and materials used in the project.

D - PROJECTS

- 20 -

after brief review, most likely to fit the proposal's guidelines and objectives. We reiterate that these projects were submitted by community groups for other sources of federal funding, primarily under the Housing and Community Development Act of 1974, and thus represent a locally - initiated project. We also repeat that the projects discussed represent the type of project that the proposal seeks to fund. Their presence here does not mean they have the endorsement of the proposal's supporters.

The approximate costs for the following possible projects range from under \$10,000 to \$500,000.

1. Elderly Home Repair: Maine's Council on the Aging, and its five Regional Task Forces that cover the entire state, proposes to establish five teams to perform maintenance and repair services on housing owned by the qualified elderly.

2. Bangor's Bass Park Project: The city of Bangor has proposed a labor intensive project relevant to improvement of its Municipal Park. Activities include installation of walkways, footbridges, and some temporary campsite areas, as well as the construction and installation of park furniture and fencing. This project would require 60 worker trainees.

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sought funds for a community building. That project could provide an additional ten jobs.

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7. Lead-Based Paint Removal: A statewide "de-leading" project could provide 40 more worker years of jobs for under \$300,000 and detoxify residences from the hazards of lead-based paint.

8. Dexter Recreational Center: The Town of Dexter's proposal for the construction of a much needed recreational center to replace an inadequate wood structure could provide some 17 worker-years of employment at a cost of \$125,000.

9. Maintenance of Ocean Beaches: The Towns of Scarborough, Old Orchard Beach and the City of Saco would sponsor a simple project to maintain the beaches at a cost of \$15,000 and with immediate, short-term impact on the job market.

10. Human Services Jobs for Women: A statewide program geared to the specific employment problems of women could easily provide 15 worker-years of employment in social service areas such as health, the arts, counseling and teaching at a cost of under \$125,000.

11. Holden Fire Station: There is a need for the construction of a fire station in the Town of Holden which would provide approximately seventeen (17) jobs at one hundred thirty-five thousand dollars (\$135,000).

12. Southwest Harbor Park: The development of a Town owned park in Southwest Harbor would provide ten worker years of employment at under ten thousand dollars (\$10,000).

13. Development of State-owned Land: The development of State-owned land for public use in the Town of Roque Bluffs could provide another ten jobs at under \$70,000.

14. Construction of Municipal Garage: The construction of a municipal garage in the Town of Enfield would provide three worker years of employment at a cost of \$25,000.

15. Kennebec River Greenbelt: Citizens of Augusta have proposed the creation of a "Public Greenbelt" on the east bank of the Kennebec River.

16. Sherman Lake Fishway: The Department of Marine Resources has proposed construction of a "fishway" at the outlet of Sherman Lake in Newcastle.

17. Repair of Bridges: The Legislature has passed legislation for the repair of bridges in Baxter State Park. This legislation could not be funded.

18. State Veterans Home: The Legislature passed legislation to establish a State Veterans Home. The act was not funded.

19. Repair of Dam at Annabessacook Lake: There is need for the emergency repair of Annabessacook Lake in Kennebec County. The

Legislature passed legislation to effect these repairs, ~~but the~~
~~act was not funded~~

20. Construction of Site and Facilities for Casco Bay Island Ferry:

There is need for the construction of a site and facilities for
Casco Bay Island ferry services and the repair of other such ferry
facilities. Such legislation was passed, ~~but not funded~~.

21. Flood Warning Devices: The cities of Hallowell, Gardiner
and Van Buren have requested the installation of flood warning
devices on the major rivers in the State. The Legislature
passed legislation to provide such warning devices, ~~but the act~~
~~was not funded~~

21. Repair of Dead River Dam: The State-owned dam on Dead River
in Androscoggin County is in need of repair and maintenance.
The Legislature agreed but the act was not funded.

22. Rebuilding Dam at Lake Wesserunsett: The dam at Lake Wesser-
unsett in the Town of Madison in Somerset County is in need of
rebuilding. ~~This need could not be funded.~~

Numerous projects exist. In fact, without any extensive contact with various communities, and based only on previous unfunded proposals submitted, there is no difficulty in using available funds for highly visible public work programs drawing on the available labor pool of unemployment insurance recipients.

Nor does this begin to touch in any way other potential public improvement projects of a labor intensive nature such as a rural road improvement program (untended now in the absence of

money in the legislatively created Town Road Improvement Fund) and the preparation of access roads to public and industrial parks. Again the legislation exists but the funds are unavailable for these labor intensive projects.

In Maine we don't begrudge unemployment benefits to men and women in need of temporary support. We nevertheless believe that when it is possible to benefit both the individual and the state, that opportunity should not be ignored.

F O O T N O T E S

1. Legislative Joint Order, Senate Paper 391, 24 March 1975
2. First Report of the Joint Select Committee on Jobs, 107th Maine State Legislature; 6 June 1975; p. 2
3. Ibid, p.3
4. Ibid, p.4
5. Ibid, p.6
6. Ibid, p.3
7. Ibid, p.7
8. Ibid, p.8, 7, 3.
9. Ibid, p.9, 11, 12.
10. Ibid, p. 1.
11. Labor Force Data; Maine Department of Manpower Affairs, 22 August 1975.
12. Profiles of Poverty - Maine, A Data Source; State of Maine Executive Department; January, 1975; beginning with p.33.
13. Labor Force Data, Supra.
14. First Report, Supra p.2.
15. Ibid
16. Ibid
17. Based extensively on the Manpower Report of the President; April, 1975.
18. Maine's Office of Manpower Planning & Coordination
19. Arthur F. Burns, Chairman of the Federal Reserve Board suggested on 19 September 1975 at the University of Georgia that public service jobs for the unemployed rather than increase unemployment compensation was one way of reducing unemployment "without becoming engulfed by a new wave

of inflation."

20. The description of the project's components and operating procedures are, at this point, suggestive of intent and one manner of operations. In soliciting the opinions of those individuals who are to be involved with implementing and managing the project, no major changes were recommended. Nevertheless, since we are concerned with a minimal start-up period, minimal bureaucratic delay and maximum productivity at the local level, there is an obvious need for flexibility. Accordingly, the refinement of operating guidelines will be the responsibility of the State Liaison with the advise of the Trustees.

BONDED LABOR IN MAINE WOODS

State of Maine
Department of Educational & Cultural Services
Augusta

March 1, 1976

A Statement by the Department of Educational and Cultural Services on L.D. 2257, "Resolve Requiring Planning for Expansion of Wood Harvesting Programs by the Bureau of Vocational Education of the Department of Educational and Cultural Services."

Mr. Chairman and Members of the Committee:

The Bureau of Vocational Education of the Department of Educational and Cultural Services support this resolve and will prepare a plan to implement an expansion of the wood harvesting program at Washington County Vocational-Technical Institute and to implement a similar wood harvesting program at Northern Maine Vocational-Technical Institute; and the Bureau of Vocational Education agrees to present this plan to the next special session of the 107th Legislature or to the first regular session of the 108th Legislature.

In reply
refer to: 1MGE

JAN 15 1976

REC'D E. S. DIRECTOR JAN 19 1976

Mr. Emilien Levesque
Chairman
Employment Security Commission
20 Union Street
Augusta, Maine 04332

Dear Mr. Levesque:

Thank you for your letter of December 30, 1985 requesting that the Department of Labor take legal action to collect underpayments to woods workers employed by criteria employers, [REDACTED] Inc. and [REDACTED]

I regret to inform you that the authority of the Department of Labor is limited to the denial of certification for temporary foreign labor to those employers who have failed to comply with regulations (CFR 602.10; Title 20).

Sincerely,

Luis Sepulveda
Acting Regional Administrator
for Employment and Training

*New Name - Employment and Training Administration

December 30, 1975

Mr. Luis Sepulveda
Acting Asst. Regional Director for
Employment and Training
Room 1707, John F. Kennedy Federal Bldg.
Boston, Massachusetts 02203

RE: [REDACTED]
[REDACTED]

Dear Mr. Sepulveda:

In keeping with the spirit of our meeting on October 30, 1975 as it relates to the certification process and the use of foreign workers, we are submitting correspondence dealing with two (2) employers who have failed to comply with the adverse effect rates established for the woods industry.

You will note that in the earlier correspondence, we advised the employer of the under-payments and the fact they were in violation and requested they make restitution to the workers. This was followed by another letter on December 15, 1975 asking them to respond by December 29, 1975 as to what they intended to do in this situation.

Since this is a clear violation of Judge Richie's Court Order and subsection 602.10, Title 20, CFR, we are requesting that your office take legal action to obtain the wages due these workers.

Your assistance in this matter will be appreciated.

Very truly yours,

Emilien A. Levesque
Commissioner

WRM:el
cc: Attorney General's Office,
Consumer Fraud Division

In reply
refer to: 1MGE

REC'D E. S. DIRECTOR JAN 5 1976

Mr. Emilien A. Levesque
Chairman
Employment Security Commission
20 Union Street
Augusta, Maine 04332

Dear Mr. Levesque:

In response to your letter of December 16, 1975 we are holding up certification of temporary foreign woodsmen for [REDACTED], woods employer in [REDACTED], Maine, until you have inspected his labor camp with regard to the deficiencies noted in the complaint by William E. Butler made on December 15, 1975.

However, in response to your question about adverse effect on domestic workers if an employer refuses to negotiate with the domestic workers on wage rates, we have the following opinion:

No employer is obligated to negotiate a rate or pay a rate other than that indicated in the regulations promulgated by the Department of Labor, namely 29 CFR 602, in order to obtain certification for temporary foreign labor.

A review of the sections pertinent to the issue is appropriate at this time:

(a) Section 602.10(b) of Title 29 CFR provides that:

Agricultural or logging employers including association employers anticipating a labor shortage may request a certification for temporary foreign labor, provided that the employer or the association and those of its members for whom the services of foreign workers are requested, prior to making such a request, have filed at the local office of the State employment service an offer of employment for U. S. workers to fill such employment needs in accordance with the provisions of this section and §§ 602.10a and 602.10b.

(b) Section 602.10a (j) provides that:

The offers to U. S. workers made in accordance with this section and §602.10(b) shall:

(j) Provide for the payment of not less than the wage rates prescribed in §602.10b.

(c) Section 602.10b (c) provides that:

(c) The minimum wage rates to be offered workers in the logging industry shall be the rates prevailing for logging activities or the rates determined by the Secretary of Labor to be necessary to prevent adverse effect upon U. S. logging workers, whichever is higher.

(d) You will also note Section 602.106(f) which provides that:

(f) Where both U. S. and foreign workers are engaged in the same tasks, wage rates that favor one such group and thereby discriminate against the other may not be paid.

(e) See also 602.60a (4) -Denial of certification

(4) Where, within the period commencing with the filing of the job offer in relation to this or any prior certification and extending so long as foreign workers are employed, the wages and working conditions provided to any foreign or U. S. workers similarly employed have been less favorable than those required to be offered to U. S. workers in accordance with §§ 602.10a and 602.10b.

Since the wages paid by ~~XXXXXX~~ are equal to, or higher than, those in the prevailing wage survey, he need not negotiate with the domestic workers. We note that there is no cutting category for 8'6" ties, (mentioned in the complaint) and therefore the rate must be at least the average hourly wage for cutting occupations of \$6.05 or a piece rate equal to, or higher than, that amount per hour.

If there are further questions in this matter, we shall be pleased to discuss them with you.

Sincerely,

Luis Sepulveda
Acting Regional Administrator
for Employment and Training

*New Name - Employment and Training Administration

December 16, 1975

Mr. Luis Sepulveda
Acting Asst. Regional Director for
Employment and Training
Room 1707, John F. Kennedy Federal Bldg.
Boston, Massachusetts 02203

Dear Mr. Sepulveda:

We are enclosing a two-part complaint received from William Butler; the first dealing with an inadequate water supply and the second, with wages.

The employer in this case, ~~XXXXXXXXXX~~ of ~~XXXXXXXXXX~~, Maine has not been certified for bonds and we are requesting that certification be held pending an inspection of his facilities.

Mr. Butler poses an interesting complaint as it relates to wages. The employer is offering slightly higher than the prevailing rates; however, Mr. Butler and his fellow workers attempted to negotiate higher wages and were apparently refused.

I would like to pose the following hypothetical question - if the employer had been certified for bonded workers and refused to negotiate with these workers for higher wages, would this have an adverse affect? It could be stated that the employer refuses to negotiate because of an alien crew locked in to wages that the Department of Labor has determined prevailing, where in effect, domestic workers would be willing to seek employment at this operation if wages were higher.

We would appreciate an early reply to this question as we expect that a similar situation might arise during this bonding period.

Very truly yours,

Edilien A. Levesque
Commissioner

cc: Jon Guay
Richard Hagan



GREAT NORTHERN PAPER COMPANY

Millinocket, Maine 04462

(207) 723-5131

December 19, 1975

Senator Hayes E. Gahagan, Chairman
Subcommittee on Bonded Labor,
Joint Select Committee on Jobs
Augusta ME 04330

Dear Senator Gahagan:

The following is submitted for the meeting of the Subcommittee on Bonded Labor of the Joint Select Committee held Monday, December 22, at the State House in Augusta.

Great Northern Paper Company is a Maine corporation with pulp and paper mills in Millinocket and East Millinocket and a division, the Pinkham Lumber Company, with mills in Nashville Plantation and Eagle Lake. The Company employs over 3,800 persons with an annual payroll of 44 million dollars. In 1974, Great Northern paid out 64 million dollars north of Waterville to 300 suppliers for purchased wood, mill repair parts, transportation of materials and other services.

For those in the logging field looking for work, there are jobs open. Despite intensive advertising and training programs, financed and conducted entirely by Great Northern, the Company still needs approximately 50 experienced timber harvesters, and contractors who supply wood to Great Northern are seeking three times that many, to work in camps scattered throughout the forests of northern Maine. The jobs are now filled with bonded Canadian timber harvesters.

Because of the location of the operations, most timber harvesters choose to live in modern camps during the week. That means being away from home three or four nights a week.

The living conditions are good and the pay measures up with the best in the state in any industry. Last year average Great Northern timber harvesters earned over \$7.00 an hour and worked 1,600 hours.

Great Northern is supporting at the present time, or has supported, vocational educational programs at Foxcroft Academy, Dexter, Lee Academy, Island Falls, Fort Kent, Ashland, and also the post-secondary program of the Washington County Vocational Technical Institute.

Beyond this, the Company has recruited and trained Americans. In 1972-73 and in 1973-74, we enrolled 82 men in training. We saw 56 complete a ten-week course in harvesting in teams, working with chain saws and skidders. Still in our employment are 17 of the 82. The cost to the Company was \$2,907 per trainee. The cost for each man retained was over \$10,000.

Since January 1, 1975, another 70 have been trained at a cost of \$2,000 per man. They will join mechanical timber harvesting crews as operators of machines which cut and transport wood from the forest to roadsides.

The labor shortage is real. It has been here since the early 1900s when young Maine men started leaving rural Maine for the cities. But those of us involved in the woodlands at Great Northern Paper Company believe the problem can be solved. We are making progress.

Since 1963, Great Northern has been able to reduce the number of bonded Canadians from 279 to approximately 50. The number has been cut in half since last year.

But today those companies and individuals employing Canadians are being criticized. There are those who say unemployed Americans are available to fill the jobs. It is true that levels of unemployment are high. It is true that business has been poor for months. Still we ask this question:

Why can we not find 200 experienced timber harvesters for our Company operations and our independent contractors?

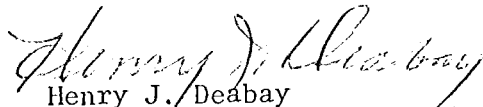
The answer may well be that all the capable harvesters who are willing to work in areas beyond commuting distance are employed. Harvesting also requires skill and training. Great Northern's experience is that you cannot take a man off the street and turn him into a skilled harvester in a few months. This is not unlike the skill of most occupations. It takes many months before he can earn over \$7.00 an hour.

Until we can develop a stable labor force of Americans willing to harvest the wood which has got to be cut in remote areas, Canadians are the only people available to cut substantial amounts of the wood needed by Great Northern and other companies - large and small. Harvesting is an essential part of sound forest management. It is essential to protect the forest resource.

As I said earlier, the Company employs 3,800 men and women in Maine. We understand the paper and lumber industry, overall, employs over 30,000 people in mills and other processing of wood products. All of those jobs depend on raw material from the forest. Without the Canadian timber harvesters, the forest industries would face a staggering wood shortage. We had a shortage three years ago and had to shut down paper machines and lay off workers. The jobs of all of our employees and thousands of others in related businesses depend on Great Northern getting wood.

A statement of facts is attached to this letter. Thank you for the opportunity to present this material.

Sincerely yours,



Henry J. Deabay
Personnel Supervisor - Woodlands

HJD/klc
Attachment

F A C T S H E E T

REDUCTION OF BONDS

1963 - 279

1975 - 46

Reduction of approximately 84%

1973 - 127

1974 - 102

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PIECE RATE AND EARNINGS

The first year of cutting tree length wood was in the Portage Lake Area in 1965.

Labor Rate For Cutting & Skidding

1965	\$3.85
1969	4.50
1972	4.60
1974	6.15
1975	6.55

NOTE: Our small wood premium effective since July of 1972, increases cutting rates to over \$7.00 per cord. In addition, a \$.25 per cord stay bonus is paid to all cutters who stay on the job until the camps close for the spring break-up period. This bonus has been in effect since May of 1973.

The labor rates shown above for cutting and skidding are for labor only and are taxable wages. In addition to this, if an employee owns a chain saw or skidder that is being used on the job he is paid a cord rental rate for its use.

Our chain saw rental rate is \$.82 per cord for tree length wood. This rate was established as the result of a survey by the Manpower Affairs Department and the Labor Department. An average cutter will cut 1,400-1,500 cords annually for chain saw net earnings of \$1,148 to \$1,230. One of the best saws on the market can be purchased for \$365. and will easily last a year if properly used and maintained. It is obvious that net earnings are adequate to purchase a saw and pay all operating cost for the year. All good cutters prefer to use their own saws and get paid rental rate rather than have one supplied by the Company.

Our skidder rental rate is \$4.00+ per cord with the small wood premium included. A skidder has a potential skidding capacity of 130 to 150 cords

per week. If skidders are sufficiently manned with three men for tree length wood and 4 or 5 men on 4-foot wood, they will produce at least 80% of their capacity and will skid approximately 4,000 cords annually. This will produce annual skidder earnings of \$16,000 which should be adequate to write off a \$30,000 skidder in 4 or 5 years with plenty of cash flow for all operating expenses and interest charges. A five year old skidder well maintained will have a cash value of approximately \$8,000. It is our observation that most skidders are not utilized to their capacity.

HOURLY AVERAGES AND ANNUAL EARNINGS

Average Hourly Earnings All Camps - Piece Workers

<u>1970-1971</u>	<u>1971-1972</u>	<u>1972-1973</u>	<u>1973-1974</u>	<u>1974-1975</u>
\$4.22	\$4.39	\$5.49	\$7.09	\$7.15

NOTE: Annual earnings of timber harvesters cutting a minimum of ten months during 1974, ranged from \$9,000 to \$16,500. These workers worked 40 to 44 weeks during the year and averaged about 37 hours per week. The average was approximately \$11,325.

PULPWOOD PRICES

Great Northern's wood prices in 1974 and 1975 have ranged from \$37.00 to \$40.00 per cord for four-foot wood delivered to the mills. This is up \$4.00 to \$7.00 from 1973, \$11.00 to \$14.00 from 1972 and \$12.00 to \$15.00 from 1971. In addition, prices were increased recently in recognition of the factors which have raised the cost of trucking wood.

TRAINING

Conventional Training: 1972-1973 & 1973-1974

Enrolled Total - 82

Graduated Total - 56

Still in our employ - 17 - 3 Scaling
 - 1 Assistant Foreman
 - 8 Mechanical Harvesting
 - 5 Conventional Cutters

Cost: \$2,907.17/Trainee - Cost For Each Employee Retained: \$10,000+

Mechanical Harvesting: Since January 1, 1975, a total of 70 men have been trained at a cost of \$2,000/man.

Washington County Vocational Technical Institute:

Graduates in our employ - 2 Conventionally cutting
 - 5 Mechanical harvesting

Sponsor of Three Students at W.C.V.T.I.: At a cost of \$1,200/student furnishing training equipment and guaranteeing employment upon graduation.

SKIDDER LOANS TO SCHOOLS - ONE MONTH PERIODS

<u>Foxcroft Academy</u>	<u>Dexter</u>	<u>Lee Academy</u>
1970	1970	1970
1971		1971
1972		1972
1974		

Island Falls High School - Loan for the school year 1974-1975.

Fort Kent Community High - Loan for the school years 1973-1974 & 1974-1975.

Ashland High School - Loan for the school year 1974-1975.

Great Northern Paper Company and T. S. Pinkham donated \$11,000 to help finance the forestry workshop at Ashland High School.

Donation to Washington County Vocational Technical Institute: Donated one-half of a used skidder to the forestry program at W.C.V.T.I. The skidder was valued at approximately \$8,000.

Sponsored three local boys to W.C.V.T.I. for the 22-week logging course. Entered school in March 1975, and graduated August 29, 1975.

AMERICANS HIRED SINCE MAY 1, 1975

	<u>Hired</u>	<u>Still Working</u>	<u>Terminated</u>
May	30	13	17
June	65	6	59
July	35	6	29
August	17	3	14
September	30	7	23
October	34	11	23
November	23	20	3
	<u>234</u>	<u>66</u>	<u>168</u>



GREAT NORTHERN PAPER COMPANY

Millinocket, Maine 04462

(207) 723-5131

November 7, 1975

The Honorable William D. Hathaway
Room 248, Senate Office Building
Washington DC 20510

Dear Senator Hathaway:

The following is submitted for the record of the hearing of the Senate Select Committee on Small Business held Saturday, November 8, at the University of Maine in Presque Isle.

Great Northern Paper Company is a Maine corporation with pulp and paper mills in Millinocket and East Millinocket and a division, the Pinkham Lumber Company, with mills in Nashville Plantation and Eagle Lake. The Company employs over 3,700 persons with an annual payroll of 44 million dollars.

In 1974, Great Northern paid out 64 million dollars north of Waterville to 300 suppliers for purchased wood, mill repair parts, transportation of materials and other services. Many of the suppliers were small businesses.

This hearing deals with both small business and loggers. Great Northern depends on many small businesses. The Company is a major consumer of wood which results from logging. As a company, Great Northern also engages in logging.

For those reasons, we ask that the Committee give careful consideration to the problems faced by the small businesses represented here. Economic difficulties confront every businessman today, large and small.

For those in the logging field looking for work, there are jobs open. Despite intensive advertising and training programs, financed and conducted entirely by Great Northern, the Company still needs approximately 50 experienced timber harvesters, and contractors who supply wood to Great Northern are seeking three times that many, to work in camps scattered throughout the forests of northern Maine. The jobs are now filled with bonded Canadian timber harvesters.

Because of the location of the operations, most timber harvesters choose to live in modern camps during the week. That means being away from home three or four nights a week.

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The labor shortage is real. It has been here since the early 1900s when young Maine men started leaving rural Maine for the cities. But those of us involved in the woodlands at Great Northern Paper Company believe the problem can be solved. We are making progress.

Since 1963, Great Northern has been able to reduce the number of bonded Canadians from 279 to approximately 50. The number has been cut in half since last year.

But today those companies and individuals employing Canadians are being criticized. There are those who say unemployed Americans are available to fill the jobs. It is true that levels of unemployment are high. It is true that business has been poor for months. Still we ask this question:

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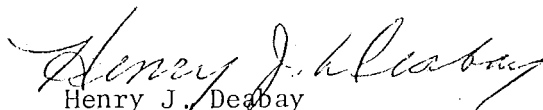
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Personnel Supervisor - Woodlands

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Fort Kent Community High - Loan for the school years 1973-1974 & 1974-1975.

Ashland High School - Loan for the school year 1974-1975.

Great Northern Paper Company and T. S. Pinkham donated \$11,000 to help finance the Forestry workshop at Ashland High School.

Donation to Washington County Vocational Technical Institute: Donated one-half of a used skidder to the forestry program at W.C.V.T.I. The skidder was valued at approximately \$8,000.

Sponsored three local boys to W.C.V.T.I. for the 22-week logging course. Entered school in March 1975, and graduated August 29, 1975.

AMERICANS HIRED SINCE MAY 1, 1975

	<u>Hired</u>	<u>Still Working</u>	<u>Terminated</u>
May	30	13	17
June	65	6	59
July	35	6	29
August	17	3	14
September	30	9	21
October	<u>34</u>	<u>22</u>	<u>12</u>
	211	59	152



GREAT NORTHERN PAPER COMPANY

Millinocket, Maine 04462

(207) 723-5131

January 14, 1976

Senator Hayes E. Gahagan
Jobs Committee
Maine State Senate
State Office Building
Augusta, Maine - 04330

Dear Senator Gahagan:

Enclosed are several copies of the presentation that I was prepared to make at our Monday last meeting concerning the training of timber harvesters. Although many generalities are to be found within this document, I would gladly provide you with more specific information upon request.

I trust that your efforts to move your recommendations through the full Jobs Committee and the Appropriations Committee relative to this subject will succeed. I would imagine that this will not be an easy task to say the least.

Thank you for an opportunity to share our experiences in this matter with you.

Sincerely,

Dana A. Saucier
Training Director & Personnel Ass't.
Central Personnel Department

DAS/geg

Encls.

PRESENTATION MADE TO SUB-COMITTEE
ON BONDED LABOR OF THE JOINT SELECT COMMITTEE ON JOBS

JANUARY 12, 1976

I appreciate your providing me with an invitation and opportunity to be here with you today to discuss Timber Harvester Training as a vehicle through which the pulp, lumber, and other forestry related industries can get the manpower they require to efficiently and productively function. If ever alternatives were needed for supplying this industry with adequately skilled labor, now is that time. Many companies in Maine that are dependent on a work force of competent and highly skilled timber harvesters to gather their raw material are recognizing, if they have not already done so, that the shortages of skilled woodmen is reaching critical proportions. In the past, fluctuations in the supply of personnel to harvest the forest have been seen due to a variety of reasons ranging from the ups and downs of the national economy to increased competition from other industries for the same skilled labor. But whether it is the result of the new work ethic many speak of, or a demonstrated effect of migration to the cities and other work is debatable. But one fact that is not debatable is that thousands of timber harvesters in Maine, and in Eastern Canada have simply disappeared from the labor market place, and as an industry in this state we face a shortage of skilled and competent timber harvesters.

Over the years Great Northern Paper Company has been able to meet its manpower requirements through what were and in some instances are still normal methods of recruitment. Like other companies, our operations foremen and contractors often had a following of workers, and they knew when and where to find one another. When these workers

returned for their seasonal work, they often brought with them a son, brother, cousin or close friend to teach him the skills of being a timber harvester. These young apprentices were carefully schooled by their relatives or friends and taught how to work right. They learned by doing the work of a timber harvester under the watchful eye of an experienced journeyman in this occupation. In essence each trainee had a trainer of his own, and the training system was quite conveniently built into the production system, and for all intents and purposes cost little or no money. But as industry in general has changed, so has the forest industry, and specifically the very nature of the timber harvester's occupation. The Child Labor Laws soon prevented young people from beginning to learn this occupation earlier than the age of 18 as it was and still is considered a highly dangerous occupation. The tools of this trade underwent major changes as well, and simple saws, axes, and the horse were soon replaced with the chain saw, wheeled skidders, and a host of mechanical harvesting equipment that proved to be either too complex to operate or far too costly to purchase for the average woodsmen. Coupled to these few points was the fact that the demands for paper, lumber and other wood products continued to increase thus requiring more and more skilled harvesters.

Not long ago there existed a simple method of production into which was incorporated an excellent, economical and adequate training system, but that day is gone by. The advance made in the timber harvesting methods which utilize equipment that is everyday becoming more varied, multifunctional and complex require people who must be highly flexible and skilled. These advances have gone far beyond the training systems that worked so efficiently a very short time ago.

As this industry has begun to recognize the shortage of skilled labor it so badly needs, it has tried to direct attention to labor saving equipment. Equipment, that I have just mentioned that is complex, specialized, and demanding of its operators a greater degree of skill than ever before. And somehow we find ourselves back where we started with regards to skilled labor. We lacked skilled timber harvester so we have mechanized as an alternative, and an attempt to get out from under this labor problem. In so doing we quickly recognized that a shortage of heavy equipment operators likewise existed forcing us back to the labor shortage problem that we thought we would avoid. So we face today not a simple but rather a difficult complex and two pronged labor shortage. On the one hand we have evidence throughout the state of a serious shortage of competent and skilled conventional timber harvesters as exemplified by the bonded alien labor that is found within the industry, and on the other hand the present and future technological developments within the forest industry in the areas of labor saving machines is somewhat stifled by the lack of competently trained individuals to operate this new equipment. These two concerns of many within the industry leads us to ask a very simple question:

"Where are the timber harvesters of tomorrow to come from". Since the early 1950's efforts have been made by Great Northern Paper Company and other forestry based companies within the state to design a viable method of training individuals to be safe and productive timber harvesters. Little success was realized from these early efforts. During the 1960's we worked in close partnership with the American Pulpwood Association, the Maine Employment Security Commission,

The New Hampshire Employment Security Commission, the Departments of Education in Maine and New Hampshire, as well as the Tolstoy Foundation out of New York in an effort to arrive at designing the kind of program of training that would provide us within the industry an opportunity to hire the skilled woodsmen that we so badly needed. Little success was realized in these attempts as well. The point that I wish to make is that in an attempt to train timber harvester we have worked with Federal and State Agencies, other companies and interested organizations as well as attempting our own programs, and after two decades of trying we reaped little success for our efforts.

However, in the spring of 1973 our Company decided to try again. Amassing the experiences, successes and failures of past training attempts, a new program of training was designed. It was fully developed, funded, and run by our company in an effort to realize these three objectives:

1. To attempt to change the public image of the timber harvester.
2. To screen, interview and select very carefully the best possible candidates.
3. To instruct these selected individuals in the methods and techniques of timber harvesting so that they would be safe and productive workers.

In two years of operating this program, we enrolled 82 men and graduated 56 at a cost of approximately \$3,000.00 per man. But the important thing is that we finally succeeded in operating a viable training program for timber harvesters. Several of these program graduates are still with the Company.

In 1974 a decision was made to increase our mechanical harvesting operation. In order for this expansion to take place Mechanical Harvester Operator Training Programs had to be written and implemented. From January of 1975 to the present we have successfully trained 70 men at a cost of approximately \$2,000.00 per man. But the point that I wish to make is that we know that this type of training can be done because we have successfully done it.

From 1971 to the present, we have worked very closely and hard with institutions, such as Washington County Vocational Technical Institute to develop similar programs, and they have demonstrated that this vocational training can indeed be successfully conducted in a school environment by graduating and placing within the industry several classes of timber harvesters. Several high schools throughout the state have likewise proven that even at that age, forestry related courses of instruction have a place in the overall curriculum of the school, and they too have graduated several classes. And so we have further evidence within our own state that timber harvester training can be efficiently conducted in both the public as well as the private sectors.

But there are some problems with these programs that are as of yet unresolved. To operate such programs of training is costly. I stated earlier that to conduct conventional training cost us \$3,000.00 per man, and to operate our Mechanical Harvester Operator Training run us \$2,000.00 per man. With the costs of facilities, equipment, supplies, and trainers being so high, very few employers within the industry could ever hope to have such programs of their own.

Secondly, although we have Washington County Vocational Technical Institute graduating four classes per year, there is no way that they will ever be able to furnish the manpower requirements of the industry within this state, alone, and at their present size.

Thirdly, if there is to be greater success in providing people with saleable skills to the forest industry within the state, a combined and carefully coordinated effort of training and placement will have to be arrived at between the training institutions and industry. It will require even greater efforts at coordinating the forestry programs at the high school level with what is being done at the V.T.I. level. At the present time relatively few high school graduates from these programs are able to compete on a skill level for jobs as timber harvesters without additional training before or on the job. But the purpose of these programs at the high school level is vitally important, for it becomes in most instances the very important start and opportunity the young people need to begin preparing to enter this occupation. Their role in training at this level is vital in helping to change the poor image of woods work that many people have, and at the same time, provides the student the opportunity to make educated career choices in entering this industry. Many of these high school graduates are placed after they graduate, after additional training and are proving out very well.

Even at the V.T.I. Level, those graduates who come to us cannot be looked upon as a seasoned harvester. Although their degree of skill and experience is greater than one would find in the high school graduate, they also may require additional training while on the job. The V.T.I. Graduate has been taught very well the skills of this occupation, but he simply does not have enough time and work experience

in this field to be fully left alone, and so the employer must be prepared to assume some responsibility for the continued training of this young individual, if he is to last long enough to become experienced. It will take, in spite of the training at the high school, V.T.I. and or O.J.T. Levels approximately 12 to 18 months of actual work experience before an individual can be considered average or a bit better as a timber harvester.

We know that the shortage of timber harvesters and mechanical harvester operators is real and evident. We also know that viable training programs for both of these occupational areas are to be found working very well in either the high school, Washington County Vocational Technical Institute or in some company(s) within the industry but that these programs are costly, and are at present, unable to furnish the necessary number of skilled people the industry needs. Furthermore, until the programs presently in operation at the various levels mentioned are expanded, or additional institutions become involved, we will continue to want for skilled labor in this occupational area.

It is my hope that those presently operating good programs in this area of occupational training be encouraged to expand, thus enabling them to turn out far many more graduates. Further, there are institutions that are eager to become involved in this type of occupational training that should be provided an opportunity and the funds to run such a program. And to insure relevancy of training at the various levels, very close ties should be further cemented between the high school and the V.T.I. Programs, and industry.

In conclusion, I wish to say that we in the forest industry realize that having up-to-date sophisticated mechanical equipment, harvesting practices and management systems are no longer sufficient today. In order to get the most out of the expensive equipment, practices and systems which are today necessary to maintain ourselves in the face of competition and other tribulations of our times, it is necessary to have an up-to-date and sophisticated work force as well. I believe we have in this state, the vehicles through which we can arrive at realizing this workforce sophistication for the forest industry that we need to rid ourselves of this labor shortage we presently face.

Secondary

WOOD HARVESTING

Ongoing Programs

RTVC - Dexter
RTVC - Farmington

Region 1 - Fort Kent
Region 2 - Dyer Brook
Region 3 - Lee

Satellite Program - Ashland - Presque Isle RTVC
Satellite Program - Readfield - Capitol Area RTVC

Proposed Programs

RTVC - Skowhegan

Region 4 - Bangor
Region 5 - Ellsworth
Region 6 - Washington County
Region 9 - Rumford
Region 11 - South Paris

Post-Secondary

On-Going Programs

WCVTI

Proposed Program

NMVTI

EnrollmentsPresent Programs

<u>Program Location</u>	<u>Seniors 1974-75</u>	<u>Seniors 1975-76</u>	<u>Seniors 1976-77</u>	<u>Seniors 1977-78</u>
Dexter	7	15	15	15
Farmington	16	16	20	20
Fort Kent	5	10	15	15
Dyer Brook	3	10	10	10
Lee Academy	14	15	15	15
Ashland	4	14	17	16
Readfield	<u>0</u>	<u>0</u>	<u>12</u> ?	<u>12</u>
Sub-total	49	83	104	103

Proposed Programs

Skowhegan	0	0	0	16
Bangor	0	0	0	16
Ellsworth	0	0	0	30
Washington County	0	Est. 15	30	30
Rumford	0	0	15	15
South Paris	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Sub-total	0	15	45	107
Grand Total	<u>49</u>	<u>98</u>	<u>149</u>	<u>210</u>

Information Sheet #3

EnrollmentsWCVTI

During fiscal year 1976, WCVTI will run four sections of wood harvesting. With present staff, it is estimated that maximum enrollment will be 72 students.

SUMMARY OF SURVEY OF JOBS FOR HIGH SCHOOL GRADUATES

Forest Industries of Maine

Raw Data (unadjusted)
Large Small Total
(Number annually)

Job Classification

Timberland Management

1. Inventory crews
2. Scaler
3. Forest nursery
4. Timber stand improvement
5. Forest recreation

13	1	14
8	3	11
-	-	-
21	3	24
-	-	49

Wood Harvesting

6. Company logging:

A. Longwood:

- Chainsaw operators
- Skidder operators
- 2-man skidder crews
- 3-man skidder crews
- Loaders

89	88	177
43	37	80
38	-	38
36	-	36
10	-	10

B. Shortwood:

- Chainsaw operators
- Skidder operators
- 2-man skidder crews
- 3-man skidder crews
- Loaders

20	-	20
9	-	9
25	-	25
17	-	17
3	-	3

7. Independent logging:

- Chainsaw operators
- Skidder operators
- 2-man skidder crews
- 3-man skidder crews
- Loaders

40	-	40
42	-	42
119	-	119
16	-	16
1	-	1
57	19	76

8. Truckers

9. Scaler

6	5	11
		720

Manufacture of Forest Products

Pulp:

10. Woodyard operations
11. Woodroom operations

19	8	27
233	--	233

Lumber:

12. Sawmill operation
(sawyers, filers, graders, planers,
maintenance, dry kiln operation, etc.)
13. Wood turning and veneer
14. Particle board and plywood

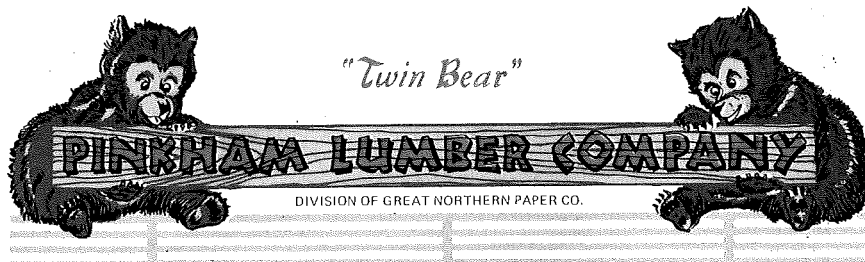
116	79	145
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Urban Forestry

15. Nurseries and landscaping
16. Tree caretaking (trimming, fertilization, etc.)

Summarized by Winston E. Pullen
5/14/75

630 total needs by industry



PINE, SPRUCE, HARDWOODS,
BAND MILL, PLANING MILL, DRY KILNS
ASHLAND, MAINE 04732 DIAL 207-435-3281

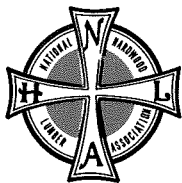
January 12, 1976

REPORT TO THE SUBCOMMITTEE ON BONDED LABOR OF THE JOINT SELECT
COMMITTEE ON JOBS:

My name is Tom Pinkham, General Manager of Pinkham Lumber, a division of Great Northern Paper Co., located in Nashville Plantation, Aroostook County, sawing approximately 60 million board feet of dimension lumber per year and producing 45 thousand bone dry tons of chips which are transported to our paper mill in Millinocket via the B.&A.R.R.

Pinkham Lumber conducts a logging operation 31 miles southwest of its sawmill. Approximately 60,000 cds. of tree-length spruce and fir are produced annually. Presently 42 men are employed as tree harvesters (2/3 bonded and visa men and 1/3 Americans). A survey was taken of our harvesters for the period May 27, 1975 (Spring opening of our operation) thru Dec. 31, 1975. There were 11 harvesters included in the survey. They were selected on a basis of those that "most regularly worked" and had been employed from start to finish. Only 11 men were selected because their co-workers would have earned the same, therefore, not affecting a different average. They consisted of 5 Domestics, 5 Visa and 1 Bond. The average wages earned for the entire period was as follows:

Low Man	\$ 6.93	per hr.
High Man	10.79	" "
Average Man	8.40	" "



Report to Subcommittee on Bonded Labor...

In addition to the above, we pay these harvesters vacations and 8 holidays, and provide them medical, disability and Life Insurance on which we contribute half the cost. We charge them nothing for their lodging at our installation, however, we do sell them meals at \$1.13 each. We pay them travel pay from the camp site to their work site and for those who work a qualified duration, we reimburse them for mileage incurred from the point of recruitment and return.

For those harvesters who are unable to provide their own chain saw or skidder, we provide them with one. For those who prefer to use their own, we renumerate them on a per diem basis. For instance, one harvester was noted to have earned for the use of his chain saw (in addition to his wages) for the calendar year 1975 as much as \$3,001.69.

We feel that because of the very compatible conditions and wages we provide, as compared with other local occupations, we are creating more and more interest among our domestic work force. For instance, in May 1974, we began our operation with 56% bonded harvesters. This season, bonded harvesters consisted only 23%. Included in the appendix (1) is a copy of our wage rates presently paid our harvesters.

In our own company, American harvesters are given first preference in job openings. With many new sawmill and papermill expansions coming on line in our state, it follows that more cords of wood must be harvested each year to keep these plants operational. I feel that skilled bonded Canadian harvesters will be a very essential part of our work force until such time as we are able to train sufficient numbers of Americans to harvest the required wood supply. However, people do not realize that there is considerable amount of skill required in being a productive wood harvester. Many persons in

Report to Subcommittee on Bonded Labor....

high places feel that just any unemployed American should be able to purchase a chain saw, apply for a job in a tree-length operation and begin to receive pay rates here-to-fore mentioned.

To become a productive harvester, a man must like the out-doors, be physically qualified, be able to maintain his saw and skidder in tip-top condition, understand how to safely drop trees in the proper manner so that they are easily moved from stump to roadside by the skidder and at the same time, do as little damage as possible to the residual stand. To come to this point, a man must be properly trained. Our educational system should provide the training for this occupation on a basis equal to that of welders, sheet metal workers, carpenters, masons, electricians, etc. Some of this is being done today in local high schools. See Appendix (2) and (3). But I feel that there is a need for adult education in tree harvesting in Aroostook County similar to the course offered at the Vocational School at Machias. The logical place for this training is the Northern Maine Vocational Technical Institute in Presque Isle.

CONCLUSION: As the forest industry in Maine requires greater amounts of wood to be harvested each year, it becomes apparent that we must put more emphasis on training so that more young Americans may attain the skills necessary to become top-notch tree harvesters thereby providing a better standard of living for themselves and families from our great forest resource.

T. S. PINKHAM COMPANY
DIVISION OF GREAT NORTHERN PAPER COMPANY
FORT KENNA, MAINE

WAGE RATE SCHEDULE
EFFECTIVE MAY 12, 1975

	CHOPPERS AND SKIDDER OPERATORS					HIRED SKIDDER RENTAL				Chain Saw Rental
	Base	Stay Bonus	R O Way/ Clean up Cutting	3 Men on TSP Co. Skidders	Small Tree Incent. Each Pc. 10" and under	Under 1500'	Beyond 1500'	R O Way/ Clean up Cutting	Add 1/4 Small tree bonus	
Spr. & Fir, Tree Lgt., Per Cord	6.55	.25	1.50	.30	5"-3.0850 8"-1.225 6"-0.975 9"-0.900 7"-1.250 10"-0.550	3.85	4.10	4.35	"	.70
Tree Lgt. Logs, per MBF										
Maple	13.10	.50		N/A	N/A	7.70	8.20	8.70	N/A	1.40
Cedar	14.80	"		"	"	"	"	"	"	"
Yellow Birch	17.10	"		"	"	"	"	"	"	"
Pine	13.10	"		"	"	"	"	"	"	"
Hemlock	12.50	"		"	"	"	"	"	"	"
Beech	13.10	"		"	"	"	"	"	"	"
Ash	13.10	"		"	"	"	"	"	"	"
Oak	13.10	"		"	"	"	"	"	"	"
Elm	13.10	"		"	"	"	"	"	"	"
Poplar	11.90	"		"	"	"	"	"	"	"
White Birch	13.10	"		"	"	"	"	"	"	"

A stay bonus of \$.25 per cord and \$.50 per M. will be paid to allpiece workers who stay on the job until the end of the cutting, or as long as needed, and average thirty seven (37) hours per work week for all weeks worked. Weeks in which accidents, sickness, death in the family, or other absenteeism approved by the foreman have occurred, will not be included in computing hours worked per week.



Community High School
SCHOOL ADMINISTRATIVE DISTRICT NO. 27
Fort Kent, Maine 04743
Tel. 207-834-3411

LAUREL J. DAIGLE
District Guidance Supervisor
Licensed Psychological Examiner

GARLAND CARON
Guidance Counselor

GERTRUDE HALLEE
Guidance Secretary

FORT KENT
WALLAGRASS
WINTERVILLE
NEW CANADA
EAGLE LAKE
ST. FRANCIS
ST. JOHN

TREE HARVESTING COURSE - SAD #27 - FT. KENT, MAINE

The Tree Harvesting course in this school district was developed through the joint effort of two groups - the lumbering industry with its need for trained tree harvesters for its operations, and Ft. Kent's SAD #27 wanting to develop vocationally oriented training commensurate with labor needs and student interest.

The training program began in August of 1972. Partly through the morale and financial support given by the area lumber companies, the SAD sent two instructors to Sweden to learn about modern tree cutting practices. Upon their return the course was offered and enrollment for the ensuing years was as follows:

1972 - 73 - 18

1973 - 74 - 16

1974 - 75 - 18

1975 - 76 - The program was offered on a St. John Valley region basis with its location in the St. Agatha School System.

The training unit has now become mobile and will be returned to Ft. Kent where the course will be offered during the Fall of 1976.

Our follow-up studies indicate that approximately 50% of those that completed the course are employed in tree harvesting and related work. We are encouraged with the program and strongly feel that it should be continued.

Don R. [Signature]

Report to the Subcommittee on Bonded Labor...

In 1974, Ashland High School, SAD # 32, initiated a tree harvesting program involving 19 junior and senior boys in an extensive on-the-job training course under the leadership of Francis Cyr, forestry instructor. These young men worked as a team of pulpwood cutters and operators, using a skidder donated by Great Northern Paper Co. and cutting on a square mile of woodland provided by GNP, they yarded over 125 cds. of pulp. They were taught chainsaw operation, maintenance, skidder use and repair and proper safety procedures in the field. There was a need for a new building in order to get the course off the ground. All local companies harvesting wood in the region contributed toward the cost. Great interest in this course has been shared by pupils and townspeople.

How to recruit, train, and retain forest workers

Train the instructors, get new equipment, screen the students, and keep them in training for a year at a special cutting rate. That deep snow can be pretty discouraging —

says HENRY DEABAY

THE SUPPLY OF PEOPLE to harvest our forests normally fluctuates with the ups and downs of our national economy. But during the last three or four years it has gone from bad to critical. In the summer of 1972, when our company should have been building up its wood inventory for the winter and spring, we were able to cut very little more than our current consumption. Consequently by the spring of 1973 we were down to about a week's supply, before the new wood started coming in. This is what jolted us into the recruiting and training program I am going to tell you about. And, as far as I can see, the shortage of woods labor is as acute in Canada as it is in the United States. Hence I am convinced that every major pulp and paper company will soon be involved — if they aren't already — in training woodworkers.

In January 1973, then, Great Northern's management and personnel department decided to begin a program during the summer to train men to harvest our forest, and designed the following plan of action:

PURPOSE

To enhance our position in the labor market by developing progressive timber harvesting job opportunities

OBJECTIVES

1. Redirecting all publicity and communications to improve the public image of woodlands job opportunities
2. Organizing recruiting efforts in areas and communities of best labor potential
3. Establishing training programs that will assure the employees initial and continuing safety, quality, production, and advancement potential.

Henry J. Deabay is Personnel Supervisor — Woodlands for the Great Northern Paper Company at Millinocket, Me.

ACTION

Public image

1. Our pulp cutting operation will be referred to as "timber harvesting".
2. Cord cutters will be referred to as "timber harvesters".

Recruiting

1. General survey of labor market to establish areas and localities of greatest potential.
2. Preferred order of contact will be:
 - a. Vocational technical institutes and post-secondary educational facilities with timber harvesting programs
 - b. Perimeter high schools with logging programs in their vocational education departments
 - c. Other high schools in the area adjacent to our timber land holdings
3. Recruiting contacts will be in three steps:
 - a. Meeting and consultation with guidance and vocational instructors and interested students
 - b. Plan by individual school a guided tour of our woodlands operations for interested students
 - c. Final visit to school will be for hiring and commitment of students

Training

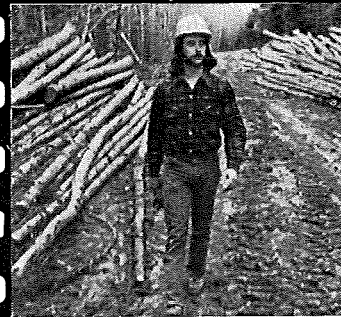
1. Length of training program to be ten weeks
2. Each group would consist of 23 or 24 trainees in the hope that about 18 would complete the course

With the decision made to train wood harvesters, there were several major items to be resolved jointly by management and personnel:

1. Location of the training site
2. Who will do the instructing
3. Skidders, chain saws, and all other equipment and supplies necessary for a training camp
4. Cook and other commissary help to run an operation.
5. Visual aids and other instructors needed for specialized and technical training.

**A Few
Good Men**
A recruiting film
for
Great Northern
Paper Ltd.

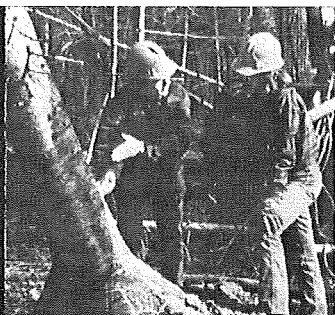
**Directed by
Lawrence Ravitz
and
Shown by
Henry Deabay
to accompany
his paper**



**"My first day on
the job and I am
a little nervous!"
says
new trainee
Ralph Higgins.**



**"And this species
is white pine,"
the instructor
tells the
young men.**



**Instructor
Randy Cyr says:
"Put the choker
on this way."**



**"T-I-M-B-E-R!!!"
Says Ralph.
"My first tree!"**



**"These
pork chops
and potatoes
are pretty good!"**

Recruiting hard to start with

A date was set for the first training group — June 25, 1973 — and the recruiting procedure outlined in our proposal was initiated. We visited all of the high schools in the perimeter of our woodlands. Four of the 11 schools visited offered logging courses in their vocational department, but our recruiting efforts in these schools did not give us the desired number of 23 to 24 that we wanted to start with on June 25. However, in the meantime an article was published in the *Boston Globe* telling of the shortage of woods labor in Maine, and we received about 30 letters from young men 18 to 23 years old who wanted a chance to work in the woods. These letters were mostly from Massachusetts, but there were also some from New Hampshire, Connecticut and New Jersey. For our first group we had 14 boys from Maine and ten from the other states.

For instructors, we hired two brothers — 23 and 27 years old, both skilled chain saw and skidder operators, high school graduates, and good producers. The proper selection of instructors is the key to a successful training program. We were fortunate to have selected two excellent candidates. We put them through an "Instructor Training Course" for a week so they would be better qualified to impart their skills to the learners.

On June 25 our first training program began, with 24 students. We had two new skidders and 25 new chain saws. Four more new skidders were delivered during the next two weeks so we could set up three-man crews during the fourth week. All the wood cut in our company operations is tree-length; two fallers and a skidder operator make up the three-man crew.

Our first week covered orientation, camp life, fringe benefits, first aid, safety (including tools and safety apparel), forest fire prevention, tree identification, use of maps and compass, chain saw maintenance and filing, basics of felling and limbing, and a field trip.

We began the second week by having a critique of the first week's activities, and reviewing the practical work done. We went on to skidder use and maintenance, chain saw use and maintenance, more practice in chain saw filing, techniques of felling, limbing, topping, butting and use of a gin pole. While learning the basic skills in the use of chain saw and skidders at the work site, the men were taught good forestry practices in the preservation of young trees e.g. good directional felling.

During the third week, the men continued learning basic skills in the use of chain saws, skidders, good forestry practices, and then we took

up cutting skidder trails and job layout. Good movies and other visual aids were used during the first three-week period. Also, during the latter part of the third week we had the men working in three-man crews, but using only one chain saw per crew at the start.

From the fourth week on, the men performed in three-man crews, and were allowed to begin using the second saw in each crew when we felt they could do so safely. The two fallers were spaced so there was not any danger of falling trees on each other. A critique of the previous week's activities was held every Monday morning.

By the end of the ten-week period, the better crews were producing 40 to 60 cords per week, i.e. 40% to 50% of the production of skilled crews.

But nothing succeeds like success

The news of our training program spread like wildfire. The trainees were spreading the news on weekends, and several news reporters visited our training camp and wrote articles that appeared in newspapers, magazines and other publications. By the end of the first training session, we had over 100 new applications from young men (mostly between the ages of 18 and 22) interested in a wood harvesting training program.

Our instructors were supplemented by representatives from chain saw and equipment companies. Our training director was on the job most of the time for the first four weeks.

The ten-week training period ended the last of August, and we had a graduating group of 17 from the 24 who began the course. Our training camp setup could only accommodate about 30 people including the overhead, so we moved the group that had graduated to a new site to make room for a second training group. At neither site were these boys mixed with professional cutters. We did not have room in any of our operations for all of them, and it was felt we should keep them together because of the added attention they need for at least a year.

At this point we had to split up our two original instructors, and sent one with the first group and kept the other one to train the new group. We chose two of the best candidates from the first graduating group to help train the second group. We put them through an instructor's training course also.

We began the second training program on September 10, 1973 with 25 men. We also decided to try another method of training, by placing an instructor with three trainees and have them producing much sooner. We tried this with nine men (three three-man crews). They were at the new site with the boys who had previously gradu-

ated because of lack of room at the previous site. For instructors we used three of the graduated trainees. This gave us a total of 34 new trainees in all, 25 at one site and nine at the other. Both methods of training proved out well, but it would have worked out better if the three instructors working with the three-man crews had had more experience. Twenty-six of the 34 of the second group stayed on to graduation.

We had some attrition after graduation — much of it of our own making. Nevertheless, during this summer of 1973, our company trained 58 wood harvesters — who cut 2,100 cords of tree-length pulpwood during their ten-week training period, and over 5,000 cords since, plus three to four miles of right-of-way for road construction. This is by far the best training session we have had. We know we can do even better by eliminating some of the mistakes we made, most of which were made after the basic training period.

What we learned

The following is a summary of very important facts of a successful training program:

1. Do a thorough job of screening applicants.
2. Use new equipment or equipment that is in excellent condition. Trainees do not have the experience to cope with old equipment.
3. Skilled cutters with the necessary qualifications make better instructors than old-time foremen. They should, however, be taught how to instruct.
4. Regardless of how good a job is done screening applicants, you will find that after two or three weeks of training, some will never become

good wood harvesters. These men should be eliminated as soon as you are assured they do not have the necessary qualifications.

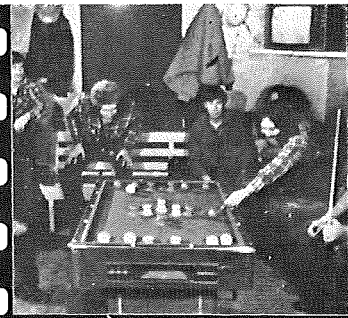
5. Break the training down into two phases: basic and advanced. The ten-week period would be the basic training period, and the advanced training should continue until they have been cutting a year. After then ten-week basic training period, they need much more supervision than skilled cutters, and should not be sent to a camp where foremen do not have the necessary time to spend with them or oftentimes, the patience and skills needed to instruct.
6. An incentive beyond the regular cutting rate is necessary for the first year on the job. If the newly-trained men are put on the regular cutting rate immediately after the ten-week training period, they will get discouraged if their earnings drop too low, and they will leave. The incentive can be on a de-escalating scale as they gain experience. Another item to be aware of is deep snow. Remember that working in deep snow is a brand new ballgame and very fatiguing. It will take a reasonable incentive to carry them through the first winter if the snow gets deep.

This paper — W.S.I. No. 2657 (B-2-c): ODC 303 — was presented at the 55th annual meeting of the Woodlands Section of the Canadian Pulp and Paper Association, held in Montreal on March 17-21, 1974.

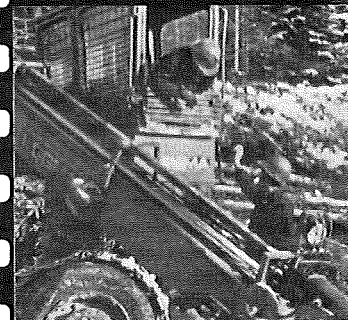
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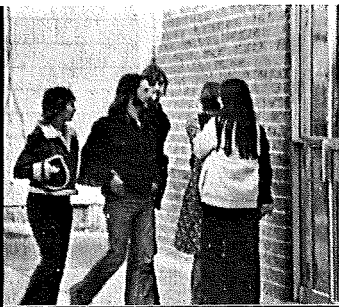
**Meanwhile back
at the
bunkhouse
after supper . . .**



**"We also learn
about the woods
equipment,
like this
Logma delimber,"
says Ralph."**



**"I finally get
to try out a
Clark
ranger skidder,"
exclaims Ralph."**



"Weekends my girlfriend and I hang out with the gang," says Ralph. "She wishes I was in town more often."



"I also go hunting with my dad."



"Well, now I know what I really want out of life. I think I've made a good decision."

APPENDIX LOGGER TRAINING COURSE

FIRST WEEK

Monday

AM: Orientation — company & products
Woods work — living habits, working together
Jobs available — progression questions & answers
PM: Fringe benefits
Safety indoctrination — apparel, tools, lifting, eyes, ears.
First aid

Tuesday

AM: Chain saw maintenance & filing
PM: Skidder maintenance & demonstration
Break up into teams — instructor demonstrates felling & limbing

Wednesday

AM: Fire prevention — use of firefighting equipment; state laws; mufflers; lunch fires; smoking
Map reading — compass & terrain
PM: Map reading — compass & terrain
Road layout — property lines, green strips
Films — "It pays to be trained" and "Do it with ease".

Thursday

AM: First aid
Tree identification — scaling
Filing workshop
PM: Teams — felling & limbing practice, (careful assignment of crews) skidder practice

Friday

AM: Same as Thursday PM

SECOND WEEK

Monday

AM: Critique of previous week's activities
Chain saw filing
Blackboard presentation of felling, limbing, topping, butting, spring pole & gin pole
PM: Field work — cutting & skidding (teams)

Tuesday to Thursday

1st ½ hr: chain saw and skidder preventive maintenance
Remainder: cutting & skidding (teams)

Friday

Field trip to Lobster Camp

THIRD WEEK

Monday

AM: Critique of previous week's activities
Chain saw filing
Tree identification
PM: Working in 3-man crews — felling, limbing, topping, clearing skid trail, choking, winching, skidding, piling, filing daily under supervision

Tuesday to Friday

Working in 3-man crews (same as Monday)

FOURTH WEEK

Monday

AM: Critique of previous week's activities
Discuss techniques & shortcuts to improve production
PM: Working in 3-man crews (same as Monday of third week)

Tuesday to Friday

Working in 3-man crews (same as Monday)

MR. CHAIRMAN AND MEMBERS OF THE SUBCOMMITTEE....

I AM HENRY MAGNUSON, EXECUTIVE DIRECTOR OF THE PAPER INDUSTRY INFORMATION OFFICE IN AUGUSTA.

I WAS INVITED TO APPEAR HERE TODAY TO ANSWER YOUR REQUEST FOR A STATEMENT OF THE PAPER INDUSTRY'S POSITION RELATIVE TO THE BONDED LABOR PROGRAM AS IT APPLIED TO WOODSWORKERS. MY TESTIMONY WILL TAKE ONLY A MINUTE OR SO, BECAUSE THERE IS NO INDUSTRY POSITION.

I DO WANT TO TAKE THIS OPPORTUNITY TO EXPLAIN WHY THIS IS SO, AND TO PUBLICLY DECLARE THAT ASSUMPTIONS THAT THE PAPER INDUSTRY IS DEEPLY INVOLVED IN THE HIRING OF IMPORTED CANADIAN WOODS WORKERS SIMPLY ARE NOT CORRECT.

BRIEFLY, OUT OF THE 19 PULP AND PAPER COMPANIES IN MAINE...ONLY EIGHT OWN TIMBERLANDS AT ALL...AND OF THESE, ONLY FIVE EMPLOY ANY WOODSMEN. WHILE IT IS TRUE THAT A FEW PAPER COMPANIES...FROM TIME TO TIME IN THE PAST...PARTIALLY FILLED THEIR SHORTAGES OF WOODCUTTERS BY POSTING BONDS TO BRING IN OUTSIDE TEMPORARY HELP...TODAY THERE IS ONLY ONE PAPER COMPANY IN THE STATE STILL EMPLOYING SO-CALLED "BONDS."

I'M SURE YOU WILL APPRECIATE THAT THE PRACTICE OF ONE COMPANY IS HARDLY THE BASIS FOR AN INDUSTRY-WIDE POSITION.

I HOPE THAT THIS BRIEF EXPLANATION WILL PUT THE MATTER IN PERSPECTIVE FOR YOU, AND HELP YOU UNDERSTAND WHY THERE IS LITTLE ELSE THAT I COULD SAY TO YOU FROM AN INDUSTRY STANDPOINT. THERE ARE TWO MEN HERE TODAY EACH OF WHOM CAN SPEAK FROM THE STANDPOINT OF THE PAPER COMPANY HE REPRESENTS AND FROM HIS OWN OBSERVATION OF THE BONDED LABOR PROGRAM IN MAINE: THEY ARE MR. HENRY DEABAY OF GREAT NORTHERN PAPER COMPANY AND MR. MORRIS R. WING OF INTERNATIONAL PAPER COMPANY.

###

My name is Allan Leighton, I am Vice President of Seven Islands Land Company. My qualifications are 30 years experience in forest land management. I am representing our landowners and the 60 odd logging contractors who harvest wood from our lands. Our contractors conduct all size operations, from 2-3 skidders and 10-15 men to 25-30 skidders and 60 or more men. Some jobs employ only Maine labor, some only Canadian, some a mixture of both.

Seven Islands and the Pingrees have been conducting logging operations since 1840. During this 135 years every acre has been logged at least twice; we are now engaged in 3rd. time, and we still have our growing, dynamic forest. We are on a long term sustained yield management basis, and have the records to prove it.

During this long period of sustained yield management our forest resource has been able to provide stable employment for countless woodsmen and the industries they have supplied with raw material.

We allow only a certain amount of wood to be cut every year. Due to the size of our holdings, this happens to be a rather large amount of wood. The logging contractors and the mills, with their tremendous investments, depend upon cutting and receiving this material in a stable flow.

In spite of the changes and improvements in forest harvesting machinery in recent years, it still takes a lot of people to get the job done.

It also takes skilled people; harvesting trees efficiently requires skilled labor, and an experienced woodsman can make a good weeks pay in the Maine woods today.

Maine people take great pride in their work. I think this is a factual statement that can be said of Maine people in any trade and certainly includes the people who make their living in the woods. I have been a part of the Maine woods scene for 30 years and I make that statement without reservation.

The problem is that, in spite of our high unemployment, there do not seem to be enough qualified, practicing skilled Maine woodsmen to sustain our annual harvest.

The generation that I belong to began straying away from the actual tree harvesting part of woods work, and the succeeding generation is even more removed from this industry.

There is, as we all know, a tendency to blame Canadian labor for the absence of qualified Maine people on woods jobs. I feel strongly that this is only partially true; the presence of Canadian labor in the woods is the symptom of the problem, not the cause.

I'm not here to point my finger at anyone and say "they are to blame". There may be some measure of guilt to be shared by everyone, but to try to fix the blame will not resolve the basic problem.

I think there are two basic areas that need our attention.

(1) In the past 50-odd years, Maine people have lost sight of the vastness of our forest resource and its tremendous economic potential. We have only begun to tap the available wealth of our commercial forest. This portion of the problem is resolving itself rapidly with renewed research generated by the energy crisis. Professional foresters and managers are just now beginning to get a glimpse of the tonnage of material that can be removed annually from these forest lands of ours. The future of the woods industry looks bright with the recognition that we must first look to our resources. This hard look at the forest resource is going to establish the directions in industrial expansion.

(2) Also for the past 50 years we have tended to increasingly look down upon what we refer to as "common labor". This is true not only of woods work, but just about every industry that requires a person to use his hands to earn a living.

This is all wrong and the direction must be turned around. It is being turned around, and a career working in the Maine woods is going to become an honorable profession for our young people to turn to. It's happening in the educational system where the forest industry, forest oriented State Agencies and the educators are, at this time, working on high school level

programs that take a positive approach in acquainting our young people with the Maine forest resource and career opportunities. It is also happening in improved living and working conditions.

There is general recognition in the forest industry that the changes taking place right now are as substantial and far reaching as the time at the end of the last century when Maine went from harvesting the last of the large stands of Eastern White Pine to long term commercial management of the spruce and other hardy Northern species.

The most of my remarks thus far have been directed to the past and the future. For "right now", in the next few years, at least, we are going to need and depend upon, a certain amount of Canadian labor. This should not dismay anyone; we have the necessary State and Federal laws to protect our citizens from discrimination and I know that everyone is prepared to conduct themselves according to these statutes.

It is my considered belief that any attempt to end the availability of Canadian woods workers at this time would seriously hinder the ability of the forest industry to harvest the necessary supply of material.

Let's let changing times take their course, cope with the "short term" problems of the people presently engaged in wood harvesting, but avoid any action that is not in the best economic interests of the state.

The Immigration & Nationality Act, Public Law 414, Section 214 (c) allows use of temporary alien labor as defined under same Act, Section 101 (A) (15) (ii).

Section 214 (A) of the Act delegates to the Attorney General the responsibility for establishing regulations for the admission of nonimmigrant aliens. Section 214 (c) states that "The question of importing any alien as a nonimmigrant under Section 101 (A) (15) (H) in any specific case or specific cases shall be determined by the Attorney General, after consultation with appropriate agencies of the government, upon petition of the importing employer."

The Attorney General, under the aforementioned legislation has designated the Secretary of Labor as the person who must certify in support of each petition for the admission of aliens, that "...qualified persons in the United States are not available and that the employment of the beneficiary, (alien), will not adversely affect the wages and working conditions of workers in the United States similarly employed..."

In Maine, the responsibility for gathering the necessary statistics for the Secretary to issue alien labor certifications has been delegated to the Maine Department of Manpower Affairs. Each petition to admit aliens for temporary work in Maine must originate in the local employment security office serving the area where the work is to be performed. From the local office, the necessary forms are prepared and sent to the state administrative office of the employment service, where they are reviewed for compliance with federal regulations. The state office in turn, forwards completed forms to the Regional Office of the Employment and Training Administration in Boston.

Recently in Maine, the largest number of temporary labor certifications requested have been in the lumbering industry. The apple and potato harvests have made similar use of aliens on a smaller scale. The following data represents usage of temporary foreign labor for those years for which data are available:

WOODS INDUSTRY

APPLE INDUSTRY

POTATO INDUSTRY

1975	810 (Aug.)	314	49
1974	1,442 (Aug.)	316	400
1973	1,465	366	366
1972	1,573*	455 High	512
1971	1,756*	410	843
1970	1,878*	425	1,100
1969	1,907*		
1968	2,762*	440	1,710
1967		418	2,814
1966		358	2,793
1965		298	3,796
1964		400	6,304
1963		419	7,047
1962		403	7,636
1961		382	High 7,737
1960		312	7,300
1959		262	6,800
1958			6,530
1957			
1956			6,090
1955			6,000
1954			5,896
1953			
1952			4,286
1951			1,793
1950			2,210

* Includes N.H., N.Y., Vermont, which have very limited usage

Reductions in the use of temporary alien labor in the lumbering and potato industries are primarily due to mechanization. This is especially true in the potato industry.

Temporary alien woodsmen, potato pickers, and apple pickers are admitted into Maine with (H2) visas. They are nonimmigrants, "Who are coming temporarily to the United States to perform other temporary services or labor, if unemployed persons capable of performing such service or labor cannot be found in this country."

Included in this package are copies of:

1. Code of Federal Regulations, Title 20, Chapter V, Sub-Section 602.10. The Certification Process which outlines the Department of Labor's and petitioning employer's responsibility in the certification process.
2. Code of Federal Regulations, Title 20, Chapter V, Part 620 Housing For Agricultural Workers which specifies certain minimal housing standards that must be met by criteria employers. The Department has a full-time compliance officer who inspects housing on an ongoing basis throughout the year.
3. Master Contract For Woods Employment (French and English). This ensures that the regulations contained in CFR, Title 20, Section 602.10 are adhered to and permits legal recourse to those employees who may have been denied due benefits. Each job opening for which an alien labor certification is requested, generates a job order both within the State of Maine and in selected

states throughout the nation where the Department of Labor suspects a ready labor supply is available. All Americans recruited for these job openings are eligible for all of the rights and benefits contained in the subject Contract.

4.. Waiver of Furnished Chainsaw (French and English)

ensures that each employee will not be denied an opportunity for work because he/she is without equipment. As explained in the cover letter to woods employers, employees must be furnished with a chain saw unless they sign the subject Waiver expressing their desire to use their own equipment.

5. Several letters to woods employers apprising them of changes in policy, emphasizing regulations, and assisting them in complying with regulations are included.
6. U.S. D.O.L. Rate Settings for Cutting Occupations. This table provides data on minimum piece rates that must be paid by employers who use alien woodworkers. The rates are established by surveying the woods industry each year to determine the average rates paid. The average hourly earnings for all occupations surveyed are: 1971 (\$4.00), 1972 (\$4.00), 1973 (\$4.50), 1974 (\$5.20), 1975 (\$6.05). Minimum rates are also established for non-cutting occupations, (See Prevailing Wage and Piece Rates For The Pulpwood and Logging Industry)..
7. Temporary Nonimmigrant Alien Workers, Maine Woods Industry 1970-1975. This table shows the decreased use of alien woodworkers in recent years.

8. Alien Labor Certification, Non-Agricultural 1975. This table includes data on labor certifications for other industries. Occupations ranging from Chinese chefs to biochemists are included in the data. The procedure for certification of these petitions is similar to that of the agricultural and lumbering industry certification procedures.
9. Also attached is a list of complaints against woods employers since 1970 and subsequent resolution of these complaints as a result of our investigations. Please note that names have been deleted to maintain confidentiality.

CERTIFICATION AND USE OF TEMPORARY FOREIGN LABOR FOR AGRICULTURAL AND LOGGING EMPLOYMENT

SEP 22 1970

602.10 The certification processes.

(a) Section 214.2(h) (2) (ii) of the Immigration and Naturalization Service Regulations (8 CFR 214.2(h) (2) (ii)) requires, in support of a petition for the admission of an alien to perform certain temporary service or labor, that

Either a certification from the Secretary of Labor or his designated representative stating that qualified persons in the United States are not available and that the employment of the beneficiary will not adversely affect the wages and working conditions of workers in the United States similarly employed, or a notice that such a certification cannot be made shall be attached to every nonimmigrant visa petition to accord an alien a classification under section 101(a) (15) (H) (ii) of the Act.

The criteria and procedures set forth herein prescribe (1) the conditions under which U.S. workers must be recruited for agricultural or logging employment (except for employment as sheepherders) before a determination of their nonavailability can be made and (2) the terms of employment for both U.S. and foreign workers which will not adversely affect the wages and working conditions of American workers similarly employed.

(b) Agricultural or logging employers including association employers anticipating a labor shortage may request a certification for temporary foreign labor, provided that the employer or the association and those of its members for whom the services of foreign workers are requested, prior to making such a request, have filed at the local office of the State employment service an offer of employment for U.S. workers to fill such employment needs in accordance with the provisions of this section and 602.10a and 602.10b. Such offers of employment, as well as any request for certification for temporary foreign workers, should be filed at the local office in sufficient time to allow the Manpower Administration 30 days to determine the availability of domestic workers, in addition to the time necessary for the employer to secure foreign workers by the date of need if the certification is approved.

(c) Request for certification shall be in writing and describe all efforts made by the employer to obtain U.S. workers to fill the employer's need.

(d) When received, the request for certification shall be forwarded by the local office of the State employment service to the appropriate Regional Manpower Administrator of the Manpower Administration together with information which indicates the extent to which the requirements set forth in this section have been met and a detailed report of labor availability, recruitment efforts undertaken by and on behalf of those requesting the use of foreign workers, and any other information required by the Manpower Administration. The Regional Manpower Administrator of the Manpower Administration may then issue the certification if he finds:

(1) That the employment of such workers will not adversely affect the wages and working conditions of domestic workers similarly employed; and

(2) That reasonable efforts have been and will continue to be made by the Employment Service and the employers to obtain domestic workers at wage rates and conditions of employment no less favorable than those set forth in the regulations in this part, to perform the work for which the services of temporary foreign workers are requested, and for which domestic workers are not available. Reasonable efforts will include, where deemed appropriate by the Regional Manpower Administrator, full use of workers who commute on a daily basis between their residence and the place of employment, the use of the interstate clearance system, full participation in special youth recruitment programs, and the use of other recruitment measures which have produced or are expected to produce effective results.

(e) Certifications will be denied in whole or in part if the findings set forth in paragraph (d) of this section cannot be made or;

(1) Where the employer has been found to have failed without good cause to comply with employment contracts with United States or foreign agricultural or logging workers;

(2) Where the admission of the foreign workers would result in violation of policies of the U.S. Department of Labor governing the referral of workers to jobs involved in strikes or other labor disputes (see 602.2(b));

(3) Where the employer has failed to comply with any applicable requirements of the foreign government whose nationals are involved; or has failed to abide by any applicable State or local labor, health or housing law;

(4) Where, within the period commencing with the filing of the job offer in relation to this or any prior certification and extending so long as foreign workers are employed, the wages and working conditions provided to any foreign or U.S. workers similarly employed have been less favorable than those required to be offered to U.S. workers in accordance with 602.10a and 602.10b;

(5) Where the Immigration and Naturalization Service has notified the Secretary of Labor that the employer has had in his employ a foreign worker who was not lawfully in the United States, unless the employer demonstrates that he did not know, had no reasonable grounds to suspect, or could not by reasonable inquiry have ascertained that the alien worker was not lawfully in the United States.

(f) In any case in which the Regional Manpower Administrator of the Manpower Administration determines after examination of all the pertinent facts that certification cannot appropriately be issued, he shall promptly so notify the employer or association requesting the certification. Such notification shall contain a statement of the reasons on which the refusal to issue a certification is based. (32 F.R. 4570, Mar. 28, 1967)

602.10a Job offers and contracts.

The offers to U.S. workers made in accordance with this section and 602.10(b) shall:

(a) Be in writing (except with regard to workers who commute on a daily basis between their residence and the place of employment) and when accepted shall take the form of a written contract. In lieu of providing individual contracts to workers housed in a labor camp, a master contract shall be posted in a conspicuous place readily accessible to the worker, and each worker shall be given a statement of the terms of employment and the period for which the three-fourths guarantee specified in paragraph (h) of this section is applicable;

(b) Provide for housing for the employees without charge in accordance with the standards issued by the Secretary of Labor as set forth in 602.9. If the prevailing practice in the area of employment is to provide family housing, such housing must be provided;

(c) Provide, at no cost to workers for insurance covering injury and disease arising out of and in the course of the workers' employment where such workers are not covered by workmen's compensation under State law. Such insurance shall provide for the payment of benefits not less than those specified in the table of benefits set forth below:

TABLE OF BENEFITS

Death	\$5,000
Permanent and total disability	3,000
Loss of	
Both hands	5,000
Both feet	5,000
The entire sight of both eyes	5,000
One hand and one foot	5,000
One hand and the entire sight of one eye	5,000
One foot and the entire sight of one eye	5,000
One hand	2,500
One foot	2,500
The entire sight of one eye	2,500

In addition, such insurance shall provide for the payment of expenses for hospital, medicines, medical and surgical attention, and other similar services necessitated by injury and disease arising out of and in the course of the workers' employment. The employer shall be responsible for such medical expenses listed above to the extent that they exceed the amount covered by insurance;

(d) Provide for the furnishing of all tools, supplies or equipment required to perform the duties assigned without cost to the worker;

(e) Permit only the following deductions from wages: (1) Those required by law; (2) those for advances against wages; (3) payment for articles of consumption produced by the employer which the worker has purchased; (4) value of meals supplied by the employer but not to exceed amounts specified in paragraph (f) of this section; (5) overpayment of wages; (6) any loss to the employer due to a worker's refusal or negligent failure to return any property furnished to him by the employer, or due to such worker's willful destruction of such property; (7) deductions for transportation and subsistence costs paid for by the employer as provided in paragraph (g) of this section. The deductions under subparagraph (3), (5), or (6) of this paragraph in each pay period shall not exceed 10 percent of the total wages earned in that pay period. The sum of deductions under subparagraphs (2) and (7) of this paragraph in each pay period shall not exceed 50 percent of the total wages earned in that pay period. At the termination of the work contract, however, or if the worker abandons his work contract, the employer may deduct from such worker's final wage payment any outstanding balance due the employer for deductions permitted by this provision;

3.

(f) Permit no charge by the employer in excess of \$2.55 per worker for furnishing 3 meals per day except where the Manpower Administrator, when evidence submitted to him of average actual cost for a representative pay period supports a greater charge, has approved a charge not to exceed \$3.40 per worker for furnishing three meals per day. Evidence submitted to support meal charges of more than \$2.55 per day should include the cost of goods and services directly related to the preparation and serving of meals. Cost of the following items may be included: food; kitchen supplies other than food, such as lunch bags and soap; labor costs which have a direct relation to food service operations, such as wages of cooks and restaurant supervisors; fuel, water, electricity, and other utilities used for the food service operations; other costs directly related to the food service operation. Receipts and other cost records for the representative pay period should be available for inspection for a period of 1 year;

(g) Require the employer to provide or pay for transportation and subsistence en route from the place of recruitment to the place of employment in those cases where the worker completes at least 50 percent of the contract. The amount paid per day for subsistence en route from the place of recruitment must be at least as much as the amount authorized to be charged each day for meals at the place of employment. An employer who has advanced payment to a worker for the costs of transportation and subsistence en route may deduct such costs from earnings of the worker until the worker has completed 50 percent of the contract period. However, upon completion of 50 percent of the contract period, the worker shall be entitled to reimbursement of the amounts so deducted. If the worker completes his contract, the employer will provide or pay the cost of return transportation and subsistence en route from the place of employment to the place of recruitment, except when the worker is not returning to the place of recruitment and has subsequent employment with an employer who will bear transportation expenses. All transportation provided by the employer will be by common carrier or other transportation facilities which conform to applicable regulations of the Interstate Commerce Commission. Transportation from the worker's on-the-job site living quarters to the place where the work is to be performed will be provided by the employer without cost to the worker. Hourly paid workers shall be paid no less than the adverse effect rate, as provided at 602.10b(a) (1) or 602.10b(c), for all time between arrival at the first work location of the day and departure from the last work location for that day;

(h) Guarantee each worker the opportunity for employment for at least three-fourths of the workdays of the total period during which the work contract and all extensions thereof are in effect, beginning with the first workday after the worker's arrival at the place of employment and ending on the termination date specified in the work contract, or its extensions, if any. For purposes of the work contract, a workday consists of 8 hours of any day except Sunday, New Year's Day, July 4, Labor Day, Thanksgiving, or Christmas. If the worker, during such period, is afforded less employment than required under this provision, the worker shall be paid the amount which he would have earned had he, in fact, worked for the guaranteed number of days. Where wages are paid on a piece rate basis, the worker's average hourly earnings shall be used for the purpose of computing amounts due under this guarantee. In determining whether the guarantee of employment has been met, any hours which the worker fails to work during a workday when he is afforded the opportunity to do so by the employer, and all hours of work performed, shall be counted in calculating the days of employment required to meet this guarantee. If, before the expiration date specified in the work contract the services of the worker are no longer required for reasons beyond the control of the employer (due to an Act of God, such as frost, flood, drought, earthquake, hail, forest fire, or other natural calamity of such character as to make the fulfillment of the contract impossible), and this fact is determined by the Regional Manpower Administrator, the work contract may be terminated and efforts will be made to transfer the worker to other comparable employment. If such transfer is not effected, the worker shall be returned to the place of recruitment at the employer's expense. In either event deductions for transportation and subsistence en route from the place of recruitment to the place of employment made pursuant to paragraph (g) of this section shall be refunded. Whenever the contract is terminated under this provision, the employer shall be responsible for the three-fourths guarantee for the period beginning with the first workday after the worker's arrival at the place of employment and ending with the date the work contract is terminated, and the employer shall pay the worker all other amounts due under the contract;

(i) Require the employer to keep accurate and adequate records in regard to all earnings and hours of employment. Such records shall include information showing the nature of the work performed, the number of hours of work offered each day by the employer and worked each day by each worker, the rate of pay, the amount of work performed, the earnings of each worker, and deductions made from each worker's wages. If the number of hours worked by a worker is less than the number offered, the records shall state the reason therefor. Such records shall be made available at any reasonable time for inspection by representatives of the Secretary of Labor, and by workers or their representatives. Such records shall be retained for a period of not less than 3 years following the completion of the contract. With respect to each pay period, each worker shall be furnished at or before the time he is paid for such pay period in one or more written statements, the following information: His total earnings for the pay period; his hourly rate or piece rate of pay; the hours offered him; the hours worked by him; an itemization of all deductions made from his wages; if piece rates are used, the units produced; and if his earnings were increased pursuant to paragraph (e) of 602.10b, the amount of such increase and the average hourly earnings.

(j) Provide for the payment of not less than the wage rates prescribed in 602.10b.

602.10b Wage rates.

(a) (1) Except as otherwise provided in this section the following hourly wage rates (which have been found to be the rates necessary to prevent adverse effect upon U.S. workers) shall be offered to agricultural workers in accordance with 602.10a(j).

State	Rate	State	Rate
Alabama	\$1.88	Nebraska	\$2.01
Arizona	1.73	Nevada	1.82
Arkansas	1.78	New Hampshire	1.87
California	1.87	New Jersey	1.90
Colorado	1.89	New Mexico	1.67
Connecticut	1.85	New York	1.86
Delaware	1.64	North Carolina	1.78
Florida	1.68	North Dakota	1.93
Georgia	1.84	Ohio	1.78
Idaho	1.87	Oklahoma	1.74
Illinois	1.86	Oregon	1.72
Indiana	1.83	Pennsylvania	1.81
Iowa	1.97	Rhode Island	1.80
Kansas	1.90	South Carolina	1.72
Kentucky	1.85	South Dakota	1.90
Louisiana	1.82	Tennessee	1.86
Maine	1.79	Texas	1.69
Maryland	1.81	Utah	1.83
Massachusetts	1.84	Vermont	1.92
Michigan	1.83	Virginia	1.67
Minnesota	2.00	Washington	1.95
Mississippi	1.78	West Virginia	1.65
Missouri	1.91	Wisconsin	1.95
Montana	1.92	Wyoming	1.72

(2) Piece rates shall be designed to produce hourly earnings at least equivalent to the hourly rate specified in subparagraph (1) of this paragraph for the State in which the work is to be performed and no workers shall be paid less than the specified hourly rate.

(3) If a request for certification made in accordance with 602.10 concerns employment in a State other than one of those listed in subparagraph (1) of this paragraph, the Secretary of Labor will determine the rate necessary to prevent adverse effect upon U.S. workers in that State before the request may be approved.

(b) Where the prevailing rate for a crop activity in an area of employment is higher than the wage rate otherwise applicable under paragraph (a) (1) of this section, such higher prevailing rate shall be offered and paid.

(c) The minimum wage rates to be offered workers in the logging industry shall be the rates prevailing for logging activities or the rates determined by the Secretary of Labor to be necessary to prevent adverse effect upon U.S. logging workers, whichever is higher.

(d) Payment of wages shall be made in accordance with the prevailing practice in the area of employment, but in no event shall the worker be paid less frequently than biweekly.

(e) Upon application to, and approval by, the Secretary of Labor in each case, an agricultural employer may use piece rates which are designed to, and do, produce earnings by his employees engaged in the type of work covered by the job offer or contract, the average of which for the weekly or biweekly period is 25 percent higher than the hourly rates applicable under paragraph (a) of this section for agricultural workers. Should the average of the hourly earnings of such employees fall below this requirement, each worker's earnings for each payroll period within such weekly or biweekly period must be increased by the percentage needed to bring the total average to this requirement.

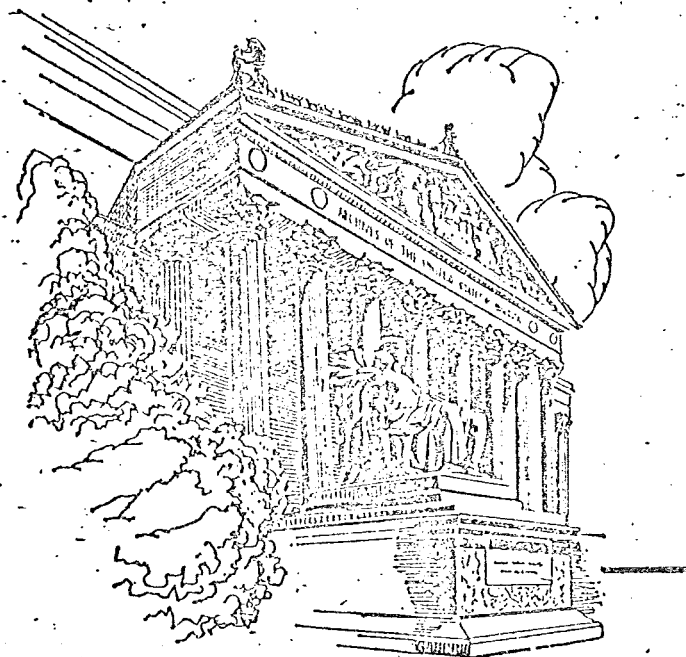
(f) Where both U.S. and foreign workers are engaged in the same tasks, wage rates that favor one such group and thereby discriminate against the other may not be paid.

(8 CFR 214.2(h) (32 F.R. 4571, Mar. 28, 1967, as amended at 33 F.R. 6290, Apr. 25, 1968; 34 F.R. 17770, 11/4/69; 34 F.R. 18299, 11/15/69; 35 F.R. 12395, 8/4/70.

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RULES AND REGULATION

Title 20—EMPLOYEES' BENEFITS

Chapter V—Bureau of Employment Security, Department of Labor

PART 602—COOPERATION OF THE UNITED STATES EMPLOYMENT SERVICE AND STATES IN ESTABLISHING AND MAINTAINING A NATIONAL SYSTEM OF PUBLIC EMPLOYMENT OFFICES

PART 620—HOUSING FOR AGRICULTURAL WORKERS

On pages 10266-10268 of the FEDERAL REGISTER of July 17, 1968, there was published a notice of proposed rule making to amend Chapter V of Title 20 of the Code of Federal Regulations by establishing a new Part 620 and by revising paragraph (d) of 20 CFR 602.9. Interested persons were given 15 days in which to submit written statements of data, views, or argument concerning the proposals. After having carefully considered all matter submitted in response to the proposals, I have decided to, and do hereby, adopt them, effective November 30, 1968, subject to the following changes:

1. Section 620.3 is amended by substituting the words "a Regional Administrator" for the words "the Administrator" in both places where it appears.

2. Paragraph (f) of § 620.17 is revised.

Signed at Washington, D.C., this 25th day of October 1968.

WILLARD WIRTZ,
Secretary of Labor.

1. As revised § 602.9(d) reads as follows:

§ 602.9 Interstate recruitment of agricultural workers.

No order for recruitment of domestic agricultural workers shall be placed into interstate clearance unless:

(d) The State has ascertained that housing and facilities which comply with the provisions of Part 620 of this chapter are available.

(48 Stat. 117, as amended; 29 U.S.C. 49k)

PART 620—HOUSING FOR AGRICULTURAL WORKERS

2. The new Part 620 reads as follows:

EXPLANATION

Sec.	
620.1	Purpose and scope.
620.2	Amendments.
620.3	Variations.

HOUSING STANDARDS

620.4	Housing site.
620.5	Water supply.
620.6	Excreta and liquid waste disposal.
620.7	Housing.
620.8	Screening.

Sec.	
620.9	Heating.
620.10	Electricity and lighting.
620.11	Toilets.
620.12	Bathing, laundry, and handwashing.
620.13	Cooking and eating facilities.
620.14	Garbage and other refuse.
620.15	Insect and rodent control.
620.16	Sleeping facilities.
620.17	Fire, safety, and first aid.

AUTHORITY: The provisions of this Part 620 issued under 48 Stat. 117, as amended; 29 U.S.C. 49k.

EXPLANATION

§ 620.1 Purpose and scope.

(a) The Bureau of Employment Security, Manpower Administration, of the U.S. Department of Labor has established facilities to assist agricultural employers in recruiting workers from places outside the State of intended employment. The experiences of the Bureau indicate that employees so referred have on many occasions been provided with inadequate, unsafe, and unsanitary housing facilities. To discourage this practice the Bureau has established a policy of denying its interstate agricultural recruitment services to employers until the State agency affiliated with the U.S. Employment Service which receives the order for interstate recruitment has ascertained that housing and facilities: (1) Are available; (2) are hygienic and adequate to the climatic conditions of the area of employment; (3) are large enough to accommodate the agricultural workers sought; and (4) will not endanger the lives, health, or safety of workers and their families.

(b) In order to implement this policy, interstate recruitment services will be denied if the housing facilities intended for use by the worker or workers and their families fail to comply (1) with an applicable State or local law or regulation concerning safety, health, or sanitation, or (2) with the minimum standards set forth in this Part 620, whichever is more stringent.

(c) The services of the Bureau will also be denied when there exists an insanitary or hazardous condition not contemplated by applicable State or local law or the standards contained in this part, or where past failures to provide safe and sanitary housing indicate that the employer cannot be relied upon to comply with this part.

(d) In establishing this code, due consideration has been given to short term or temporary occupancy. The standards set forth in this part are minimum standards used to determine whether conditions are so inadequate as to require the Bureau to withhold services generally made available upon request. These standards should not in any way discourage (1) voluntary institution of higher standards by employers or their associations, (2) the institution and enforcement of adequate standards by appropriate authorities for the maintenance of safe and sanitary conditions for workers throughout the period of employment, and (3) the institution and enforcement of more stringent standards

by other governmental agencies with regulatory authority.

§ 620.2 Amendments.

(a) Any interested person may at any time file a petition for a change in the regulations contained in this part with the Administrator of the Bureau of Employment Security, Manpower Administration, U.S. Department of Labor, Washington, D.C. 20510.

(b) Any interested persons and organizations are invited to cooperate with the Bureau of Employment Security by submitting suggestions and requests and to provide information to the Bureau concerning the problems of safety and sanitation in housing for agricultural workers. In addition, the Director of the Farm Labor Service of the Bureau of Employment Security shall have authority to obtain information by calling conferences to which he may invite various persons who have had experience or expert knowledge concerning this matter.

§ 620.3 Variations.

(a) A Regional Administrator of the Bureau of Employment Security may from time to time grant written permission to individual employers to vary from particular provisions set forth in this part when the extent of the variation is clearly specified and it is demonstrated to his satisfaction that (1) such variation is necessary to obtain a beneficial use of an existing facility, (2) the variation is necessary to prevent a practical difficulty or unnecessary hardship, and (3) appropriate alternative measures have been taken to protect the health and safety of the employee and assure that the purpose of the provisions from which variation is sought will be observed.

(b) Written application for such variations shall be filed with the State employment security office serving the area in which the employment is to take place. No such variation shall be effective until granted in writing by a Regional Administrator.

HOUSING STANDARDS

§ 620.4 Housing site.

(a) Housing sites shall be well drained and free from depressions in which water may stagnate. They shall be located where the disposal of sewage is provided in a manner which neither creates nor is likely to create a nuisance, or a hazard to health.

(b) Housing shall not be subject to, or in proximity to conditions that create or are likely to create offensive odors, flies, noise, traffic, or any similar hazards.

(c) Grounds within the housing site shall be free from debris, noxious plants (poison ivy, etc.) and uncontrolled weeds or brush.

(d) The housing site shall provide a space for recreation reasonably related to the size of the facility and the type of occupancy.

§ 620.5 Water supply.

(a) An adequate and convenient supply of water that meets the standards

of the State health authority shall be provided.

(b) A cold water tap shall be available within 100 feet of each individual living unit when water is not provided in the unit. Adequate drainage facilities shall be provided for overflow and spillage.

(c) Common drinking cups shall not be permitted.

§ 620.6 Excreta and liquid waste disposal.

(a) Facilities shall be provided and maintained for effective disposal of excreta and liquid waste. Raw or treated liquid waste shall not be discharged or allowed to accumulate on the ground surface.

(b) Where public sewer systems are available, all facilities for disposal of excreta and liquid wastes shall be connected thereto.

(c) Where public sewers are not available, a subsurface septic tank-seepage system or other type of liquid waste treatment and disposal system, privies or portable toilets shall be provided. Any requirements of the State health authority shall be complied with.

§ 620.7 Housing.

(a) Housing shall be structurally sound, in good repair, in a sanitary condition and shall provide protection to the occupants against the elements.

(b) Housing shall have flooring constructed of rigid materials, smooth finished, readily cleanable, and so located as to prevent the entrance of ground and surface water.

(c) The following space requirements shall be provided:

(1) For sleeping purposes only in family units and in dormitory accommodations using single beds, not less than 50 square feet of floor space per occupant;

(2) For sleeping purposes in dormitory accommodations using double bunk beds only, not less than 40 square feet per occupant;

(3) For combined cooking, eating, and sleeping purposes not less than 60 square feet of floor space per occupant.

(d) Housing used for families with one or more children over 6 years of age shall have a room or partitioned sleeping area for the husband and wife. The partition shall be of rigid materials and installed so as to provide reasonable privacy.

(e) Separate sleeping accommodations shall be provided for each sex or each family.

(f) Adequate and separate arrangements for hanging clothing and storing personal effects for each person or family shall be provided.

(g) At least one-half of the floor area in each living unit shall have a minimum ceiling height of 7 feet. No floor space shall be counted toward minimum requirements where the ceiling height is less than 5 feet.

(h) Each habitable room (not including partitioned areas) shall have at least one window or skylight opening directly to the out-of-doors. The minimum total window or skylight area,

including windows in doors, shall equal at least 10 percent of the usable floor area. The total openable area shall equal at least 45 percent of the minimum window or skylight area required, except where comparably adequate ventilation is supplied by mechanical or some other method.

§ 620.8 Screening.

(a) All outside openings shall be protected with screening of not less than 16 mesh.

(b) All screen doors shall be tight fitting, in good repair, and equipped with self-closing devices.

§ 620.9 Heating.

(a) All living quarters and service rooms shall be provided with properly installed, operable heating equipment capable of maintaining a temperature of at least 68° F. if during the period of normal occupancy the temperature in such quarters falls below 68°.

(b) Any stoves or other sources of heat utilizing combustible fuel shall be installed and vented in such a manner as to prevent fire hazards and a dangerous concentration of gases. No portable heaters other than those operated by electricity shall be provided. If a solid or liquid fuel stove is used in a room with wooden or other combustible flooring, there shall be a concrete slab, insulated metal sheet, or other fireproof material on the floor under each stove, extending at least 18 inches beyond the perimeter of the base of the stove.

(c) Any wall or ceiling within 18 inches of a solid or liquid fuel stove or a stovepipe shall be of fireproof material. A vented metal collar shall be installed around a stovepipe, or vent passing through a wall, ceiling, floor or roof.

(d) When a heating system has automatic controls, the controls shall be of the type which cut off the fuel supply upon the failure or interruption of the flame or ignition, or whenever a predetermined safe temperature or pressure is exceeded.

§ 620.10 Electricity and lighting.

(a) All housing sites shall be provided with electric service.

(b) Each habitable room and all common use rooms, and areas such as: laundry rooms, toilets, privies, hallways, stairways etc., shall contain adequate ceiling or wall-type light fixtures. At least one wall-type electrical convenience outlet shall be provided in each individual living room.

(c) Adequate lighting shall be provided for the yard area, and pathways to common use facilities.

(d) All wiring and lighting fixtures shall be installed and maintained in a safe condition.

§ 620.11 Toilets.

(a) Toilets shall be constructed, located and maintained so as to prevent any nuisance or public health hazard.

(b) Water closets or privy seats for each sex shall be in the ratio of not less than one such unit for each 15 occupants,

with a minimum of one unit for each sex in common use facilities.

(c) Urinals, constructed of nonabsorbent materials, may be substituted for men's toilet seats on the basis of one urinal or 24 inches of trough-type urinal for one toilet seat up to a maximum of one-third of the required toilet seats.

(d) Except in individual family units, separate toilet accommodations for men and women shall be provided. If toilet facilities for men and women are in the same building, they shall be separated by a solid wall from floor to roof or ceiling. Toilets shall be distinctly marked "men" and "women" in English and in the native language of the persons expected to occupy the housing.

(e) Where common use toilet facilities are provided, an adequate and accessible supply of toilet tissue, with holders, shall be furnished.

(f) Common use toilets and privies shall be well lighted and ventilated and shall be clean and sanitary.

(g) Toilet facilities shall be located within 200 feet of each living unit.

(h) Privies shall not be located closer than 50 feet from any living unit or any facility where food is prepared or served.

(i) Privy structures and pits shall be fly tight. Privy pits shall have adequate capacity for the required seats.

§ 620.12 Bathing, laundry, and handwashing.

(a) Bathing and handwashing facilities, supplied with hot and cold water under pressure, shall be provided for the use of all occupants. These facilities shall be clean and sanitary and located within 200 feet of each living unit.

(b) There shall be a minimum of 1 showerhead per 15 persons. Showerheads shall be spaced at least 3 feet apart, with a minimum of 9 square feet of floor space per unit. Adequate, dry dressing space shall be provided in common use facilities. Shower floors shall be constructed of nonabsorbent, nonskid materials and sloped to properly constructed floor drains. Except in individual family units, separate shower facilities shall be provided each sex. When common use shower facilities for both sexes are in the same building they shall be separated by a solid nonabsorbent wall extending from the floor to ceiling, or roof, and shall be plainly designated "men" or "women" in English and in the native language of the persons expected to occupy the housing.

(c) Lavatories or equivalent units shall be provided in a ratio of 1 per 15 persons.

(d) Laundry facilities, supplied with hot and cold water under pressure, shall be provided for the use of all occupants. Laundry trays or tubs shall be provided in the ratio of 1 per 25 persons. Mechanical washers may be provided in the ratio of 1 per 50 persons in lieu of laundry trays, although a minimum of 1 laundry tray per 100 persons shall be

provided in addition to the mechanical washers.

§ 620.13 Cooking and eating facilities.

(a) When workers or their families are permitted or required to cook in their individual unit, a space shall be provided and equipped for cooking and eating. Such space shall be provided with: (1) A cookstove or hot plate with a minimum of two burners; and (2) adequate food storage shelves and a counter for food preparation; and (3) provisions for mechanical refrigeration of food at a temperature of not more than 45° F.; and (4) a table and chairs or equivalent seating and eating arrangements, all commensurate with the capacity of the unit; and (5) adequate lighting and ventilation.

(b) When workers or their families are permitted or required to cook and eat in a common facility, a room or building separate from the sleeping facilities shall be provided for cooking and eating. Such room or building shall be provided with: (1) Stoves or hot plates, with a minimum equivalent of two burners, in a ratio of 1 stove or hot plate to 10 persons, or 1 stove or hot plate to 2 families; and (2) adequate food storage shelves and a counter for food preparation; and (3) mechanical refrigeration for food at a temperature of not more than 45° F.; and (4) tables and chairs or equivalent seating adequate for the intended use of the facility; and (5) adequate sinks with hot and cold water under pressure; and (6) adequate lighting and ventilation; and (7) floors shall be of nonabsorbent, easily cleaned materials.

(c) When central mess facilities are provided, the kitchen and mess hall shall be in proper proportion to the capacity of the housing and shall be separate from the sleeping quarters. The physical facilities, equipment and operation shall be in accordance with provisions of applicable State codes.

(d) Wall surface adjacent to all food preparation and cooking areas shall be of nonabsorbent, easily cleaned material. In addition, the wall surface adjacent to cooking areas shall be of fire-resistant material.

§ 620.14 Garbage and other refuse.

(a) Durable, fly-tight, clean containers in good condition of a minimum capacity of 20 gallons, shall be provided adjacent to each housing unit for the storage of garbage and other refuse. Such containers shall be provided in a minimum ratio of 1 per 15 persons.

(b) Provisions shall be made for collection of refuse at least twice a week, or more often if necessary. The disposal of refuse, which includes garbage, shall be in accordance with State and local law.

§ 620.15 Insect and rodent control.

Housing and facilities shall be free of insects, rodents and other vermin.

§ 620.16 Sleeping facilities.

(a) Sleeping facilities shall be provided for each person. Such facilities shall consist of comfortable beds, cots or bunks, provided with clean mattresses.

(b) Any bedding provided by the housing operator shall be clean and sanitary.

(c) Triple deck bunks shall not be provided.

(d) The clear space above the top of the lower mattress of a double deck bunk and the bottom of the upper bunk shall be a minimum of 27 inches. The distance from the top of the upper mattress to the ceiling shall be a minimum of 36 inches.

(e) Beds used for double occupancy may be provided only in family accommodations.

§ 620.17 Fire, safety, and first aid.

(a) All buildings in which people sleep or eat shall be constructed and maintained in accordance with applicable State or local fire and safety laws.

(b) In family housing and housing units for less than 10 persons, of one story construction, two means of escape shall be provided. One of the two required means of escape may be a readily accessible window with an openable space of not less than 24 x 24 inches.

(c) All sleeping quarters intended for use by 10 or more persons, central dining facilities, and common assembly rooms shall have at least two doors remote separated so as to provide alternate means of escape to the outside or to an interior hall.

(d) Sleeping quarters and common assembly rooms on the second story shall have a stairway, and a permanent, affixed exterior ladder or a second stairway.

(e) Sleeping and common assembly rooms located above the second story shall comply with the State and local fire and building codes relative to multiple story dwellings.

(f) Fire extinguishing equipment shall be provided in a readily accessible place located not more than 100 feet from each housing unit. Such equipment shall provide protection equal to a 2½ gallon stored pressure or 5-gallon pump-type water extinguisher.

(g) First aid facilities shall be provided and readily accessible for use at all time. Such facilities shall be equivalent to the 16 unit first aid kit recommended by the American Red Cross, and provided in a ratio of 1 per 50 persons.

(h) No flammable or volatile liquids or materials shall be stored in or adjacent to rooms used for living purposes, except for those needed for current household use.

(i) Agricultural pesticides and toxic chemicals shall not be stored in the housing area.

[F.R. Doc. 68-13185; Filed, Oct. 30, 1968; 8:46 a.m.]

MASTER CONTRACT FOR WOODS EMPLOYMENT
MUST BE POSTED IN A CONSPICUOUS PLACE IN CAMP

Contract No. N.A.

THIS AGREEMENT made _____ between _____
(Date) (Employer)

and workers shown on camp payroll.
(Employee)

1. During the period from _____ to _____
(Date) (Date)

the employer agrees to employ workers shown on camp payroll at
(Employee)

_____ as a See attached list of classifications
(Location)

said Workers agree that they have the skill and qualifications to
(Employees)

perform the work and that they will perform their duties with care and diligence.

2. The employer guarantees that the opportunity to work will be provided for 75% of the work days of the contract period and any extensions thereof. For purposes of this contract, a work week consists of five (5) days (forty (40) hours), Monday through Friday inclusive, weather permitting, except for July 4, Labor Day, Thanksgiving, Christmas and New Year's Day which shall be considered holidays. Employer reserves the right to designate Monday or Friday as the holiday when the foregoing holidays fall on a Tuesday, Wednesday or Thursday, except for Christmas and New Year's Day. All days of work performed, and all days not worked when opportunity therefor was afforded shall be counted in determining whether this guarantee has been fulfilled, and if not the worker shall be paid the amount he would have earned if he had in fact worked the guaranteed days. In the case of piece rate workers, average hourly earnings shall be used to compute amounts due hereunder. If before the expiration date specified herein the services of the worker are no longer required for reasons beyond the control of the employer, as Acts of God such as snow, forest fires or other natural calamity of such character as to make fulfillment of the contract impossible, this contract may be terminated upon determination of such fact by the Regional Manpower Administrator of the Department of Labor. Upon termination, efforts will be made to transfer the employee to comparable employment, and if such transfer is not effected, the worker shall be returned to his place of recruitment at the employer's expense. In either event deductions made for transportation and subsistence enroute from the place of recruitment hereunder shall be refunded.

3. The employer and the worker understand that when domestic workers are available for jobs in which foreign (non-immigrant) workers are employed that the domestic worker must be given preference over the foreign worker.

4. The employer agrees to furnish the employee sanitary and hygienic lodging facilities in accordance with the standards prescribed in Sec. 602, 9(d), Chapter V, Title 20 of the Code of Federal Regulations, at no cost to the employee.

5. When the worker lives in the employer's camp, except batch camps; the employer agrees to furnish three (3) meals each day to the worker at the rate of \$_____ per day. The worker agrees that the cost of these meals shall be deducted from his earnings.

6. The employer will provide Workmen's Compensation coverage at no cost to the employee in accordance with Maine Revised Statutes Title 39.

7. The employer agrees that not less than the prevailing wage rates shall be paid the employee in conformity with applicable wage rate schedules prepared by the Maine Employment Security Commission, and that time and one-half for hours worked over forty (40) shall be paid in compliance with the provisions of the Fair Labor Standards Act, all to be paid at least bi-weekly.

8. Employees possessing their own chain saws will be paid an allowance in accordance with applicable rate schedules prepared by the Maine Employment Security Commission. If the employee does not possess a saw, employer will assist employee in purchasing same if he so desires; and if he does not, employer will furnish and maintain a saw at no cost to the employee, as well as other hand tools required and not furnished by the employee.

9. The employer agrees to make no deductions from the worker's wages except as follows:

- (a) Those required by law
- (b) Supplies purchased by the employee for his consumption.
- (c) Board, not to exceed amounts specified in Paragraph 5.
- (d) Property of the employer wilfully destroyed or abused by the employee or negligently withheld.
- (e) Overpayments of wages
- (f) Transportation costs as noted below
- (g) Deductions under (b), (d) or (e) shall not exceed 10% of total wages earned during the pay period.

10. Employer agrees to provide or pay for transportation at the rate of 10¢ per mile and subsistence from the place of recruitment to the place of employment when the employee completes 50% of his contract. Any such costs advanced to the worker may be deducted from earnings until he has completed 50% of the contract period but shall thereupon be reimbursed to the employee. Upon full completion of his contract, employee shall be furnished return transportation and subsistence to the place of recruitment. It is understood that common carrier transportation does not exist in the area of employment. Transportation from the worker's on-the-jobsite living quarters to the place where the work is to be performed will be provided by the employer without cost to the worker, in accordance with existing customs and practices.

11. Employer agrees to maintain accurate records of earnings and hours of employment and agrees that the same be available for inspection at all reasonable times by the employees or their representatives, or by appropriate representatives of the state or federal government. Such records shall indicate the nature of the work performed, number of hours worked daily by each worker, rate of pay, amount of work done, earnings, and deductions. Such records shall be retained for a period of not less than three (3) years following completion of the contract. With respect to each pay period, the worker shall be furnished at the time of payment a statement showing his total earnings, rate of pay, hours worked, units produced where piece rates are used, and deductions.

Witnesses:

Worker _____

Contract Number _____

Home Address _____

Company _____

EMPLOIS FORESTIERS
MODELE DE CONTRAT

Afficher de manière apparente dans l'enceinte du camp

Le présent accord est passé entre _____ et les
Employeur

"ouvriers inscrits sur la list de paye du camp" ce _____
Date

1. L'employeur déclare embaucher les "ouvriers inscrit sur la list de paye du
camp" pour le période s'écoulant entre le _____, et le _____
Date Date

au lieu dit _____ en tant que, "voir ici-bas le tableau de
Camp

classification par aptitude professionnells inscrits sur la list de paye du camp.
Classifications

Les ouvriers declare posséder les aptitudes et les connaissance requises pour
accomplir le travail qui leur sera assigné et il s'engage a remplir leur tâche
avec soin et diligence.

2. L'employeur garantit à l'employé la possibilité de travailler 75% des jours
ouvrables de la période du contrat ou de ses extensions. Il est précisé pour les
besoins du contrat qu'une semaine de travail comprend cinq (5) jours du Lundi au
Vendredi, soit quarante (40) heures de travail pourvu que les conditions
météorologiques s'y prêtent et exception faite du 4 Juillet, de la Fête du Travail,
de Thanksgiving, de Noël et du Jour de l'An qui seront considérés comme des jours
fériés. Lorsqu'un de ces jours fériés, à l'exception de Noël et du Jour de l'AN
tombe un Mardi, Mercredi ou Jeudi, l'employeur se réserve le droit de désigner un
Lundi ou un Vendredi pour le remplacer. Le nombre total des jours de travail
ainsi que le nombre des jours chomés par le fait de l'employé serviront à
déterminer si cette garantie a été respectée; dans le cas contraire, l'employé
recevrait le montant des sommes qu'il aurait gagné s'il avait travaillé le
nombre de jours assuré. En ce qui concerne les ouvriers payés à la tâche, un
taux horaire moyen sera utilisé pour calculer le montant des sommes dues. Si pour
des raisons qui échappent au contrôle de l'employeur, ou en cas de force majeure,
neige, incendie ou autre cataclysme de nature à rendre l'accomplissement du
présent contrat impossible avant sa date d'expiration, tel contrat pourra être
résilié avec l'approbation de l'Administrateur Régional du Ministère du Travail
(Regional Manpower Administrator of the Department of Labor). Au terme du
contrat, l'employeur essaiera de recaser l'ouvrier dans un emploi comparable à
celui de ce contrat; si tel transfert était impossible, l'employé serait ramené
à son lieu de recrutement aux frais de l'employeur. De toutes façons, les
deductions qui avaient été faites pour transport et subsistance au cours du
déplacement depuis le lieu de recrutement lui seront remboursées.

Il reste bien entendu par les parties que lorsque des ouvriers résidents se
trouvent disponibles pour les mêmes emplois auxquels des ouvriers étrangers (non
immigrants) postulent, la préférence sera donnée aux résidents.

4. L'employeur s'engage à fournir gratuitement un logement sain et hygiénique conformément aux spécifications du Code Federal (Sec. 602, 9(d), Chapter V, Title 20 of the Code of Federal Regulations).

5. Lorsque l'ouvrier vit dans un camp installé par l'employeur, exception faite des camps volants, celui-ci déclare fournir trois (3) repas par jour au taux de \$ _____ par jour. L'employé accepte que le coût des repas soit déduit de sa paye.

6. L'employeur s'engage à fournir gratuitement à l'employé une assurance contre les accidents (Workman Compensation) conformément aux lois de l'Etat (Maine Revised Statutes Title 39).

7. L'employeur déclare ne pas payer l'employé au-dessous des salaires habituels conformément aux tarifs applicables recommandés par l'Etat du Maine (Maine Employment Security Commission). L'employeur déclare également payer une fois et demie (1½) ce tarif pour les heures de travail au-dessus des quarante (40) heures légales de travail par semaine en accord avec les dispositions des lois sur le travail (Fair Labor Standards Act). Les salaires sont payés au moins toutes les deux semaines.

8. Les ouvriers qui possèdent leur propre scie à chaîne, recevront une compensation conformément aux tarifs rédigés par les Services de l'Etat (Maine Employment Security Commission). Si l'employé ne possède pas de scie l'employeur pourra l'aider financièrement à acheter cet outil s'il le désire; sinon, l'employeur fournira gratuitement une scie en même temps que tous les outils à main nécessaires qui ne sont pas fournis par l'employé.

9. L'employeur déclare n'effectuer de retenue sur les salaires que dans les cas suivants:

- (a) déductions imposées par la Loi,
- (b) achats de produits destinés à l'usage personnel de l'employé,
- (c) nourriture dans les limites indiquées au paragraphe 5,
- (d) destruction ou dommage volontaires ou perte par négligence de la propriété de l'employeur,
- (e) erreur de paiement de salaire,
- (f) frais de transport tels qu'indiqués ci-après,
- (g) les déductions indiquées en (b), (d) et (e) ne doivent pas dépasser 10% du montant total du salaire de la période de travail considérée.

10. L'employeur déclare assurer le transport ou son remboursement à raison de 10¢ par mile, ainsi que la subsistance durant le trajet entre le lieu de recrutement et le lieu de travail à condition que l'employé ait effectué au moins la moitié de son contrat. Lorsque les frais de transport sont avancés à l'employé par l'employeur, ils peuvent être déduits du salaire jusqu'au moment où la moitié du contrat a été accomplie, mais ils doivent être remboursés après ce temps-là. Après que le contrat ait été complètement terminé, l'employé recevra des moyens de transport et de subsistance jusqu'à son lieu de recrutement. Il reste bien entendu qu'aucun moyen de transport en commun n'existe dans la zone d'emploi. Le transport de l'ouvrier entre ses quartiers et l'emplacement de travail est assuré gratuitement par l'employeur conformément aux us et coutumes courants.

11. L'employeur s'engage à tenir un compte exact des salaires et des heures de travail; il déclare que telle comptabilité peut être, à tout moment raisonnable, soumise à l'examen des employés, de leurs représentants ou des représentants accrédités de l'Etat ou du Gouvernement Fédéral. Cette comptabilité comportera la nature du travail accompli, le nombre des heures de travail par jour et par ouvrier, le taux de salaire, la quantité de travail exécuté, les salaires et les retenues. La dite comptabilité sera conservée durant une période qui ne sera pas inférieure à trois (3) ans après la terminaison du contrat. En ce qui concerne les jours de paye, l'employé recevra au moment du paiement un état indiquant son salaire total, le taux de salaire, les heures de travail, le nombre d'unités de travail effectuées en cas de travail aux pièces et les retenues.

Témoins

Ouvrier

Domicile

Compagnie

JAMES B. LONGLEY

~~XXXXXXXXXXXX~~

Governor



State of Maine
Department of Manpower Affairs
Employment Security Commission

Post Office Box 309

20 Union Street

Augusta, Maine 04330

July 28, 1975

EMILIE A. LEVESQUE
Commissioner of
Manpower Affairs

JAMES J. GEORGE, SR.
Commissioner

JOSEPH E. A. COTE
Commissioner

Dear

This is to apprise you of the Department of Labor's findings concerning chain saw allowances.

1. Employers of foreign woodcutters should provide for the furnishing of chain saws and their maintenance without cost to the worker.
2. In the event the worker uses his own equipment, he must sign a waiver to the effect that this action is voluntary on his part and be compensated, based on the findings of the Maine Chain Saw Survey, for the average replacement cost per production unit as listed below:

Pulpwood - tree length	\$.82 per cord
Pulpwood - four foot	\$1.38 per cord
Saw Logs	\$1.93 per thousand board feet

Employers must provide chain saws and their maintenance without cost to all foreign, visa, and domestic cutters by July 28, 1975, or have on file, a Waiver of Furnished Chain Saw, signed by the employee. Each waiver should be witnessed by someone other than the employer or his management personnel.

We have enclosed copies of the Waiver of Furnished Chain Saw in both the English and French languages. Additional copies may be obtained by contacting your nearest office of the Maine Department of Manpower Affairs, Employment Security Commission. Also enclosed is a revised copy of the Prevailing Wage and Piece Rates for the Pulpwood and Logging Industry which lists the new chain saw allowance rates.

Very truly yours,

William R. Malloy
Employment Service Director

NR/gg
Enclosures

Renoncement De Chain Saw Fournie

J'ai l'avis que j'ai le droit de demander que mon employeur (Nom de l'employeur)
me fournisse une chain saw et qu'il doit faire les frais de l'entretien et
du reparage. Je renonce volontairement ce droit et élire d'employer une
chain saw qui m'appartien. Je serai compenser à raison suivantes.

Bois de pulpe - a l'abre	\$.82 la corde
Bois de pulpe - aux quatre-pieds	\$1.38 la corde
Billot	\$1.93 le mille pied

Témoin

Employé

Date



State of Maine
Department of Manpower Affairs
Employment Security Commission
Post Office Box 309
20 Union Street
Augusta, Maine 04330

EMILIE A. LEVESQUE
Commissioner of
Manpower Affairs

JAMES J. GEORGE, SR.
Commissioner

JOSEPH E. A. COTE
Commissioner

September 10, 1975

To: Woods Employers

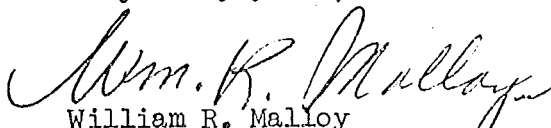
The attached materials are provided for your information. As you know, the Department of Labor's alien certification procedures are complex, and in view of recent publicity concerning Canadian bonded woodsmen, we feel it is of utmost importance for you to know and understand the regulations governing woods employers who employ Canadian bonds.

Included in this packet are letters that you may have received in the past. They are reissued here to ensure that you are aware of the regulations covered therein. Also attached are:

1. Housing For Agricultural Workers regulations.
2. Prevailing Wage and Piece Rates For The Pulpwood and Logging Industry.
3. Certification And Use of Temporary Foreign Labor For Agricultural And Logging Employment regulations.

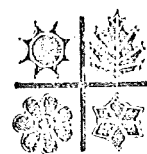
If you have any question concerning any of these items, please feel free to contact your nearest Employment Security Office.

Very truly yours,


William R. Malloy
Employment Service Director

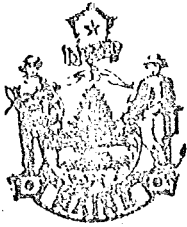
NR/gg

Enclosures



Four seasons for Me.

KENNETH M. CURTIS
Governor



State of Maine
Department of Manpower Affairs
Employment Security Commission

EMILIE A. LEVESQUE
Commissioner of
Manpower Affairs

JAMES J. GEORGE, SR.
Commissioner

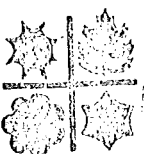
JOSEPH E. A. COTE
Commissioner

This letter is to serve as a reminder that the bonding period is rapidly approaching. In order to facilitate the orderly processing of your request for bonded Canadian woodsmen, either you or your authorized agent have been scheduled to appear in this office on _____ at which time you should have the following information available:

1. In the event that you have
 - a. not reported a satisfactory water analysis during the past year,
 - b. are due for a water analysis within 30 days after the onset of the new period,
 - c. have changed your camp location,you should be prepared to present either a satisfactory water analysis report from the State Department of Health and Welfare or evidence that a sample bottle has been requested from that department.
2. If your insurance coverage is due to elapse within 30 days following the beginning of the new bonding period, you must bring proof that you have requested renewal of your coverage. (As of June 28, 1974, all insurance coverage must be Workmen's Compensation.)
3. If your housing facilities have been changed in any manner or have been moved to a new site, you are required to produce sketches including precise dimensions of each room and the number of beds in each. We, moreover, will require exact directions as to how to reach your new campsite.
4. The employer shall furnish the Maine Department of Manpower Affairs, Employment Security Commission, proof that he has advertised in either newspapers, radio, and/or television in an attempt to fill all positions with local residents.

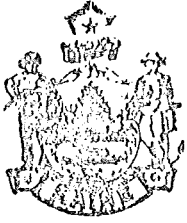
Your cooperation in complying with these instructions will assure expeditious processing of your request.

Very truly yours,



Four seasons for Maine

James B. Longley
Governor



State of Maine
Department of Manpower Affairs
Employment Security Commission

Post Office Box 309
20 Union Street
Augusta, Maine 04330

EMILIE A. LEVESQUE
Commissioner of
Manpower Affairs

JAMES J. GEORGE, SR.
Commissioner

JOSEPH E. A. COTE
Commissioner

June 9, 1975

Dear

This is to advise you concerning advertising requirements which must be met relative to recruiting American woods workers.

In order to ensure that your recruitment efforts reach the largest proportion of Maine residents, we recommend that your ads be placed in the Saturday and Sunday editions of the Bangor Daily News and the Maine Sunday Telegram. These papers have a statewide circulation and will provide ample exposure. In addition, your ads should be placed in the daily editions of the newspaper(s) serving your area. The ads should include the specific title of the position(s) for which you are recruiting.

Please be reminded that regulations governing the certification of temporary foreign labor require that the employer furnish all tools, supplies and equipment. Ads suggesting that ownership of a particular piece of equipment as a condition of employment should be avoided.

If you wish to recruit cutters having their own skidders, please phrase your ads in such a way as to avoid the implication that ownership of a skidder is a prerequisite to hiring. A suggested format might read:

WANTED: . CUTTERS WITH OR WITHOUT SKIDDERS

We trust this information will be helpful.

Very truly yours,

William R. Malloy
Employment Service Director

NR:dk



MAINE DEPARTMENT OF MANPOWER AFFAIRS
Employment Security Commission
Manpower Research Division

U.S. D.O.L. Rate Settings for Cutting Occupations


Activity	May 1, 1971 Through April 30, 1972	May 1, 1972 Through April 30, 1973	May 1, 1973 Through April 30, 1974	May 1, 1974 Through April 30, 1975	May 1, Thro April 3
Pulpwood - Tree Length					
Softwood - Fell, limb, top, skid, and bunch.....	4.60 cd.	4.60 cd.	4.60 cd.	5.75 cd.	6.15
Softwood - Fell, limb, top, skid, and bunch (by mfb).....	None	None	None	None	12.50
Hardwood - Fell, limb, top, skid, and bunch.....	None	5.00 cd.	None	5.50 cd.	5.75
Hardwood - Fell, limb, top, skid, and buck.....	None	None	None	6.20 cd.	None
All Species - Fell, limb, top, skid, and bunch.....	4.50 cd.	None	None	5.75 cd.	None
All Species - Fell, limb, top, skid, sort, and bunch.....	4.85 cd.	5.10 cd.	5.25 cd.	5.38 cd.	6.25
Pulpwood - Right of Way.....	6.85 cd.	7.10 cd.	None	7.25 cd.	8.00
Pulpwood - Four Foot					
Softwood - Fell, limb, top, skid tree length, buck, and <u>not</u> pile.....	6.00 cd.	6.50 cd.	6.00 cd.	7.50 cd.	3.00
Softwood - Fell, limb, top, skid tree length, buck and pile.....	6.50 cd.	6.50 cd.	6.50 cd.	7.50 cd.	8.50
Softwood - Fell, limb, top, buck, and stump pile.....	None	None	None	None	8.00
Softwood - Fell, limb, top, buck, and pile.....	7.11 cd.	None	6.50 cd.	6.50 cd.	None
Softwood - Fell, limb, top, buck, forward in four foot length and pile.....	7.00 cd.	None	None	8.50 cd.	9.25
Softwood - Fell, limb, top, buck, forward in four foot length and pile on pallets.....	None	None	None	None	10.10
Softwood - Fell, limb, top, and buck in four foot length.....	None	None	None	7.50 cd.	None
Hardwood - Fell, limb, top, skid tree length, buck and <u>not</u> pile.....	None	6.00 cd.	6.00 cd.	6.87 cd.	7.50
Hardwood - Fell, limb, top, skid tree length, buck and pile.....	6.50 cd.	6.50 cd.	6.50 cd.	7.50 cd.	8.00
Hardwood - Fell, limb, top, buck, forward in four foot length and pile.....	7.70 cd.	None	None	8.75 cd.	None
All Species - Fell, limb, top, skid tree length, buck and <u>not</u> pile.....	None	None	None	7.00 cd.	7.00
All Species - Fell, limb, top, skid tree length, buck and pile.....	None	None	None	7.00 cd.	7.50
All Species - Fell, limb, top, buck, forward in four foot length and pile.....	None	7.95 cd.	7.95 cd.	None	None
Sawlogs					
Softwood - Fell, limb, top, and buck.....	None	None	None	12.00 mbf	None
Softwood - Fell, limb, top, skid tree length, buck and bunch.....	12.00 mbf	12.00 mbf	12.00 mbf	14.25 mbf	15.00
Softwood - Fell, limb, top, skid tree length, and buck.....	None	None	None	13.00 mbf	16.00
Softwood - Fell, limb, top, skid tree length, and bunch.....	None	12.00 mbf	None	None	None
Hardwood - Fell, limb, top, skid tree length, and buck.....	None	None	None	12.80 mbf	18.00
Hardwood - Fell, limb, top, skid tree length, buck and bunch.....	12.00 mbf	12.00 mbf	12.75 mbf	15.50 mbf	16.00
All Species - Fell, limb, top, skid tree length, and buck.....	None	None	None	None	23.75
All Species - Fell, limb, top, skid tree length, buck, and bunch.....	None	None	17.00 mbf	17.00 mbf	16.00
Hardwood - Selective cutting - fell, limb, top, skid tree length, buck, and bunch.....	12.00 mbf	None	None	None	None
Softwood (tree length) - Fell, limb, top, skid, and bunch (by the cord).....	None	None	None	None	6.25
Sawlogs - Right of Way.....	None	None	None	12.20 mbf	None
Softwood - 48" to 52".....	9.25 cd.	9.25 cd.	9.25 cd.	10.00 cd.	10.00
 veneer Logs.....	25.00 mbf	25.00 mbf	25.00 mbf	25.00 mbf	23.75

MAINE DEPARTMENT OF MANPOWER AFFAIRS
Employment Security Commission

PREVAILING WAGE AND PIECE RATES FOR THE PULPWOOD AND LOGGING INDUSTRY

The following rates will become effective May 1, 1975 in the State of Maine for occupations in the pulpwood and logging industry. These rates are effective from May 1, 1975 through April 30, 1976, serving both certification periods. (May 1, 1975 - October 31, 1975; November 1, 1975 - April 30, 1976)

March 18, 1975
(Date)


Employment Service Director

PULPWOOD - TREE LENGTH

RATE

(01) Softwood - Fell, Limb, Top, Skid and Bunch	6.15 cord
(02) Hardwood - Fell, Limb, Top, Skid and Bunch	5.75 cord
(04) All Species - Fell, Limb, Top, Skid, Sort and Bunch	6.25 cord
(24) Softwood - Fell, Limb, Top, Skid and Bunch	12.50 MEF

PULPWOOD - FOUR FOOT

(06) Softwood - Fell, Limb, Top, Skid tree Length, Buck and not Pile	8.00 cord
(07) Softwood - Fell, Limb, Top, Skid tree Length, Buck and Pile	8.50 cord
(, Softwood - Fell, Limb, Top, Buck, Forward in Four Foot Length and Pile	9.25 cord
(10) Hardwood - Fell, Limb, Top, Skid tree Length, Buck and not Pile	7.50 cord
(11) Hardwood - Fell, Limb, Top, Skid tree Length, Buck and Pile	8.00 cord
(13) All Species - Fell, Limb, Top, Skid tree Length and Buck, not Pile	7.00 cord
(14) All Species - Fell, Limb, Top, Skid tree Length, Buck and Pile	7.50 cord
(25) Softwood - Fell, Limb, Top, Buck and Stump Pile	8.00 cord
(28) Softwood - Fell, Limb, Top, Buck, Forward in Four Foot Length and Pile on Pallet	10.10 cord

SAWLOGS

(15) Softwood - Fell, Limb, Top, Skid tree Length, Buck and Bunch	15.00 MEF
(16) Softwood - Fell, Limb, Top, Skid tree Length, and Buck	16.00 MEF
(17) Hardwood - Fell, Limb, Top, Skid tree Length, Buck and Bunch	16.00 MEF
(18) Hardwood - Fell, Limb, Top, Skid tree Length, and Buck	18.00 MBF
(19) All Species - Fell, Limb, Top, Skid tree Length, Buck and Bunch	16.00 MEF
(20) All Species - Fell, Limb, Top, Skid tree Length, and Buck	23.75 MEF
(23) Softwood (tree length) - Fell, Limb, Top, Skid and Bunch	6.25 cord

(05) Pulpwood - Right of Way-----\$8.00 cord; (21) Boltwood - 48" to 52" ----\$10.00 cord

ALL OTHER CLASSIFICATIONS

CLASSIFICATION	HOURLY RATE	CLASSIFICATION	HOURLY RATE
(40) Bombardier (tractor or skidder opr.)	\$ 4.00	(50) Foreman	4.50
(71) Bombardier (tractor or skidder dr.)		(72) Foreman \$200.00 weekly	
\$4.00 cord		(51) Foreman Assistant	4.00
(75) Bombardier (tractor or skidder dr.)		(52) Grader Operator	4.00
\$225.00 weekly		(54 - 58) Harvester Operator	4.54
(41) Bookkeeper	3.00	(59) Laborer	3.00
(42) Bulldozer Operator (Light)	4.00	(60) Scaler	3.75
D4, TD9 or smaller		(61) Swamper	3.32
(43) Bulldozer Operator (Heavy)	4.00	(62) Striker (Mechanical Equipment)	3.32
Larger than D4, TD9		(63) Truck Driver	3.15
(44) Camp Clerk	3.20	(64) Trailer Truck Driver	3.25
(45) Cook	3.50	(65) Utility Man	3.00
(46) Cook Assistant	2.60	(66) Woods Machine Mechanic	4.05
(47) Cook, Bull	2.50	(67) Woods Machine Mechanic Helper	3.50
(48) Cookee	2.30	(73) Truck Driver \$200.00 weekly	
(49) Crane, Shovel or Hydraulic			
Loader Operator	3.78		

Workers in hourly paid cutting occupations, as well as those in piece rate cutting occupations for which rate findings have not been made, must receive average hourly earnings per payroll period not less than \$ 6.05, the average for all cutting occupations in the survey.

Examples of hourly paid occupations are: Hand feller, Pulpwood Cut-by-the-hour.

This \$ 6.05 rate does not apply for workers cutting in occupations where a rate finding has been made. In that case, the employer need only concern himself with cord rate or MBF rate.

Tools and equipment necessary for job to be furnished by employer or an allowance for use of power chainsaw where owned and used by worker at:

* PULPWOOD - FOUR FOOT ----- \$1.38 per cord

* PULPWOOD - TREE LENGTH ----- \$.82 per cord

* SAWLOGS-----\$1.93 per thousand board feet

* Effective July 28, 1975

TEMPORARY NONIMMIGRANT ALIEN WORKERS

MAINE WOODS INDUSTRY

1970 - 1975

	1975	1974	1973	1972	1971	1970
January	804	1,546	1,593	1,561	1,447	1,841
February	668	1,498	1,418	1,372	1,318	1,750
March	454	1,076	1,026	792	824	1,363
April	299	628	936	792	521	746
May	275	738	1,201	728	802	1,003
June	554	1,242	INA	1,302	1,205	1,413
July	680	1,412	1,514	1,384	1,514	1,502
August	810	1,442	1,465	1,465	1,716	1,759
September		1,326	1,584	1,511	1,599	1,796
October		1,168	1,616	1,529	1,659	1,854
November		920	1,559	1,433	1,556	1,459
December		INA	1,593	1,385	1,610	1,428

INA - Information Not Available

Alien Labor Certifications, Non-Agricultural 1975

Total requested, permanent:	25
Approved:	16
Denied:	6
Pending:	2
Withdrew:	1

Total requested, temporary:	192*
Approved:	102
Denied:	81
Pending:	9

*Canadian Pacific Railroad's request for 141 temporary alien labor certifications contributed significantly to these totals. The Maine Department of Manpower Affairs recommended to the Department of Labor that these requests be denied. As a result of our request and extensive effort to recruit Americans, CPR's original request of 141 was reduced to 65 actual certifications.

NR/gg

<u>Employer</u>	<u>Nature of Complaint</u>	<u>Action Taken</u>	<u>Date</u>
40	Deficient housing	Withholding certification	4/11/74
41	Paying below grade	Backwages paid	4/25/74
42	Laying off domestics	Rehired/other conditions of employment	11/13/74
43	Deficiency housing	Withholding certification	3/26/75
44	" "	" "	3/26/75
45	Paying below grade	Backwages paid	4/24/75
46	" "	" "	4/24/75
47	" "	" "	4/24/75
48	" "	" "	4/28/75
49	" "	" "	5/9/75
50	" "	" "	5/9/75
51	Default on UC contribution	Cancel of certification	5/21/75
52	Refusing to hire domestics	Bonds suspended	5/30/75
53	" "	" "	5/30/75
54	" "	" "	5/30/75
55	" "	" "	5/30/75
56	" "	" "	5/30/75
57	" "	" "	6/2/75
58	" "	" "	6/9/75
59	" "	" "	6/26/75
60	" "	" "	6/26/75
61	" "	" "	6/27/75
62	Referral refused	" "	6/27/75
63	Housing deficiency	" "	8/25/75
64	Deficiency housing	" "	9/19/75
65	" "	" "	9/22/75
66	" "	" "	10/10/75
67	Failure to provide skidder	Bonds suspended	10/23/75
68	Refused to hire domestics	Suspended certification	10/30/75
69	Paying below grade	Backwages paid	10/25/75
70	Refused to hire Americans	Hired Americans	11/4/75
71	Refused to hire	Hired Americans	11/3/75
72	Refused to hire domestics	Domestics hired after talking with ES	11/4/75
73	Wage discrepancies (\$56,534.75)	Audit conducted demanding payback	11/21/75
74	Cancellation of job order after referral	Transportation paid to and from (\$1170)	12/4/75

<u>Employer</u>	<u>Nature of Complaint</u>	<u>Action Taken</u>	<u>Date</u>
01	Paying below grade	Backwages paid	4/16/70
02	" "	" "	4/16/70
03	" "	" "	4/16/70
04	" "	" "	4/16/70
05	" "	" "	4/16/70
06	" "	" "	4/16/70
07	" "	" "	4/16/70
08	" "	" "	4/16/70
09	" "	" "	4/17/70
10	" "	" "	4/17/70
11	" "	" "	4/17/70
12	" "	" "	4/17/70
13	" "	" "	4/17/70
14	" "	" "	4/17/70
15	" "	" "	4/17/70
16	Improper job classification	" "	4/17/70
17	Paying below grade	Backwages paid	5/4/70
18	" "	" "	5/4/70
19	" "	" "	5/4/70
20	" "	" "	5/4/70
21	" "	" "	5/4/70
22	" "	" "	5/4/70
23	" "	" "	5/12/70
24	Deficient housing	Withholding process- ing of certification	11/16/70
25	" "	" "	11/16/70
26	" "	" "	11/18/70
27	Paying below grade	Backwages paid	3/5/73
28	" "	" "	3/5/73
29	" "	" "	3/5/73
30	Deficient housing	Cancel certification	10/11/73
31	" "	Withholding certification	10/25/73
32	" "	Cancel certification	11/6/73
33	Paying below grade	Backwages paid	4/10/74
34	" "	" "	4/10/74
35	" "	" "	4/10/74
36	" "	" "	4/10/74
37	" "	" "	4/10/74
38	" "	" "	4/10/74
39	" "	" "	4/10/74

Data for 1971-1972 not available.

BACKGROUND MATERIALS

10-11-1964

March 1975

A CITIZENS' GUIDE TO UNEMPLOYMENT AND UNDEREMPLOYMENT IN MAINE

A. The Size of the Problem

<u>UNEMPLOYMENT</u>	* % OF LABOR FORCE	NUMBER OF PEOPLE
1. Current Unemployment (Jan. '75)	10.6%	45,600
a. Of which "chronic unemployed" make up 3.6% or 15,500 people		
2. (net) Disguised Unemployed ("dis- courage workers") <u>CONSERVATIVE</u>	1.0%	4,300
 TOTAL UNEMPLOYED	 11.6%	 48,900

<u>UNDEREMPLOYED</u>		
3. Involuntary Part-time Workers <u>Conservative</u> estimate	3.7%	15,900
4. Full-time Workers with Incomes Less than \$5,000 per Year (<u>Conservative</u>)	15.0%	64,500
 TOTAL UNDEREMPLOYED	 18.7%	 80,400
5. TOTAL UNEMPLOYED OR UNDEREMPLOYED	30.3%	129,300

* Civilian labor force estimated at 430,000

B. An Explanation of the Statistics.

1. Current Unemployment: As reported by the Maine Department of Manpower Affairs.
 - a. "Chronic unemployed" figure is derived from the lowest seasonally adjusted unemployment rate of the past three years, namely 5.6% in September, 1973. Of this 5.6% it is fair to assume that roughly 2% are "frictionally unemployed", that is, people moving between jobs and thus not involuntarily unemployed. The remainder, 3.6%, represents the proportion of Maine workers who cannot find jobs, even in the "best of times".
2. The Disguised Unemployment figure represents those people who would be in the labor force except that their view of the chances of landing a job are so pessimistic that they have dropped out of the job search altogether. The US Department of Labor gives an estimate of their numbers as 1% of the labor force. In times of very high unemployment, such as now, this is surely an underestimate.

3. The category of Involuntary Part-time Workers is self explanatory. The figure of 3.7% is for December, 1974, as reported in "Dollars and Sense", No. 4, February, 1975 (The US Department of Labor is the source of the estimate). This figure has been rising rapidly in recent months, and is no doubt higher today than it was in December. It is also probably higher for Maine than for the nation as a whole.
4. Serious employment problems exist not just for the unemployed and for those with part-time work, but also for many families whose members work full-time, but for very low wages. The current "poverty line" for a family of four is \$5,600 (it has risen very rapidly because the current inflation has hit low income families hardest). It seems reasonable to say that the number of workers with incomes of less than \$5,000 per year is an underestimate of the proportion of Maine families who might be called "the working poor". The estimates are for 1973 and come from national figures reported in R. Lerman, "The Public Employment Bandwagon Takes the Wrong Road", Challenge, Jan-Feb. 1975. The fact that Maine income levels ~~xxxxxxxxxxxx~~ are substantially below the national average would seem to imply that the reported figures are conservative.

C. What these Statistics Mean for Maine People

It is obvious that the official unemployment rate, which is terrible, is only the tip of the iceberg. Three out of every ten willing and able workers in Maine has a serious employment problem. And most of this problem won't go away when the official unemployment rate goes back to a more "normal" five or six percent long about 1979 (this is what the national Council of Economic Advisors predicts). In fact, the figures on the preceding page are certainly understated. The proportion of unemployed and underemployed in Maine, using the categories on Page 1, is probably more like 35%. If you think of any income below \$8000 as far too low for full-time workers, then more than half of Maine's workforce has serious employment problems. What kind of political leaders could give anything less than number one priority to grappling with a problem that is so immense?

D. Maine Employment and the National Economy

Twenty-five years ago, economists talked of "full employment" when 3% of the labor force was ^{un}employed; by the 1960's, 4% was considered full employment; and now Ford's advisers have set a target for 1980 of 5.5%! Full employment will mean over five million people out of work! And when that "goal" is achieved, Maine will have an even higher rate of unemployment unless it takes great initiative to combat the problem of not enough jobs (and especially not enough good jobs). It is possible to predict that Maine's unemployment

will be worse than the national rates because it has been consistently worse over the past several years. In "boom times" like 1973, the Maine unemployment rate was about 1% above the national rate. In recessions, like the early 70's and the present, the Maine rate is $1\frac{1}{2}\%$ or $2\frac{1}{2}\%$ higher than the national rate, example: January, 1975, National -8.2%, Maine- 10.6%.

In summary, we not only have a chronically worse employment situation than the rest of the country, but we also suffer worse from recessions

E. Where the Maine Workers are Hurting Worst

People familiar with the Maine economy can make a good guess about the sections of the state and the sectors of the economy where unemployment is worst. The following statistics set out the pattern fairly clearly.

1. Productive sectors with declines in employment between November, 1973 and November, 1974:

<u>Sector</u>	<u>number of jobs lost</u> <u>(from Nov '73 to Nov '74)</u>	<u>% decline</u>
Lumber and wood products	2,300	16%
leather and its products	1,400	7%
food and related products	900	8%
textile mill products	900	10%
contract construction	700	4%
metals and machinery	500	4%

2. National unemployment rates for some of the key sectors in the Maine economy (January, 1975, US Department of Labor)

<u>Sector</u>	<u>Jan. 1975 unemployment</u>
Construction	23%
Textiles	19%
Lumber	18%
Apparel	18%
Paper	11%

Citizens' Committee on the Maine Economy

JOBS NOW!

Maine has enough resources to provide full employment for all her citizens without destroying her natural environment. No Maine man or woman who is willing and able to work should be out of a job.

Yet, in February 1975, unemployment amounted to almost 12 percent of the Maine labor force--about 50,000 people. At least another 80,000 are underemployed--forced to work part time or earning a poverty level income. At least three out of ten Maine workers are out of a job or not earning enough to keep body and soul together.

These Maine people are willing and able to work. But the economy is not providing enough decent jobs. It is not working people who have failed, but the system, run by big business and its government friends--in both Washington and Augusta.

People out of work and working for low wages, are suffering doubly--the cost of necessities for low and middle income people has gone up even more than the cost of living for the rich. The results are familiar. Families are broken-up, men and women lose their self-respect, alcoholism increases, children go without food and decent clothes, sickness is not treated. Furthermore, as the unemployed cut down on their spending the demand for the products of other people's labor declines. Thus, unemployment threatens the jobs of those who are still working.

The experts say that we will face hard times for the next several years. For example, the Ford Administration estimates that the economy will not reach "full employment" until 1980. And their definition of full employment would still leave over five million Americans unemployed! The current proposals of business and government will not solve the problem. Big business is interested in saving its own skin. When their profits drop, giant corporations run to the government for handouts. But they oppose government help for the unemployed. Federal tax cuts and public service employment schemes will re-employ only a fraction of those who have lost their jobs.

Since we cannot depend upon business or the Federal Government to solve the problem, it is up to the people of Maine to come up with their own program.

There are many jobs in our communities that need to be done. Houses need to be built or insulated, waterways need to be cleaned up, the sick and elderly need to be cared for, idle land needs to be put back into production for food, railroad tracks and rural roads need to be improved, public buildings and parks need maintenance and improvement. These are not "make-work" jobs--they are as important as any jobs in the economy. They need to be done and can be done right now.

Furthermore, the decisions about these jobs need not be made by the State bureaucracy. People in their own communities around the state can get together to decide on their own priorities.

The money to finance this program should come not from the low and middle income working people who are having a tough enough time making ends meet. The money should come from those whose income and wealth continues to grow during hard times.

The money to pay for a jobs program could come from:

1. A more progressive income tax on high incomes.
2. A higher corporate income tax.

3. General revenue sharing.
4. New taxes on corporations to discourage wasteful use of resources.
5. Shifting State budget categories to stress programs that generate jobs, particularly through the use of matching Federal funds.
6. Taxes on land speculation.
7. Savings from reduced welfare rolls when the unemployed return to work.

For the longer term, we need to create a self-reliant Maine economy to insure full employment for ourselves and our children. This means bringing the state's economic resources under control of the people. We should no longer allow ourselves and our natural environment to be exploited in the interests of out-of-staters and get-rich-quick Maine schemers. Through democratic control of our economy we can hope to achieve both environmental conservation and full employment. We must consider and discuss:

- public control and ownership of timberland and coastal resources
- public development of energy resources like methanol and the Quoddy tidal project
- local community-owned development of new industry, especially through utilization of renewable resources such as wood products, waste material and marine life
- organization of cooperative and more self-sufficient agriculture
- raising capital for economic investments under public control
- development of mass transportation systems.

To help plan a self-reliant Maine economy, community planning councils should be established and provided with technical aid. Major economic decisions should not be made without the participation of the people whose lives are affected by them.

The Citizens' Committee on the Maine Economy is planning a rally to take place in Augusta in the near future. The purpose is to put the Governor and the State Legislators on notice that it is their responsibility to assure a decent job for every willing and able worker.

The Citizens' Committee is a voluntary group open to any interested Maine citizen. For information write: Citizens' Committee on the Maine Economy, P.O. Box 2066, Augusta, Maine 04330.

March, 1975

STATE OF MAINE

Inter-Departmental Memorandum Date Sept. 19, 1975

To Jobs Committee

Dept. _____

From Jon Hull and Bill Brown

Dept. Legislative Assistants

Subject Drafting Assignments

At the last Jobs Committee, the Legislative Assistants were asked to draft proposed legislation to implement the Jobs Impact Statement and the Governor's Report on Jobs. The following rough drafts are offered for discussion:

1. Jobs Impact Statements.

A. Joint Legislative Order to enact a new Joint Rule, to read as follows:

12B. Employment Impact Statement. Every bill or resolve effecting employment within this state, either increasing or decreasing employment positions in the public or private sector, shall be accompanied by a written statement as to the net gain or loss of employment positions and the reasons therefor.

B. L.D. to be enacted to read as follows:

An Act to Require Employment Impact Statements for all State, County and Municipal Actions.

Be it enacted.....

Sec. 1. 5 MRSA §47, enacted.

§47. Employment Impact Statement.

Every state department, agency, board commission or institution, who initiates any action affecting employment within this state or submits any application or proposal for

federal, state or private funds, shall
issue a written Employment Impact State-
ment to the public at least 30 days prior
to such action or submission. The Em-
ployment Impact Statement shall describe,
at least: the expected impact such ac-
tivity will have on state unemployment
and underemployment; the alternatives to
such activity and their impact on un-
employment and underemployment; and the
reasons for the decision reached. The
Employment Impact Statement shall be
published in the State Newspaper, and
copies shall be available for public
inspection in the State Library and
in the offices of the department,
agency, board, commission or institu-
tion issuing it.

Sec. 2. 30 MRSA §60, enacted.

§60. Employment Impact Statement.

Every county officer shall issue a
written Employment Impact Statement
at least 30 days prior to initiating
any action affecting employment with-
in this state or submitting any pro-
posal or application for, or receiving,
any federal, state or private funds.

The Employment Impact Statement shall at least describe: The expected impact such activity will have on state unemployment and underemployment; the alternatives to such activity and their impact on unemployment and underemployment; and the reasons for the decision reached, The Employment Impact Statement shall be published in at least one newspaper in the county and copies shall be available for public inspection in the county offices.

Sec. 3. 30 MRSA §1906 enacted.

§1906. Employment Impact Statement.

Every municipality shall issue a written Employment Impact Statement at least 30 days prior to initiating any action effecting employment within this state, or submitting any proposal or application for, or receiving, any federal, state, or private funds. The Employment Impact Statement shall at least, describe: the expected impact such activity will have on state unemployment or underemployment; the alternatives to such activity and their impact on unemployment and underemployment;

and the reasons for the decision reached. The Employment Impact Statement shall be published in a newspaper of local circulation, and copies shall be available for public inspection in the municipal offices.

2. Governor's Report.

L.D. to be enacted to read as follows:

AN ACT to require an Annual Governor's Report on Employment and the Economy.

Be it enacted.....

2 MRSA §8, enacted to read:

§8. Annual Report on Employment and the Economy.

The Governor shall, in January of each year, make a report to the Legislature and the people of the state on employment and the economy of this state. The report shall include: data on current employment by industry, and projected employment for the next year and five year period; current unemployment and underemployment and projections for the next year and five year period; estimates of the the number, type, and location of jobs required to reach full employment in the state; activities during the past year that have increased or decreased employment; description of plans and programs to reach full employment; and recommendations for legislation.



STATE OF NEW YORK
DEPARTMENT OF LABOR
STATE OFFICE BUILDING CAMPUS
ALBANY, N. Y. 12201

MANPOWER PLANNING
SECRETARIAT
TELEPHONE: (518) 487-4150


May 27, 1975

Mr. Richard Davies
Box 127
State House
Agusta, Maine 04333

Dear Mr. Davies

Attached is an outline on services
we are providing with our Governors Discretionary
Grant. I will be pleased to provide you with
any other information which you may find useful.

Sincerely yours,



John E. Curtin
Chief Manpower
Programs Coordinator

Attachment
JEC:km

OUTLINE OF PROPOSED FY 1975 GOVERNORS DISCRETIONARY

PROGRAMS AND SERVICES

Statewide Direct Manpower Training - \$1,600,000

The \$1.6 million planned for Statewide Direct Manpower Training will be used to serve those applicants and employers whose training needs cannot be met by CETA sponsors. One million dollars will be used to support an individual referral program in which unemployed and underemployed persons will be referred to approved public and private institutions for occupational training. The remaining funds, \$600,000, will be used to support an on-the-job training program. The statewide program will be particularly valuable in contracting with business and industrial firms with multiple locations which cut across prime sponsor jurisdictions.

Program for Public Offenders and Drug Abusers

Youthful Offenders - \$556,936

The New York State Division for Youth has designed a demonstration program to provide vocational, remedial and occupational training for 80 delinquent and potentially delinquent, non-school returning youth, ages 16-18. Many of the youths are members of minority groups, and all have virtually no opportunities open to them due to their age and circumstances. Enrollees will be selected from those residing at or recently released from Division for Youth facilities.

The Division for Youth plans to subcontract with the YMCA of Greater New York and the Federation Employment and Guidance Service (FEGS) to provide prevocational exploration education and

occupational training. Forty students will participate in a 6 month prevocational exploration and adjustment phase at YMCA centers. They will then receive up to nine months of occupational training in New York State licensed private trade and business schools. The remaining forty youths will undergo diagnostic vocational evaluation and skills training at FECS, a non-profit, nonsectarian, community, vocational and service agency. Enrollee participation will vary from several weeks to a maximum of fifteen months.

The Division for Youth will provide supportive services as follows:

1. client counseling and visitation (on going and crisis intervention)
2. family visitation and counseling
3. medical assistance arrangements
4. psychological or psychiatric referral for family or client
5. welfare assistance arrangements
6. housing assistance-in their facilities or in the community
7. emergency clothing assistance
8. evening remediation
9. tutorial assistance
10. bi-lingual assistance

The YMCA and FECS will be responsible for job placement of the youths in both the private and public sector of the business community. Under MDTA, these agencies were able to achieve an 80% placement record.

Life Skills Counseling Program - \$56,817

The New York State Drug Abuse Control Commission (DACC) proposes to improve the employability of DACC clients through a goal oriented resolution of many problems related to employment through the utilization of a Life Skills Counseling program.

In 1966, Adkins and Wynne presented several reports on youth and work programs in the Bedford-Stuyvesant area of New York City which delineate several limitations of traditional vocational counseling methods with the disadvantaged and suggested structured goal oriented techniques as more applicable. As a result of these studies and his work on the Life Skills Project at Teachers College, Columbia University, Dr. Adkins has developed an alternate method of assisting the disadvantaged in coping with problems which interfere with their vocational development. These developments have resulted in the design of the Life Skills Counseling technique, a four-stage counseling and educational technique aimed at assisting clients in solving problems commonly shared by the disadvantaged enrolled in basic educational, vocational education, or on-the-job training programs. Ten units on employability skills are designed to be used in small groups by a counselor, educator, or paraprofessional trained in LSC techniques and familiar with the problems of the target clientele. After completion of the experimental program, clients will be offered the placement services currently available at any DACC facility.

The LSC Program will be implemented in five DACC rehabilitation facilities on a pilot basis to determine the validity of this approach with the target population and to provide a basis for implementing the program as an integral part of DACC's total

vocational rehabilitation program.

CETA funds will be used to finance the training of DACC staff in LSC techniques and to purchase training equipment. If the project proves successful, DACC hopes to use staff experienced in the pilot project to train additional staff.

Mechanical Training Program - \$43,183

The New York State Drug Abuse Control Commission proposes to institute a program of aptitude testing and mechanical training at the Manhattan Rehabilitation Center for Women.

Traditionally women entering institutional training have been largely restricted to clerical, needlework and food service training. This project will attempt to prepare enrollees for higher paying and perhaps more stimulating mechanical jobs. These jobs are more readily available and offer more opportunities, particularly in the New York City area.

The training period will devote major attention to stimulating mechanical skills and interests through use of hand tools, learning the components of home appliances and how to repair these appliances, and instruction in the basic rudiments of home plumbing and electricity. For those demonstrating interest and aptitude in this area, arrangements will be made through the Office of Vocational Rehabilitation to provide for continued training through education release, OJT, trade and vocational schools, or one of the programs in the New York City School System.

Participants will receive instruction six hours a day for eight weeks. In addition to the specific program content, instruction in related math and physics will be given.

Details of this proposal are under development.

Human Conservation and Skills Development Program - \$43,730

Private Concerns, Inc. (PCI), a non-profit corporation sponsored and supported by State funding and The Edna McConnell Clark Foundation, has proposed a project which involves orientation, counseling, education and precision tools skills training for fifteen correctional inmates. Fifteen enrollees will be selected from State correctional inmates eligible from the State Temporary Release Program. Training will occur at the Joseph Bulova School of Watchmaking in New York City. Upon successful completion of training enrollees will be paroled or, in whatever manner, released into an employment situation which has been developed by either Private Concerns or Bulova.

PCI is both a new and unique organization. Its purpose is to assist business and labor in their involvement in ex-offender employment. PCI's professional services include research, program development, administration, and evaluation of business, labor, government and community organizations. PCI's responsibilities under this proposal will include: overall program coordination, project administration and technical assistance, program evaluation, fiscal accountability and reporting, and job placement.

State Correction officials will seek out and supply qualified enrollees and assist in overall project coordination. Bulova Training School officials will supply a comprehensive training program inclusive of individualized study courses, vocational counseling, diagnostic vocational evaluation and reporting, vocational placement, and on-site medical and physical therapy.

- 6 -

Due to the severe disadvantages faced by physically handicapped offenders in seeking employment, special emphasis will be placed on recruiting such offenders as enrollees. The Bulova school is physically designed to accomodate trainees with any type of physical handicap, and the training itself is individualized to suit the unique requirements and needs of enrollees. Females will also be actively recruited.

Other Proposals for Offenders - \$223,536

Several agencies, public organizations and one private trade school have announced their intention to submit proposals for programs for offenders. Staff is in the process of soliciting and reviewing these proposals.

Special Programs and Services for Rural Areas

Operation Hitchhike - \$100,000

\$100,000 is planned for the establishment of a second Operation Hitchhike Program in New York State. Currently Operation Hitchhike is successfully operating in Schoharie County. The basic purpose of this program is to hitch employment services onto the program of a county Cooperative Extension service, utilizing its experience and established relationships with rural residents. The second Hitchhike program will be established in a county which does not have an Employment Service office.

The Labor Department will provide direct services to the county residents including interviewing, screening, counseling, testing, training, job development, job referral, job placement,

employer relations, occupational analysis, industrial services, labor market information and other community services. Cooperative Extension, with the technical backup of the faculty staff of Cornell University, will provide leadership in organizing and establishing: the local advisory committee, educational seminars and workshops for management, labor and high school students, an intensive public relations/information campaign to build awareness of the program and establish through Outreach Stations, a county-wide network to deliver manpower services.

Determination of the location of the second Hitchhike office will be made jointly by the Department of Labor, Cooperative Extension and Operation Hitchhike Executive Committee with membership from Cornell's Colleges of Human Ecology, Agriculture and Life Sciences, and School of Industrial and Labor Relations. The exact nature of the program at the local level will reflect local needs as identified in cooperation with the county manpower planners and advisory committee.

Green Thumb - \$105,000

Green Thumb is a multi-service program involving work activities for the chronically unemployed and underemployed rural elderly poor. In the past this federally funded program has operated in fourteen counties in New York.

In order to encourage the expansion of this program into other rural counties in New York, an agreement was made with the Director of Green Thumb, Inc. to match Discretionary money, county Title I money and Green Thumb money on a 1/3, 1/3, 1/3 basis in several counties. To avoid the difficulties connected with differing

bookkeeping and programmatic regulations, CETA money will not be mingled with Green Thumb money. Discretionary money will be allocated to the participating counties to use in conjunction with their Title I monies, and it will be the responsibility of these counties to plan, administer, report and maintain fiscal accountability for these funds. Green Thumb, Inc. will provide foremen for each crew paid out of CETA funds and will meet with county officials to explain and help establish this portion of the program. Green Thumb, Inc. will have sole responsibility for administering their one-third of the program, although work sites and enrollees will be selected by the county manpower planners.

A priority list of counties was determined on the basis of three factors:

1. number of persons aged 60 and over as a percent of the total county population
2. number of persons aged 60 and over in that county as a percent of the sum of all persons aged 60 and over in other eligible counties
3. percent of persons over age 65 with income under the poverty level

Due to the difficulties involved with properly monitoring geographically dispersed Green Thumb programs, final selection of participating counties was also dependent upon the feasibility of conducting periodic visitations by Green Thumb personnel. Seven of the nine Balance of State counties which were offered an opportunity to participate have agreed to do so. Broome County, a prime sponsor under CETA, has asked to participate as well.

While the specific projects in each county will differ, in general, enrollees will be employed 24-30 hours per week in community service jobs designed for the betterment or beautification of the areas served. Supportive services will include health examinations,

liability insurance, counseling and referral guidance for enrollees and their families. An education and training program will be designed to orient enrollees to their job assignments, to provide technical skills that are necessary for a more meaningful citizenship, acquaint them with services and benefits available to them and other low-income citizens, and assist in preparing them for full-time employment. This will also include exploring the possibilities of arranging adult basic education for enrollees where necessary. The training program will include topics such as nutrition, personal health care, consumer education, etc. Training will be held on regular working days.

Skyhook - \$40,000

Washington County proposes to establish a pilot experimental project called Skyhook which will create job opportunities through a new approach to the production of traditional handicrafts. The specific goals of the program are to encourage environmentally and economically sound use of Washington County natural resources, foster a greater appreciation, interest and use of Washington County produced products, promote documentation and training in traditional county craftsman jobs, and train and sustain persons with employment handicaps.

Training and work experience for the fifteen enrollees will encompass the fields of woodworking, slate products, leather working, tinsmithing, and pottery. Supportive services will include transportation, medical exams, formalized training by local craftsmen and/or BOCES, and appropriate and as needed services from the local departments of Mental Health, Alcoholics Anonymous, and Office of Vocational Rehabilitation.

The program will aim toward establishing a partially or totally self-sustaining Folk Center. Enrollees will be absorbed into the Folk Center or into one of the local Skyhook satellites. A portion, hopefully, will become self-employed.

Start up costs for the first year will approximate \$114,000. Washington County will support seventy percent of the costs with CETA Title II funds. The Governor's Discretionary fund will be applied to administrative training and equipment costs.

Special Programs for Indians - \$80,000

The Seneca Nation of Indians has proposed three projects which will serve reservation and off reservation Indians in nine central and western New York counties.

The first project will enable the continuation for one year of an outreach employment service office on the Allegany reservation. This office was established on an experimental basis early in 1974 with Employment Service funds to combat some of the problems which have resulted in underutilization of the employment service by Indians. These problems include lack of transportation, lack of knowledge of services available, and lack of trust in State and Federal governmental services.

\$16,600 will provide salary and operating expenses for one full-time employment service representative to conduct employment interviews, make job referrals, and perform other employment office functions. The position will be filled by an Indian who will receive technical assistance and/or training as necessary from the Buffalo employment service office.

The second project will require \$20,000 to conduct a survey

of reservation and off-reservation Indians with regard to their manpower and employment needs. The survey will be developed, conducted, and analyzed by Indians with technical assistance from the New York State Department of Labor. This survey will also attempt to measure the severity of the undercount of Indians suspected to exist in census data. An accurate count of Indians is vital to ensure a fair share of CETA funds are allocated to Indians during the coming fiscal years.

The remaining \$43,400 will be used for an experimental project designed to create job opportunities in traditional Indian handcrafts. This project, like the Washington County Skyhook proposal, will aim toward establishing a self-sustaining craft center and toward assisting a portion of enrollees in becoming self-employed.

A small craft factory currently operates on the Allegany Reservation. The requested funds will be used to expand the operation to or near the Cattaraugus Reservation. Professional Indian artists at the craft center will provide supervision and on-the-job training in a variety of traditional Indian crafts, many of which have been neglected or ignored in recent years. Thus, in addition to providing job opportunities, the project will help to revitalize appreciation in the culture and arts of the Indians in New York State.

Programs for Students

State University Construction Fund Summer Internship
Program - \$10,000

The State University Construction Fund proposes to continue

a program conducted in 1973 and 1974 to assist minority and disadvantaged student architects and engineers by providing them with temporary employment during a twelve-week period in the summer of 1975. The program developed not only from the Fund's need for temporary manpower, but also from a recognition of the severe shortage of minority architects and engineers in the State of New York and throughout the United States.

In the course of their employment, ten enrollees will work in the Albany central office or on Fund construction sites at different university campuses. Work assignments will be developed prior to admission to the program and will directly reflect the needs of the Fund. Students in Albany may update campus base maps for the Fund's campus planning group, work with contract documents for the budgeting group, review programs for the campus development group, or carry out planning projects for the Manager of Marketing and Research. Assignments in the campus offices will vary from surveying and correcting field problems, updating and coordinating architectural drawings, inspecting and verifying contractor performance, and processing change orders.

After students have spent ten weeks with the Fund, they will become eligible for placement with private architectural firms having contracts with the Fund. Students accepted by such firms will be paid by the firms. The Fund's objective is to expose these students to prospective employers. Thus through this two-pronged approach, the Fund's program will provide experience as government architects and engineers as well as valuable experience in the private sector.

Enrollees will be selected by the Fund in consultation with representatives from Howard University, Tuskegee Institute and Rensselaer Polytechnic Institute. The fund will make routine

evaluations of the students' work and on the basis of such evaluations, make recommendations for employment with private firms.

Funds requested for this project will be applied totally toward enrollee salaries.

Summer Internship at the New York State Department of Transportation - \$15,000

A project similar to that proposed by the State University Construction Fund has been proposed for ten summer internships at the Department of Transportation. Details have not been developed as yet.

Public Service Training and Work Experience

Manpower Training and Career Development Program - \$400,000

The New York State Department of Mental Hygiene proposes to develop and implement a new mental health manpower training program for the recruitment, selection, training and employment of approximately 100 disadvantaged persons to assume new job functions and responsibilities with promotional opportunities, career development and college credits.

Enrollees will be trained to assume clinical, consultative and administrative program responsibility. A three month training cycle which includes classroom work, field practicums, and remedial training will lead to a nine month period of personal and job counseling relevant to promotional upgrading and career development.

The nine month counseling phase is viewed as critical by Department of Mental Health staff in overcoming the problems of low socioeconomic minority groups which act as deterrents to job function

and career success. The Department's existing career ladders, inservice training programs and staff development plans are insufficient to meet the multi-problem needs of the manpower pool expressing interest or career potential in mental health.

CETA funds will be used to meet administrative costs for one year and for trainee salaries during the initial three month period. Although vacancies and normal turnover rates should guarantee sufficient permanent employment opportunities in Mental Hygiene facilities, project trainees will be given priority consideration.

An evaluation to be conducted by the Department of Mental Health will test the assumptions of the project that:

1. training makes a difference in job performance, promotional upgrading and career development;
2. trainees will more seriously consider mental health or related human services for career development; and,
3. new job functions, working relations and peer consultation will bring about improved patient care, organizational change and personal satisfactions.

Stenographer, Typist, DMT Program - \$128,094

The New York State Department of Civil Service proposes to provide stenography, typing and dictating machine transcription training for fifty trainees at the Harlem State Office Building. The project will involve two consecutive twenty week training cycles each consisting of twenty-five enrollees. Sixteen weeks of classroom training will be followed by a four week internship designed to bridge the gap between the classroom and the world of work. Trainees will receive allowances of \$60 per week with required adjustments as necessary for welfare or unemployment insurance recipients.

Supportive services will include personal and vocational counseling for a period of ten months. The thrust of counseling will be to assist the trainee in performing satisfactorily on the job and to enhance career development by systematically removing personal barriers hindering performance and advancement.

Every effort will be made to place, in the public sector, those enrollees successfully completing the program and passing the necessary Civil Service examination. The Civil Service Department will attempt to secure jobs in the private sector for candidates unable to pass the Civil Service examination.

Steno Training Program - \$45,963

A steno training program has been designed through the joint cooperation of the New York State Department of Health and the New York State Department of Civil Service. A special steno pool will be established at the Albany Office of the Department of Health to provide on-the-job training as a follow up to formalized instruction (received off the job) and intensive personal counseling to five disadvantaged persons.

Trainees will receive formalized training as well as on-the-job training. Formalized instruction will include an orientation to State Government and the necessary occupational skills training needed for the Stenographer position. Arrangements will be made with the Albany Occupational Learning Center and the Hudson Valley Community College Center to provide specific instruction in Steno-Typist skills and reading comprehension and vocabulary building.

Trainees will be appointed as temporary State employees during the training period. Upon successful completion of the program and passing of the New York State Civil Service Exam, enrollees will be hired as permanent employees of the Department of Health. Those who do not pass or are not reachable on Civil Service lists will be assisted in securing placement in the private sector, commensurate with their skill level.

The majority of CETA funds will be used to pay enrollee salaries and fringe benefits at the SG-5 level.

Tax Compliance Agent Trainee I Program - \$93,526

The New York State Departments of Taxation and Finance and Civil Service require additional funding to complete an affirmative action program entailing the training of disadvantaged persons for Tax Compliance Agent positions in districts with large minority populations. This program was developed and initiated with State and Federal funding which will run out in December, 1974 - eight months prior to completion of the training phase.

On-the-job training for eleven trainees will be supplemented by classroom training to provide remedial education where required, communication skills training, office practices, techniques of work planning, the Tax Law as it relates to Tax Compliance Agents, procedures and forms used to process tax collection cases, and other training required of Tax Compliance Agents. Trainees successfully completing the Trainee I program will advance to a Tax Compliance Agent Trainee II program which leads to permanent appointment at the SG-12 level.

Supportive services include a continuous personal and

vocational counseling program designed to assist the trainees perform satisfactorily on the job and to enhance career development.

The Department of Tax and Finance will support fifty percent of the trainee's salaries and fringe benefits. The remaining salary and fringe costs as well as administrative costs will compose the bulk of CETA charges.

Wastewater Treatment Training Program - \$65,000

The New York State Department of Environmental Conservation proposes to supplement its existing and separately funded training activities for wastewater treatment plant operators with an in-depth on-the-job training program and a special tutoring program. Operator instructors will reinforce the technical knowledge provided in the classroom to 150-200 trainees by instructing in the practical skills required of operators of wastewater treatment plants. An engineer-instructor will tutor another 75 trainees participating in an independent study Field Training Course. The operator-instructor will spend between 10 and 30 hours with each trainee. Approximately 20 hours will be spent under the tutelage of the engineer-instructor.

Trainees for the most part will be referred to the training program by their employers, Local Public Health Engineers or Regional Engineers of the Department of Conservation. Selection of trainees will be based on requirements of the regulations pertaining to State certification, with the exception that individuals who do not possess high school diplomas or equivalency certificates will be admitted with the understanding that they cannot be certified until this requirement is met. The engineer-instructor and operator instructors will counsel and advise such applicants where this is advisable.

Special Programs and Services for Migrant Workers - \$200,000

The Geneseo Migrant Center, Wayne County, Suffolk County and Program Funding, Inc. have received confirmation of their prime sponsorship for CETA Title III funding to provide programs and services to migrant workers. Due to the severity of migrant worker needs and the comparatively minimal funds available to these prime sponsors for migrant worker programs, it is proposed that \$200,000 from the Governor's Discretionary Fund be used to supplement the Title III activities. Details of specific allocation levels, enrollment levels and program activities have yet to be determined.

Information Development and Technical Assistance

Manpower-Human Resource Development Courses - \$32,940

The Institute for the Development of Manpower Specialists at the State University of New York at Buffalo proposes that three experimental courses in manpower and human resources development be conducted at Buffalo. Two courses, Manpower Project Monitoring and Program Evaluation, and Improving the Political Dimensions of Human Resource Development, will be two semesters in length. The third course, the Delivery of Manpower Services to Reservation Indians, will be one semester. Each course will be followed by a two or three day workshop which will be open to manpower practitioners in Region II. Recommendations and other outputs from the courses will be shared on a broad basis with prime sponsors and subcontractors at these workshops.

Course formats will be innovative. The emphasis will be on

experimental learning in which the course content is related at a practical level to the types of situations and problems encountered by students in their roles as planners, operators, administrators, political leaders, etc. In the first two courses students will be individuals employed by prime sponsors and manpower agencies in Western New York and a few graduate students who will enable an ongoing student-practitioner dialogue. Instructors will utilize resource persons from the state, regional and national level as guest lectures on an as needed basis. Students will produce written reports applying course material to their specific situations. Instructors will produce material appropriate for the workshop, e.g., the principal objective of the course on monitoring and evaluation will be the development of a model evaluation and reporting system which can be implemented statewide.

The seminar on delivery of services to Indians will be offered as an undergraduate program for tribal leaders and manpower planners for Indian populations. The course will be less structured than the other two and will encourage representatives from the various reservations to meet on a regular basis, explore common problems, and discuss the barriers hindering intertribal cooperation. The net result will hopefully be a more unified attitude toward manpower planning and a more cohesive approach toward resolving the employment needs of reservation Indians.

Each course will be taught on a team basis utilizing the services of a manpower practitioner as well as a University faculty member.

Research and Statistical Assistance - \$300,000

The New York State Department of Labor proposes to supplement its research and statistical assistance currently available to prime sponsors and manpower planners in New York State with provision of hiring specifications and demand occupation data.

At the present time, hiring specifications -- wages offered, scheduled hours per week, educational requirement -- based on orders received from employers by the Employment Service, are produced on a semi-annual basis for the Long Island area. No cross tabulation is prepared at this time, i.e., wage rates by experience, or wage rates by educational requirements or wage rates by scheduled hours per week.

There has been widespread interest in obtaining these data. With modification and refinement these data could be developed for each Job Bank area in the State. It is proposed that semi-annual publications of data be prepared for each area.

Developmental work is needed to establish criteria which would be effective in identifying those occupations in which substantial amounts of hiring takes place or for which employers express a substantial need. Additional criteria are also needed to measure the degree to which employers are having difficulty filling openings due to a lack of qualified applicants. With the available CETA funds, these criteria can be established, shortages and surpluses can be identified, and an analysis of causes leading to demands or shortages can be investigated.

Technical Assistance - \$150,000

The New York State Department of Labor estimates that

\$150,000 will be needed to supply technical assistance to prime sponsors and manpower planners in the state. Such assistance will be provided on an as requested basis. It is anticipated that technical assistance may be requested in a variety of planning, operating, administering and evaluating situations.

National Association of Counties - \$10,000

The National Association of Counties (NACO) provides a variety of technical assistance and informative aides to county manpower planners and program operators. These services include special conferences as well as publication of an excellent monthly news and training publication. NACO estimates its services to Balance of State Counties in New York will excede \$8,000 in FY 75. The \$10,000 allocation from the Governor's Discretionary Fund will meet NACO's estimated costs without requiring Balance of State counties to subtract funds from their Title I and II grants.

Administration and Miscellaneous Fiscal Reserve - \$303,038

It is recommended that the balance of \$303,038 from the Governor's Discretionary Fund be reserved for miscellaneous administrative and activity costs which cannot be identified at present, but which will likely occur as programs are implemented.

PERSONNEL MONITORING

The attached proposal for \$69,613 from the New York State Department of Civil Service provides for the creation of a unit to monitor all local manpower programs in prime sponsor and Balance of State areas from a personnel viewpoint. Because this function directly relates to the responsibilities of the State Manpower Services Council, it is recommended that this proposal be funded out of the 1% State Manpower Services Council Grant. Staff will be housed in the Labor Department to bring about a closer allignment of staff activities with those of the several Manpower Planning Secretariat field staffs.

GOVERNOR'S DISCRETIONARY FUND

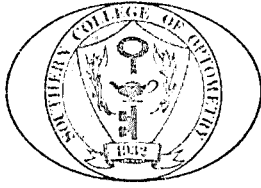
TYPE OF ACTIVITY	SPONSOR	AREA SERVED	EXPECTED FUNDING LEVEL	ENROLLMENT	PROGRAM DESCRIPTION
Statewide Direct Manpower Training	NYS Dept. of Labor	Statewide	\$ 1,600,000	INA	Statewide individual referral and on-the-job training
Programs for Public Offenders and Drug Abusers	NYS Division for Youth	New York City, Nassau, Suffolk, Westchester, and Orange Counties	556,936	80	Vocational guidance, counseling and occupational training for youthful offenders
	NYS Drug Abuse Control Commission	Statewide (Training in Buffalo, Yonkers, N.Y.C.)	56,817	225	Life Skills Counseling Program
	NYS Drug Abuse Control Commission	Statewide (Training to occur in New York City)	43,183	INA	Mechanical aptitude test and development for female drug abusers
	Private Concerns, Inc.	Statewide (Training to occur in New York City)	43,730	15	Training in watch repair and precision tool skills for public offenders; training site: Joseph Bulova Training School
	INA	INA	223,536	INA	Proposals in process of submission
Special Programs and Services for Rural Areas	NYS Dept. of Labor	INA	100,000	NA	Establish Operation Hitchhike in county where no or only limited employment services are available.
	Jefferson County	Jefferson County	15,000	5	Expansion of Green Thumb and/or similar programs for older workers into rural areas without established Green Thumb programs
	Franklin County	Franklin County	15,000	5	
	Cayuga County	Cayuga County	15,000	5	
	Columbia County	Columbia County	10,000	3	
	Greene County	Greene County	10,000	3	
	Sullivan County	Sullivan County	15,000	5	
	Broome County	Broome County	15,000	5	
	Seneca County	Seneca County	10,000	3	
	Washington County	Washington County	40,000	15	Experimental program of On-the-job training in assorted craft fields

TYPE OF ACTIVITY	SPONSOR	AREA SERVED	EXPECTED FUNDING LEVEL	ENROLLMENT	PROGRAM DESCRIPTION
Special Programs for Indians	Seneca Nation of Indians	Cattaraugus, Chautauqua, Erie, Monroe, Niagara, Orleans, Livingston, Wayne and Ontario Counties	\$ 80,000	INA	Three projects are under consideration: an outreach employment service office on the Allegany Reservation; a survey of manpower needs among reservation and urban Indians; an experimental on-the-job training program in assorted craft fields
Program for Students	State University Construction Fund	Statewide (Jobs to be located in Albany or other field offices as appropriate)	10,000	10	Summer Internships in Architecture and Engineering for minority students
	NYS Dept. of Transportation	Statewide (Jobs to be located in field offices as appropriate)	15,000	10	Summer Internships in Architecture and Engineering for minority students
Public Service Training and Work Experience	NYS Dept. of Mental Hygiene	New York City, Buffalo	400,000	100	On-the-job training and counseling for entry level hospital aides
	NYS Dept. of Civil Service	New York City	128,094	50	Classroom training and counseling for Stenographer-Typist-DMT at Harlem State Office Building
	NYS Dept. of Civil Service	Albany	45,963	5	On-the-job training and counseling for Stenographer at NYS Department of Health
	NYS Dept. of Civil Service	New York City, Buffalo, Rochester	93,526	11	Training for Tax Compliance Agents at NYS Department of Taxation and Finance
	NYS Dept. of Environmental Conservation		66,940	225-275	Classroom and on-the-job training for Wastewater Treatment Plant Operators

TYPE OF ACTIVITY	SPONSOR	AREA SERVED	EXPECTED FUNDING LEVEL	ENROLLMENT	PROGRAM DESCRIPTION
Special Programs and Services for Migrant Workers	Geneseo Migrant Ctr.	Livingston County Wyoming County Ontario County Yates County	\$ 200,000	INA	Supplemental funding to sponsors of Title III to provide services to migrant workers
	Wayne County	Wayne County			
	Suffolk County	Suffolk County			
	Program Funding, Inc.	Western, southern and central New York State			
Information Development and Technical Assistance	State University of New York at Buffalo	Western New York State	32,940	NA	Two graduate level courses for prime sponsors and program planners in manpower; one college level course for Indians in Indian man- power planning and coordination
	NYS Dept. of Labor	Statewide	300,000	NA	Research and statistical assis- tance to manpower planners and coordinators
	NYS Dept. of Labor	Statewide	150,000	NA	Technical assistance to manpower planners and coordinators
	National Association of Counties	Balance of State	10,000	NA	Technical assistance to manpower planners and coordinators
Administration and Miscellaneous Fiscal Reserve			303,038		
		GRAND TOTAL	\$ 4,604,703		
		INA - Information Not Available NA - Not Applicable			

southern college of optometry

SENATOR HICHENS
SENATE CHAMBER
AUGUSTA - MAINE



SPURGEON B. EURE, O.D.
PRESIDENT

May 14, 1975

Senator Walter H. Hichen, Co-Chairman
Representative Harlan Goodwin, Co-Chairman
Health Institutional Services Committee
State House
Augusta, Maine 04330

Dear Co-Chairmen:

Recently, it has come to my attention that you have pending a bill providing the right of optometrists to use diagnostic drugs, and thereby increase their efficiency as a primary point of entry into our health care system. Mr. Colin Richard Robinson of Charleston, Maine, soon to be Dr. Robinson, will be graduating from this College on June 6 of this year. Enclosed you will find a comparative chart showing the comparison of Mr. Robinson's education with those other professions which are most normally unrestricted in their use of drugs. As you can tell, Mr. Robinson's education is more than adequate to handle diagnostic pharmaceuticals.

The State of Tennessee had allowed optometrists to use drugs in their examination for the entire history of the presence of optometry in Tennessee. In 1973, medicine was able to secure an Attorney General ruling prohibiting optometrists from using drugs.

I am happy to report that last week, the Tennessee Legislature by a vote of 68 to 14 in the House and 22 to 4 in the Senate reversed the Attorney General's ruling. The Governor has signed the bill into law, and the practicing optometrists are once again afforded the opportunity to examine for the presence of pathology, and refer those diagnosed and suspected cases to the appropriate health practitioner for corrective therapy.

The Southern College of Optometry has taught the use of pharmaceuticals throughout its entire history since 1932. During the period 1973 to 1975 in which the Attorney General's ruling was in effect for practitioners, the College was allowed to continue its teaching uninterrupted by Board ruling.

It is the sincere desire of this College that Maine permits its practicing optometrists to do the most needed job of serving the citizens of the state as a primary point of entry. If optometrists are not allowed to use pharmaceutical agents in their diagnostic procedures, many cases of eye pathology will slip through undetected, in that I am sure Maine is like the rest of the country where optometrists examine over sixty-five per cent of the visual problems. Your sincere consideration of this matter is appreciated.

Sincerely,

Spurgeon B. Eure, O.D.
President

SBE:mb

enc.

MANPOWER PROGRAMS INFORMATION

FOR PRESENTATION TO

THE

STANDING SENATE COMMITTEE ON NATIONAL FINANCE

"JOB CREATION"

DEPARTMENT OF MANPOWER AND IMMIGRATION
FEBRUARY 1975.

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APPENDIX I: Job Creation 1973/74 and 1974/75 Funds Committed and Jobs Created

APPENDIX II: LIP Impact: Inverness, Nova Scotia

I. PHILOSOPHY AND CONCEPTS

There are many ways in which Canada creates jobs for its people: fiscal and monetary policies, tariff policies, regional development programs, industrial incentives programs, and the new, direct job creation activities of the Department of Manpower and Immigration which are reflected in programs like Opportunities for Youth, the Local Initiatives Program, and the Local Employment Assistance Program. This presentation deals only with the latter direct job creation activities of the Department.

The essence of our direct job creation activities is the creation of employment in Canada where for a variety of socio-economic reasons jobs are not available.

Canada Manpower's direct job creation programs emphasize people having a say in determining what work activities are useful in their communities rather than government officials deciding what is worthwhile and what kinds of work people will do. The Department's job creation programs allow people to participate selectively in projects that offer personal fulfillment while concurrently meeting a public need that may not otherwise have been met; they also provide mechanisms which are sensitive to the tensions of many segments of Canadian society.

The beauty of the job creation mechanism is its flexibility. Given that, and the awareness/sensitivity of the people who administer it, necessary changes can be quickly made in the application of the programs to meet the parallel changes and needs of Canadian society. It is in this spirit that the Department's job creation programs have sought and introduced innovative interventions in the Canadian labour market.

Participants in projects funded under the programs share in the evolution and management of their projects. This participation extends beyond the internal affairs of projects to the involvement of the community in the development, selection and support of projects.

The interaction of participants with each other and with the community is a dynamic source of adjustment to our changing society.

As the nature of individuals' employment problems varies with the communities in which they live, it is vital that experimentation with different forms of community involvement continue.

The seasonal, structural and cyclical nature of employment and unemployment demands flexible and different programs:

- a summer student employment and participation program to accommodate large influxes of students into the labour market in the summer months;
- a winter employment scheme to offset high unemployment caused by winter slowdown; and,
- a local employment assistance program to raise the level workskills of the socially disadvantaged and chronically unemployed.

Going beyond the usefulness of an individual's work to himself, there is the usefulness of that work to the community, or to society. The concepts of self-worth, job satisfaction, and community benefit underlie all the Department's job creation programs.

The three components of job creation are the Opportunities for Youth Program (OFY), the Local Initiatives Program (L.I.P.), and the Local Employment Assistance Program (L.E.A.P.). For comparison of these programs for 1973-1974 and 1974-1975 in terms of funds committed, number of projects approved and number of jobs created see Appendix 1.

II OPPORTUNITIES FOR YOUTH PROGRAM

The objectives of the program are:

- to create summer jobs which are meaningful to students and of benefit to the community;
- to provide students with the resources to implement and test some of their ideas and aspirations;
- to develop through experience students' practical abilities and organizational skills; and,
- to help students accept responsibility in contributing to the social fabric of their communities and Canadian society.

Description

In the late 1960s and in 1970, the federal government was faced with soaring student summer unemployment. In fact, the 1970 student unemployment rate of 17 per cent was double the 1969 figure, despite a variety of government measures to overcome the problem.

Federal initiative was taken in the form of the innovative OFY program launched in March 1971. Insofar as it affirmed the ability of young people to create and accept responsibility for implementing worthwhile community projects, OFY was conceptually a marked departure from previous forms of student employment.

Through OFY the federal government invites young Canadians to work together, develop project proposals, submit them to the government for approval and implement them with federal funds. OFY, then, is a tool for developing in Canadian youth the kinds of organizational and

social skills and individual and group responsibility needed for their project and for the future.

OFY allows students to search the depths of their ingenuity--the types of project ideas that can be submitted are limitless.

An example: Six students in Vancouver were granted \$9,152 for the project "Audient-Aid". Hard-of-hearing people helped others with similar hearing problems to adjust to the working world. Activities included providing information on services available, counselling and publicizing problems of those with hearing difficulties.

From the department's perspective, preference is given to project submissions that attempt to find new solutions to problems or that create new approaches to community service which do not duplicate existing programs.

Project selection is made after extensive consultation with civic officials, Members of Parliament, provincial government officials, agency personnel and knowledgeable local citizens.

OFY participants are encouraged to use the experience and resources available in the community. In fact 90 per cent of OFY people we have surveyed were aware of this, and 60 per cent said they benefited from local expertise.

This sharing of resources illustrates the flexibility of the program and in large measure contributes to its success. Consistent with this sharing is the fact that projects are independently carried out by the participants who among themselves have equal status vis-à-vis each other and as well accept full responsibility and

accountability for the project's operation, success or failure. OFY officers and auditors from the Department of Supply and Services make on-site reviews of projects to ensure that the interest of all parties and the intent of the activity are "on track".

The continuing potential of the OFY program lies in its ability to provide an avenue through which successive groups of young people -- more than 120,000 individuals to date -- can make use of this federal resource to discover and develop their own potential and that of their communities.

OFY--1974

The department analyzed 8,703 OFY project submissions in 1974; approved 3,876 projects which created 27,525 jobs with a total commitment of \$26,335,000. The breakdown of funds by province was as follows: Newfoundland - \$1,010,775; Nova Scotia - \$1,134,828; Prince Edward Island - \$189,202; New Brunswick - \$949,564; Quebec - \$9,315,236; Ontario - \$7,554,313; Manitoba - \$1,196,404; Alberta - \$1,698,757; Saskatchewan - \$1,074,473; Northwest Territories \$144,864; British Columbia - \$2,047,959; Yukon - \$18,603.

In 1974 funds were allocated to the department's 33 Management Areas - each comprised of several Canada Manpower Centres.

One-third of the funds were allocated to Management Areas on the basis of the distribution of the population 15 to 25 years of age in the areas, as revealed by the 1971 census. The remaining two-thirds were distributed in accordance with a prescribed formula which took into account, by area, the number of jobs of a type normally available to young people and the youth population.

The basic criteria for approval were youth involvement in planning and implementation, innovation in the services provided, amount of community benefit and support, number of jobs created and the budget involved.

Each year the number of projects proposed has far exceeded the number that could be supported with available funds. Selection was based on whether the project responded to community needs in the fields of social service, information, recreation, culture or artistry, environment, research or business. The breakdown is as illustrated.

PROJECT TYPES OR ACTIVITIES 1974

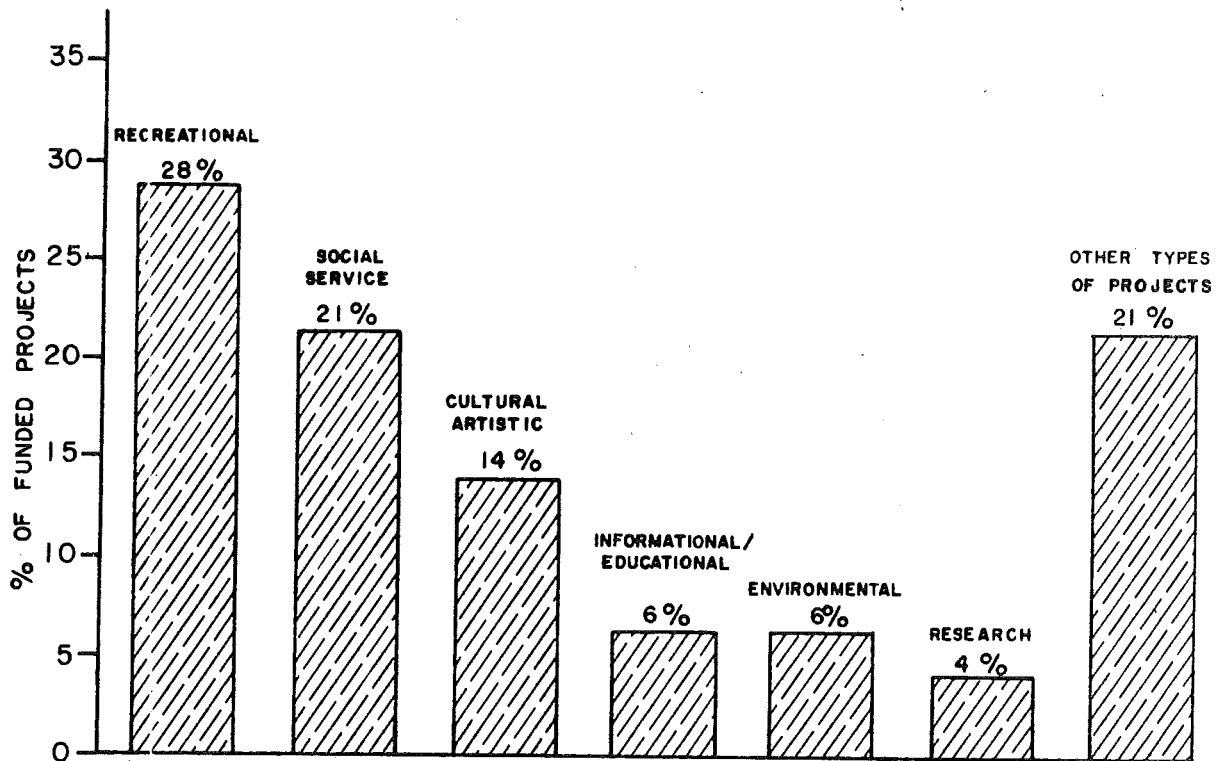


FIGURE 1

The bulk of the 1974 OFY population was divided fairly equally among secondary, community college/CEGEP, and university students, with non-students making up 8.5 per cent of the year's participants.

STRENGTHS

Community Contact

A look at those groups who benefited from the OFY program clearly shows that the great majority of projects were designed to provide useful community services. Forty-three per cent of all projects were aimed at children, students and all youth; 32 per cent were for the community as a whole; eight per cent for the handicapped, and seven per cent were aimed at the senior citizen. A survey of participants indicated that 99 per cent felt their projects were successful to some degree in achieving their stated goal of providing a useful community service.

A distinctive feature of OFY is that projects have closely co-operated with both the government and the private sector. One in three projects, regardless of the type of activity, established contact with federal or provincial government departments, social service agencies, municipal governments, citizen's groups or clubs, commercial enterprises, merchants or the media. Over 50 per cent of the projects reported contact with schools, universities and private citizens. Close to 24 per cent of all projects reported having established contacts with all the aforementioned groups during the operation of their project. Through this close liaison with both government and community, the participants felt that they not only gained useful experience and understanding but also that the project itself benefited. The benefits cited included increased public awareness of

the project from contact with the media, increased credibility of the project, and an increase in funding from private sector sources.

Social and Career Development

The question of whether the OFY program promotes the personal, social and career development of its participants is hard to answer; it involves dealing with long-term objectives. However, analysis of the 1974 program indicates a degree of success in this regard.

The two main reasons cited by participants for choosing OFY work are "the interesting nature of the work," and the fact that it "benefits the community". Participants also mentioned that the work "let me develop as a person," "is career oriented," "offers more freedom," and "leads to other employment in the future." In the absence of OFY work most said they would have looked for other paid work. Only two per cent said they would have participated in unpaid volunteer work in the community.

When asked to what degree the project activities related to their own field of study, about three-quarters of the 500 workers surveyed felt that it was partly or fully related. A higher degree of relevancy was noted among participants who were at the post-secondary level of education, but it is interesting to note that even at the secondary school level students perceived job relevance and personal satisfaction in their projects.

Analysis of whether participants felt that their particular job in the project could be related to future career plans showed that almost two-thirds thought of their project job as leading to a career, and one-third did not. Of those who had been on an OFY project

before, -- 27 per cent of those interviewed -- 82 per cent reported that the OFY experience had contributed in varying degrees to their present educational and career plans.

RELATEDNESS OF OFY 1974 EXPERIENCE TO FIELD OF STUDY

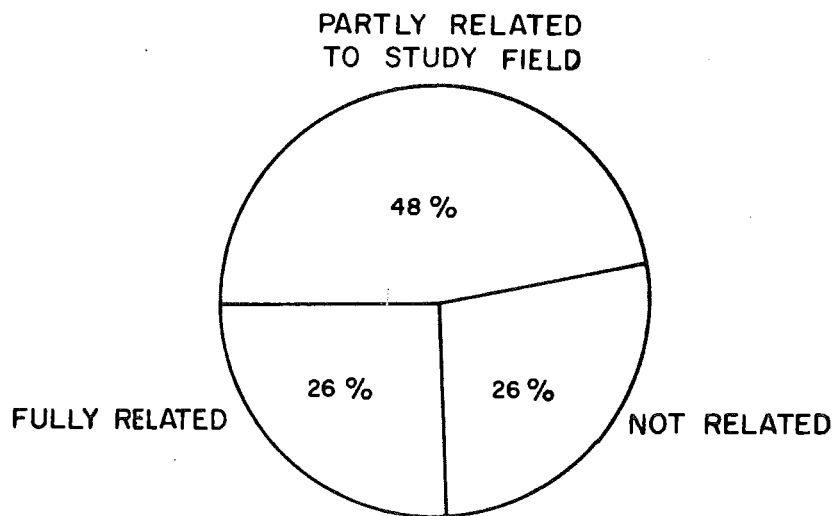


FIGURE 2

It appears, therefore, that the OFY program provides ample opportunity for its participants to acquire or demonstrate various skills and makes an effective contribution to the participants' long-term educational and career plans.

Job satisfaction was very high among all participants. Most expressed a great degree of commitment to their project activities and were well satisfied with the results of their own and other's efforts as the following diagram illustrates.

OVER-ALL SATISFACTION WITH PROJECT PARTICIPATION - 1974

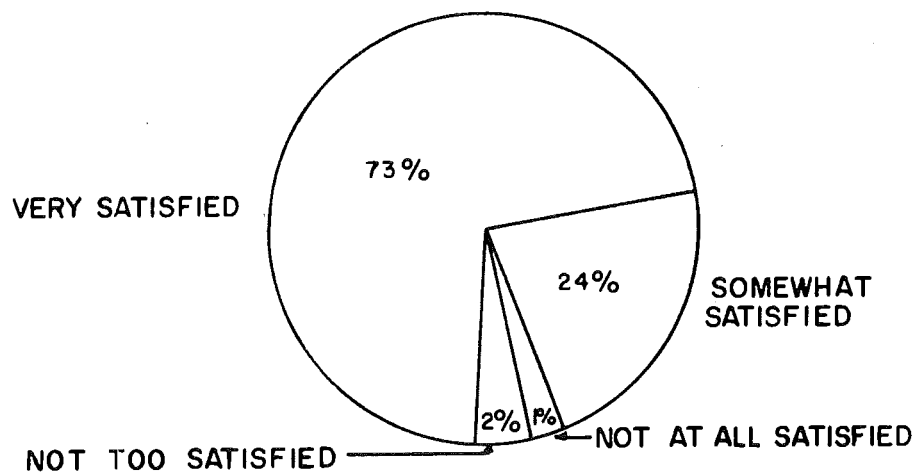


FIGURE 3

Equality

With regard to the levelling of social and economic inequalities, especially those expressed by minority groups and women, the 1974 program was by far the most successful. Compared with previous

years, the ratio of female to male participants was greater, as were the number of rural versus urban projects. The distribution of participants by sex and location is illustrated in the following graphs.

1974 PARTICIPANTS BY SEX

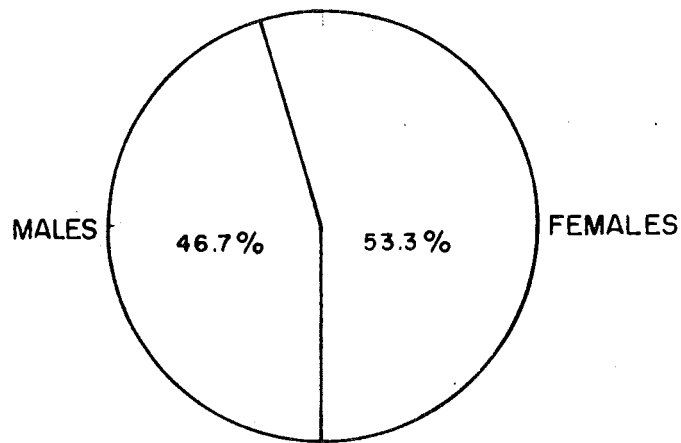


FIGURE 4

PERCENTAGE OF RURAL/URBAN PROJECTS-1974

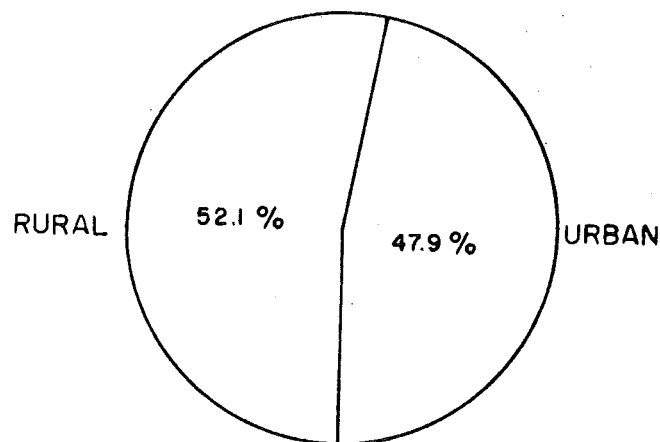


FIGURE 5

One of the targets of OFY-that of providing employment opportunities to lower income groups and to those most in need of financial assistance to continue their studies-varied by region. When the total income of OFY participants and their families was compared to Canadians (i.e., 1972) the following distribution of family income emerged.

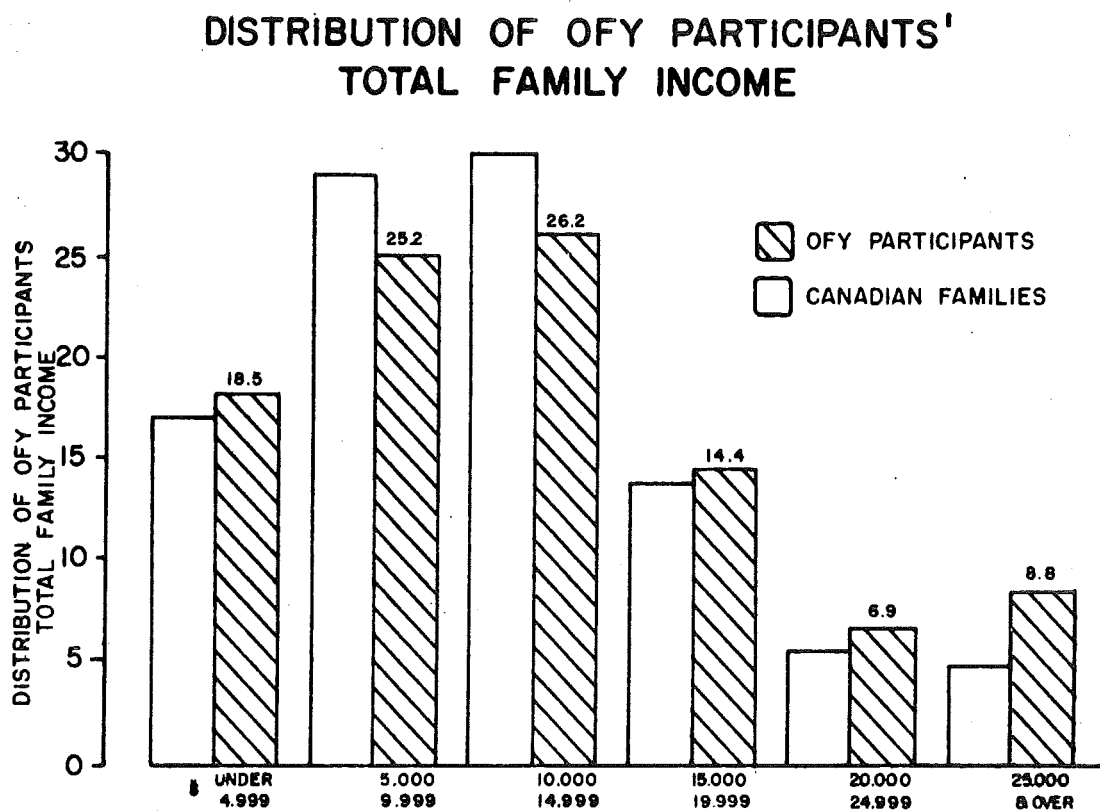
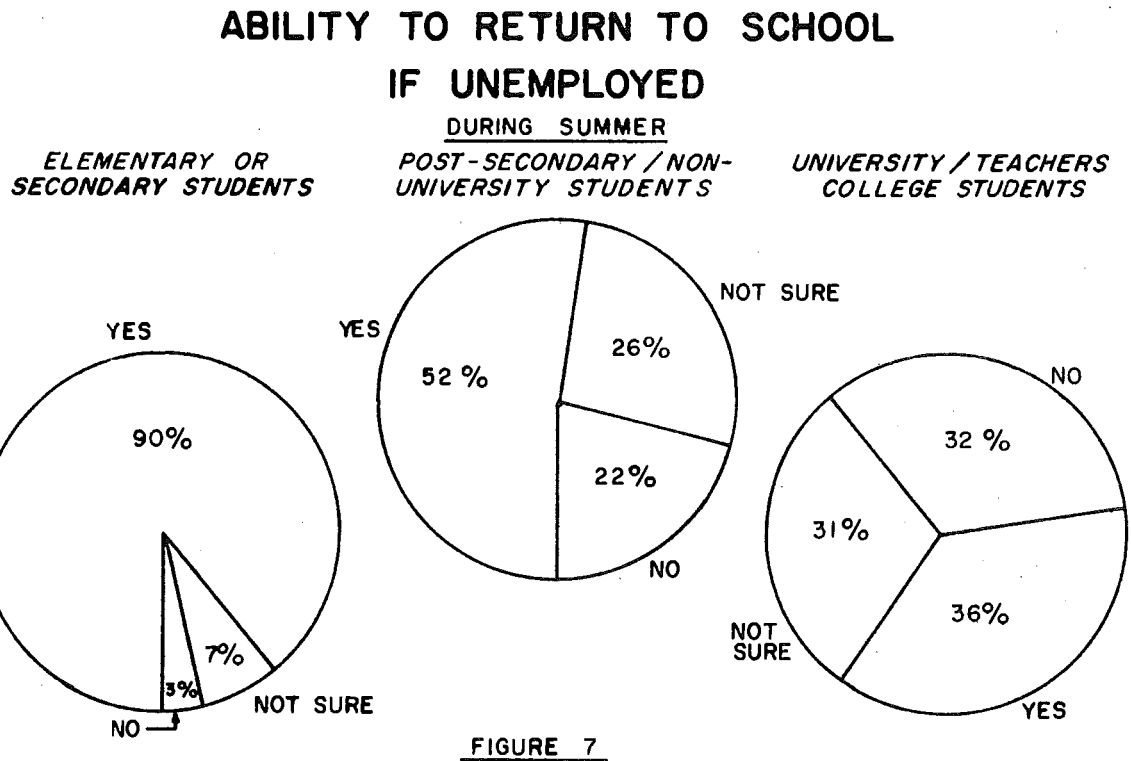


FIGURE 6

Fifty-one point four per cent came from the \$5,000 to \$15,000 income group, 18.5 per cent came from the less than \$5,000 income group and 30.1 per cent came from the \$15,000 and over income family group.

Financial Support for Education

All students are definitely not equal in terms of financial needs. The greatest disparity between expected educational costs and financial assets was displayed by university students. The higher educational costs of post-secondary students clearly affects their ability to return to school if they are unable to find suitable summer employment. This is demonstrated in the following diagram which indicates the problems of post-secondary students unable to make money during the summer.



In 1974, as in the previous year, secondary students received salaries of up to \$70 per week and post-secondary students \$90 per week. The \$20-a-week higher payment to all post-secondary students did not appear to be sufficient, especially for those planning to attend college or university. As a result, the 1975 OFY program has increased the salary levels and the proportionate difference between post-secondary and secondary - \$110 weekly and \$80 respectively.

While this may not enable students to save enough to cover all their costs of returning to university, it does reduce the economic barriers. Without the job, as can be seen from the survey fundings noted above, many would surely not have been able to return. It is the belief of program officials that to increase further the level of payment would be at the cost of reducing the number of participants who can avail themselves of this source of financial assistance.

Cheques issued locally to participants through regional offices helped speed up delivery to projects in the more remote areas. The average duration of project activity was about 10 weeks.

Limitations and Criticisms

Any job creation program, by its nature, is subject to public scrutiny as it well should be. Some individuals and groups offer valid, helpful critiques; others demonstrate a bias which may or may not be supportable. Since Manpower is a people-oriented organization, it follows that there will be--and are--limitations and weaknesses in the delivery of the services it provides. Often, however, there may

be legitimate restraints which when identified respond to the type of criticism that begins with "Why don't you do this?...or that?"

Some OFY participants have criticized the late announcement of forthcoming programs. We advanced the 1975 announcement by 30 days. To improve on that would be virtually impossible because it is necessary to first develop estimates of student unemployment upon which allocation of funds rests.

It is occasionally argued that the program, by offering self-defined jobs to youth, is destroying the work ethic. Recent studies have shown however, that the young are still very much willing to work, although they definitely have high expectations as to the satisfaction and contribution any job might make to themselves and the community.

A further criticism of the program has come from employers who allege that OFY draws young people away from their pool of seasonal labour. Since funds are allocated primarily to areas of low employment opportunities this criticism is unfounded. The reasons for any continuing lack of labour availability may well lie in the type and conditions of such employment.

It has been frequently charged that OFY projects have been operating in isolation from the community surrounding them. That this is not generally the case can be seen from the findings noted earlier. In general, projects seek to co-operate with relevant related agencies- public and private. However such a relationship can be detrimental or beneficial to accomplishments of project goals, depending whether the agency's stance is supportive or paternalistic. In any event, it

is part of the participants' experience and learning process to decide how much co-operation should be sought. The OFY contract gives young people a basis from which to start, an advantage which most youth do not have in their communities.

One of the most frequent criticisms of OFY projects from the participants is the inability to achieve a long-term goal in the short space of a summer project. It is claimed that the objectives of helping to promote the social and career development of participants and reducing the social and economic inequalities experienced by some groups often require long term projects. OFY is neither designed nor well suited to achieve these goals. For example, the development of a project in one area may require many months of preparation before the group will be able to be mobilized towards acceptance of responsibility for attaining project goals. On the other hand, students in another area, experienced in organizational matters, may only need the short space of a month or less to develop a project complete with goals and operational needs.

The program is generally directed to students and not the youth that remain unemployed during the winter months. While it appears that the Local Initiatives Program does employ some youths, it still leaves many in search of work. Youth remain an under-utilized sector of the work force.

While these are indeed limitations, they are seen to be so in terms of the complexity of the situation with which we are confronted today. Thus these limitations should be viewed as continuing problems, and OFY, as presently constituted is not, necessarily, the best mechanism to deal with them.

SUMMARY

It is not possible for one program to be all things to all people.

In summation it can be said that seen from the foregoing analysis the Opportunities for Youth program has proved to be an effective means of providing employment for students during the summer months, particularly in areas of limited job availability.

Organizationally OFY has developed a capacity to deliver its program, with minimal time spent in gearing up, and at comparatively low overhead operating costs.

The distinctive approach of the program results in the creation of employment which, as well as being of social benefit to the community in which the activity occurs, meets a particular need of young people in the area of development of social and practical skills as well as career assessment and planning.

III LOCAL INITIATIVES PROGRAM

In the fall of 1971, the federal government, faced with an unemployment rate of more than six per cent, introduced the Local Initiatives Program (L.I.P.) under the Department of Manpower and Immigration. The experience with the delivery of the Opportunities for Youth program provided the basic model for operating.

The Local Initiatives Program invites individuals, partnerships, groups, organizations, or municipalities to submit an application on which the nature of the work, the community need, and the project costs are outlined.

The objectives of the Local Initiatives Program are:

- to create employment that will reduce seasonal, regional and specific area unemployment

- as the means of reducing unemployment, to enhance the quality of communities through the provision of innovative and imaginative projects which will supply facilities and services previously non-existent or will utilize resources (including human resources) previously untapped.

Activities have included such things as day-care centres, renovation projects for senior citizens who are unable to fix up their homes, the construction of an outdoor skating rink, and language aid for new citizens.

The only limitation on the type of projects is that they are not to be profit-making; any revenues are charged against project expenses. Projects can, however, be directed towards becoming self-supporting either by revenues or contributions from other sources.

Projects must create employment for unemployed people who otherwise would not be able to find jobs. All projects must create not less than 15 man-months of employment.

Proposals are acceptable only if workers with the skills required for the project are available among the unemployed in the community where the project is to be carried out.

Project sponsors must hire all employees through Canada Manpower Centres with priority given to suitable applicants receiving Unemployment Insurance benefits or social assistance. A sponsor must hire people who are citizens or landed immigrants, but they must not be members of his immediate family, unless the Minister approves.

The department pays sponsors or project managers up to \$140 per week; employee/participants receive the going local wage, not to exceed an average of \$115 per week. Additionally we contribute \$22 to cover administrative costs and employer contributions (e.g. UIC payments) for each individual work week. The current maximum federal contribution of \$75,000 is substantially less than the \$200,000 maximum in 1972-73 and the \$500,000 maximum in 1971-72.

Allocation of Funds-1974-75

The allocation of limited funds for L.I.P. has as its primary objective the meeting of the needs of jobless persons in those part of Canada where unemployment is most severe.

To achieve a just and equitable formula, the department:

-- examined Statistics Canada estimates of labor force participation and unemployment for 41 economic regions in the country and for the constituencies within those regions, then added estimates from a similar study covering native Indians on reserves; and,

-- made an independent estimate of clients registered for work at Canada Manpower Centres.

The final unemployment figure was obtained by combining these two estimates.

Funds were then allocated for 1974-75 on the basis of the number of unemployed beyond a four per cent base rate of unemployment, subject to a minimum allocation of \$75,000 in each constituency.

The effect of distributing L.I.P. funds equitably throughout the country was to provide approximately \$262 per eligible unemployed person. Examples of funding:

If a constituency has an estimated winter unemployment of 2309 people which is approximately 10 per cent of a labour force of 23,156 persons, the base rate of four per cent is exceeded by 1,383 persons or six per cent. This number multiplied by \$261.95, the amount available per eligible unemployed, yields an allocation of \$362,000, rounded to the nearest \$1,000.

Another constituency with an estimated unemployment rate of 3.5 per cent, 0.5 per cent less than the four per cent base rate, would receive the minimum allocation of \$75,000 because there can be pockets of unemployment in certain affluent areas.

The total L.I.P. funds for 1974-75 available for provincial distribution is \$84,356,100 distributed as follows: Newfoundland, \$8,446,100; Nova Scotia \$3,924,000; Prince Edward Island, \$1,109,600; New Brunswick, \$5,701,100; Quebec, \$36,673,100; Ontario, \$12,489,600; Manitoba, \$1,797,000; Saskatchewan, \$1,636,000; Alberta, \$1,958,000; Northwest Territories, \$511,000; British Columbia, \$9,825,600; Yukon, \$285,000.

PERCENTAGE OF PROJECTS BY ACTIVITY AND SPONSOR 1973-74

ACTIVITY	SPONSOR										
	LOCAL GOVERNMENT BODIES	OTHER GOVERNMENT AGENCIES	INDIAN & ESKIMO GROUPS	CULTURAL GROUPS	RELIGIOUS GROUPS	SERVICE & WELFARE ORGANIZATIONS	BUSINESS & LABOUR ORGANIZATIONS	CITIZENS COMMITTEES	RECREATION & LEISURE ORGANIZATIONS	INDIVIDUALS	TOTAL
BUILDING CONSTRUCTION	3.5	1.3	3.2	0.9	2.3	2.3	0.4	2.8	3.5	1.6	21.8
NON-BUILDING CONSTRUCTION	5.7	0.9	1.3	0.2	0.2	0.4	0.3	1.5	2.6	2.4	15.5
LANDS, PARKS & FORESTRY	3.1	0.8	0.8	0.4	0.1	0.2	0.3	0.4	1.2	1.2	8.5
ARTISTIC & CULTURAL	0.1	0.2	0.3	1.9	0.0	0.2	0.1	0.2	0.2	1.7	4.9
EDUCATION	0.2	1.2	0.2	0.5	0.2	2.3	0.3	0.7	0.4	2.5	8.5
INFORMATION	0.1	0.1	0.1	0.2	0.0	0.3	0.2	0.9	0.0	0.9	2.8
SOCIAL SERVICES	1.0	0.7	1.5	0.7	0.7	6.4	1.1	4.4	1.1	10.7	28.3
HEALTH SERVICES	0.0	0.2	0.0	0.0	0.0	0.5	0.1	0.1	0.0	0.2	1.1
SPORTS & RECREATION	0.7	0.4	0.1	0.2	0.0	0.1	0.2	0.4	1.9	0.9	4.9
RESEARCH	0.6	0.3	0.0	0.6	0.0	0.4	0.3	0.4	0.2	0.9	3.7
TOTAL	15.0	6.1	7.5	5.6	3.5	13.1	3.3	11.8	11.2	23.0	100.0

FIGURE 8

Activities and Sponsors

When looking at project activities and sponsors, data on the 1973-74 program shows that individuals (23 per cent) are the most frequent sponsor, followed by local government bodies (15 per cent) service and welfare organizations (13.1 per cent) citizen's committees

(11.8 per cent) and recreation organization (11.2 per cent). Social services (28.3 per cent) are the most frequent type of project, followed by building construction (21.8 per cent) and non-building construction (15.5 per cent).

STRENGTHS

Initiative and Imagination

Initiative and imagination of project sponsors make the Local Initiatives Program a success. The people applying for grants and operating the program brought an energetic response to the winter unemployment problem of 1971-72. In each succeeding year, requests for funds far exceeded the available funds.

Community groups and political leaders have come together to deal with specific community needs.

The definition of community needs by non-established groups pointed out to communities and the federal government that the priorities set by professionals were not necessarily the same as those of the grass-roots sector.

New services have been started, enhancing the quality of life for many Canadians. For example, a tremendous number of day-care centres created as a result of L.I.P. initiative, are continuing successfully with provincial and community support.

In the three first years of the Local Initiatives Program, some 44,000 applications were received, of which approximately 15,000 were approved. Many innovative services and much needed facilities

were created. Even those applications which were not approved were valuable in that they articulated demands and needs for various kinds of services in the community. This articulation is refreshing in an era of apparent alienation and apathy.

Furthermore, about half the projects surveyed in a study were found to provide products and services for which no alternative existed in the communities involved. In the 50 per cent of cases where L.I.P. provided a supplementary product or service for which alternatives did exist, there were strong indications that the communities' needs were often greater than the available services -- L.I.P. was a welcome addition. In fact, between 70 and 90 per cent of the projects were doing work that would not have been done without L.I.P. These findings are consistent with John Kenneth Galbraith's contention that in our present socio-economic system, private goods and services are well supplied even to the point of being over supplied, while there is always a shortage of government and non-profit institution-supplied goods and services. The tiny Nova Scotia community of Inverness, which has received an infusion of L.I.P. funds, makes Mr. Galbraith's point. (The Inverness experience is outlined in Appendix II.)

Perhaps the strongest indication of community support of L.I.P. was the finding that 62 per cent of the projects were part of the activities of a larger organization, and that 38 per cent were receiving additional funds from other sources. Such support provides a tangible expression of the willingness of communities to become involved in L.I.P. projects.

Finally, on the subject of "worthwhile" employment and employee job satisfaction, one again finds that L.I.P. reached a high plateau of success. Many employees became highly involved and were willing to work long hours to ensure the success of their projects.

This same study also confirmed a high degree of job satisfaction among the employees. In interviews with more than 1,400 workers on the 150 representative projects, researchers found that 87 per cent of employees were satisfied with the feeling of accomplishment given them by their L.I.P. experience.

About the same proportion felt the L.I.P. afforded satisfactory opportunities to use their own abilities to best advantage. On the negative side, more than one-third were dissatisfied with the wages and half were dissatisfied with the job security element. Given the structure of L.I.P. these problems could not be avoided.

Community Betterment

A study of the "worth" of L.I.P. Projects indicates strongly that the goods and services produced by them were definitely valued by the receiving communities and that as a consequence, L.I.P. workers found their participation rewarding and generally "worthwhile."

According to community Leaders, L.I.P. participants and users of L.I.P. products and services, 86 per cent of a sample of 150 projects in 30 communities were definitely needed. The need for the remaining 14 per cent was doubtful. Given that most projects were meeting perceived needs, L.I.P. tended to have wide acceptance in the community. Nearly 70 per cent of the projects were judged to enjoy a favourable attitude among people in their communities.

L.I.P. projects are in many ways like small businesses. And, as in any new business, some wastage of funds is to be expected due to inexperience and errors of judgement. In the eyes of community leaders interviewed, only six per cent of L.I.P. funds were "wasted" in the context of providing no tangible benefit.

Balancing "what the community gets" against project costs, about 38 per cent of L.I.P. projects were considered by the community to have yielded a definite bargain for the funds expended. An additional 36 per cent were considered to be just worth the cost, while the remaining 26 per cent were classed as too expensive in relation to their benefits.

Impact on Seasonal Unemployment

One can present a powerful case to support the view that reducing seasonal unemployment is a high-priority objective and that despite the amount of money being spent on unemployment-oriented activities, a program aimed at reducing seasonal imbalances is a necessary part of policy.

In two separate studies on regional unemployment disparities, one by Wayne Thirsk for the Prices and Incomes Commission, and an independent study by Arthur Donner and Fred Lazar, it was found that seasonal unemployment comprised the main component of "hardcore" unemployment in the five principal economic regions of Canada--the Maritime provinces, Quebec, Ontario, the Prairies and British Columbia.

Moreover, when the national economy is operating at full capacity, seasonal unemployment variations are the main contributors to the remaining regional unemployment disparities.

Hence, efforts to reduce the degree of "hardcore" unemployment, the type of unemployment considered by many to produce the most destructive social and economic effects, and to narrow regional unemployment rate disparities will prove largely futile if they are not concentrated on seasonal unemployment.

The links between seasonal unemployment, regional disparities and hardcore unemployment emphasize the wisdom of tying the allocation of L.I.P. funds to the regional differences in unemployment and to the incidence of unemployment among Indians. These distribution criteria strengthen L.I.P. as a tool for reducing both regional unemployment disparities and hardcore unemployment.

In addition, there are several other beneficial spin-offs from a program tackling seasonal unemployment.

(1) Seasonal unemployment tends to be a prime contributor to poverty. A large majority of the working poor suffer from both seasonal unemployment and low wages with seasonal unemployment exacerbating the effect of low wages. For example working a full week (40 hours) for a full year (50 weeks) at a wage of \$2.00 per hour yields an annual income of \$4,000 -- an amount well below the Croll Committee poverty line for a family of four. If seasonal unemployment is also incurred, annual earnings may drop by \$1,000 or more. Thus, reducing seasonal unemployment will also contribute towards reducing the incidence of poverty.

(2) It is generally accepted by economists that the inflation-unemployment tradeoff can be improved if the levels of hardcore unemployment are reduced. Consequently, reducing seasonal unemployment will go a long way towards decreasing hardcore

unemployment and will enable the government to both achieve a lower level of inflation for any given rate of unemployment.

(3) Lower levels of unemployment reduce the gap between potential production of goods and services and actual production. Therefore, lowering the level of seasonal unemployment will generate a larger quantity of goods and services to meet the demands of Canadians.

In 1972-73, the last year for which data are most complete, the federal government committed about \$201 million for L.I.P. generating 325,000 man-months of employment.

No simple statistical tabulation could adequately describe the great variety and ingenuity of suggestions that came forward when citizens were given the opportunity to propose, and actually implement solutions to the vexing problem of unemployment, while at the same time performing a useful community service.

With a variety of projects to choose from, both as to type of activity and geographical location, the task of matching the employment generated by L.I.P. to the characteristics and skills of available local workers was greatly simplified - an advantage potential alternatives would be hard pressed to overcome.

Indeed, what is unique about L.I.P. is undoubtedly the very marked departure from traditional public works approaches to the absorption of surplus labour which could not have been as effectively brought about except by inviting participation from those most directly affected by unemployment.

L.I.P. was able to create one man-year of employment for every \$7,500 spent in 1972-73. This compares favourably with an

overall average cost of \$13,600 for every man-year of employment produced by the Gross National Expenditure. The discrepancy lies in the fact that the national average takes into account capital expenditures - equipment which the worker operates - of the employer.

There are two reasons for L.I.P.'s relatively better performance in generating jobs per dollar expended. L.I.P. projects tended to be labour intensive and obviously more labour intensive than the average job in the economy. Secondly, the average salary on a L.I.P. job was about 10 to 20 per cent below the national average for a full-time job.

To fully assess the employment impact of L.I.P. it is necessary to determine the labour force status of program participants.

As the table in figure 9 demonstrates, L.I.P. attracted an overwhelming proportion of workers from the ranks of the unemployed - 60.6 per cent directly and an additional 11.2 per cent indirectly (employed, expecting layoff) for a total of 71.8 per cent.

LABOUR FORCE STATUS OF LIP WORKERS IMMEDIATELY PRIOR TO LIP (1972-1973)

	<u>MALE</u>	<u>FEMALE</u>	<u>TOTAL</u>
EMPLOYED-STEADY, FULL-TIME	7.2	6.3	6.9
EMPLOYED-STEADY, PART-TIME	1.7	4.2	2.5
EMPLOYED FULL TIME, EXPECTING LAY OFF	9.8	6.6	8.9
EMPLOYED PART TIME, EXPECTING LAY OFF	2.1	2.8	2.3
UNEMPLOYED	67.1	46.1	60.6
HOUSEKEEPING	0.7	22.4	7.3
RETIRED	1.1	0.5	0.9
AT SCHOOL	4.7	5.1	4.9
OTHER	5.6	6.0	5.7
TOTAL	100.0 %	100.0 %	100.0 %

FIGURE 9

If one adds to the 71.8 per cent total the 7.3 per cent of L.I.P. participants whose prior activity was housekeeping, then more than 79 per cent of program participants required employment. This overall figure clearly indicates that L.I.P. had a substantial impact on unemployment.

Although they are not recorded in official labour force statistics, "housekeepers" comprise what economists have labelled the "hidden" unemployed. This phenomenon is no less important than the officially recognized unemployed. Clearly the social and economic costs associated with hidden unemployment must be considered in the overall costs of unemployment.

In fact it is conceivable that women attracted to the labour force would have entered it regardless of the existence of L.I.P. if jobs had been available. When the male member of a family is unemployed or if his income is insufficient to meet family needs, the wife could be "forced" into seeking employment. She may not have been recorded in the official labour force statistics if there simply were no jobs available to her.

The data, then, tend to support the position that many of the "housekeepers" attracted into the labour force required employment and so were among the hidden unemployed. (This, in turn, supports the position that they should be included with the unemployed.) For example, just over 73 per cent of all the female participants in L.I.P. projects depended on unemployment insurance, welfare or family support as their main source of income. Moreover, 17.7 per cent of the female participants were members of families where the male member was the prime income earner and total family income fell below the poverty

line. From these and other data, one can see that income deficiency must have been an important factor stimulating female involvement in L.I.P.

Low income was a decisive factor in the involvement of many males in L.I.P. activities. Approximately 67 per cent of males employed in L.I.P. projects had relied on unemployment insurance benefits, welfare or family support for their main source of income. Another startling statistic is that 43 per cent of male participants came from families where the family income fell below the poverty line.

Thus, L.I.P. not only attracted workers primarily from among the unemployed but also from among those most in need of employment and earnings.

Although tackling poverty was not listed as a prime L.I.P. objective, the program proved to be highly successful in dealing with poverty. Dependency both upon family members and upon welfare funds dropped sharply after the program in comparison with the pre-program levels. Moreover, unemployment insurance benefits became less important among males after L.I.P. In summary, then, twice as many males and one and one-half as many females depended on earnings and savings after L.I.P. than had done so prior to the program.

Financial Impact

The net cost to the federal government for operating L.I.P. was less than the gross expenditures of \$200 million in 1972-73.

The provision of L.I.P. employment to unemployment insurance and welfare recipients resulted in savings through reduced unemployment insurance payments, increased unemployment insurance premiums, and lower welfare expenditures. Additionally, L.I.P. generated higher

personal incomes on which program workers paid income tax thus bolstering national revenue. It is extremely difficult to calculate the savings. Estimates of the savings range between 7% and 40% depending on assumptions made.

As with any government or private sector expenditure there are spin-off or secondary spending and employment effects. The money earned and spent by L.I.P. participants creates additional demands for goods and services and the multiplier principle follows. The increased demand is translated into additional production, employment and eventually income. The income generated induces, in turn, more production, employment and income.

In a macro-economic study of the impact of L.I.P. it was found that program expenditures of \$490 million between 1972 and 1974 resulted in an increase of \$723 million in Gross National Product.

In fact, the lagged or downstream effects of L.I.P. are predicted to increase GNP by an additional \$140 million during the period from 1975 to 1978. Obviously L.I.P. has had and will continue to have a substantial secondary impact on the level of national production of goods and services.

A recent study estimated that L.I.P. generated an additional 4,000, 8,000 and 3,000 man-years of employment in 1972, 1973 and 1974 respectively.

Limitations and Criticisms

It could be said that L.I.P. provides solutions to general unemployment rather than seasonal unemployment and, secondly that it competed unfairly with industry for workers.

Regarding the first point, thirty per cent of all L.I.P. workers who had been unemployed prior to L.I.P. had been without employment for a minimum of 21 weeks. Five per cent had suffered a period of unemployment longer than 50 weeks. Evidently L.I.P. provided employment for a substantial number of people who had been unemployed for an extended period of time. The fact that L.I.P. attracted long-duration unemployed into the program should not be construed as a shortcoming. On the contrary, this should be regarded as a major accomplishment for L.I.P.

People have argued that the program competed unfairly with industry for workers, and the process caused a significant increase in wage rates for the affected industries. However, a study based on the expression of attitudes by the employees and employers sampled concluded that L.I.P. did not compete unfairly with employers. Environmental factors attracted some workers to L.I.P. projects, but in terms of pay, job security and work conditions, L.I.P. projects were not competitive.

SUMMARY

The Local Initiatives Program has created approximately 238,200 jobs in the four years since it began, and reduced regional disparities thus reducing poverty; it has involved hundreds of thousands of Canadians in the welfare of their communities, and assisted groups in articulating personal and community service to other levels of government and agencies.

In certain depressed areas, such as those suffering long-term effects of declining industries or those resigned to general winter unemployment, L.I.P. has been credited with stimulating a new sense of optimism, and with it awareness of the need for planning at the local level.

IV LOCAL EMPLOYMENT ASSISTANCE PROGRAM

Initiated by the department in the autumn of 1972 as another step towards finding solutions to the problem of growing numbers of chronically unemployed Canadians, L.E.A.P. is a low-profile program which unlike OFY and L.I.P., does not solicit proposals from the public.

The Local Employment Assistance Program funds projects that will contribute to the on-going self-sufficiency of project participants by providing resources such as occupational training, life and communications skills, counselling and placement. Where jobs do not exist or are inappropriate, a L.E.A.P. project may develop a small business enterprise, designed to create on-going positions for its participants.

A vital element in L.E.A.P. activities is the encouraging of participatory management, where appropriate, by project managers. The acceptance of responsibility for developing and managing a project helps reduce employment barriers for many participants. In addition to the skills learned on a L.E.A.P. project, participants occasionally acquire additional skills through specific training programs such as Canada Manpower Industrial Training Program.

OBJECTIVES

The Local Employment Assistance Program provides support to projects that create employment opportunities for people who would likely remain unemployed despite normal labour market activity. While remaining consistent with the overall objectives of the department, the Local Employment Assistance Program focuses on two major objectives:

1. To develop new approaches to long-term job creation for target groups defined specifically as those persons who are unable to maintain regular and adequate employment and earnings because:
 - (1) they lack marketable job skills, or
 - (2) they reside in a geographic location that is divorced from the mainstream of Canadian economic development, or
 - (3) they are subject to racial or cultural prejudices particularly as they apply to people of native origin, or
 - (4) they have social, mental or physical disabilities such as chronic dependency, a criminal record, alcoholism, retardation or physical disabilities which create barriers to employment.
2. To create employment opportunities that will contribute to the on-going self-sufficiency of predetermined target groups and/or communities.

DESCRIPTION

L.E.A.P. officers are located in Job Creation offices in every province. Through consultations with others who are concerned with the disadvantaged (such as other federal, provincial and municipal departments and social agencies), L.E.A.P. officers identify groups of people and communities likely to benefit from the program. The target groups are essentially those people who have the potential to become self-sufficient.

Once target groups have been identified, and as project proposals are developed, the officers identify financial and non-financial resources for projects. However, they encourage the project managers to actually mobilize those resources. Sponsors may

be voluntary non-profit groups, citizen's organizations, community corporations, cooperatives, individuals, or municipalities.

Projects can be funded to a maximum of 3 years, at a maximum annual contract of \$200,000.

Selected projects may be supported for a research or developmental phase up to a maximum of six months, before the three year period begins.

Wages paid are determined by local rates for similar occupations. Federal contract funds are normally used for wages, employer contributions for employee benefits, and reasonable administrative overhead costs. In certain projects, special costs such as expert supervision, evaluation, training or counselling may be approved by the department if they are necessary to the achievement of project objectives, provided they do not exceed 20 per cent of the basic budget.

Because there are no proposal submission deadlines, the projects fit into a long-term framework in the general community development process. Thus groups are not forced to present their project proposals prematurely. Project officers frequently visit projects as they develop, an opportunity made possible by the low ratio of projects to field personnel - approximately 8 to 1.

Four basic operational strengths have contributed to the early success of L.E.A.P.: the six-month developmental phase; the long-term funding which continues up to a three-year period; the many services of the Department of Manpower and Immigration available to projects (for example, the Life Skills Program, Vocational Training, and the Canada Manpower Centres); and the flexibility of job creation

field staff in dealing with projects, keeping to minimum governmental administrative requirements, that might obstruct the progress of a project.

One example of a L.E.A.P. project is Groupe Arts-Concept Inc. in Montreal which employs 25 people with an annual federal contribution of \$197,000. On this project, women parolees are learning the skill of hand-crafting copper-enameled jewelry and goblets. The project's potential for economic viability is good, and the women themselves are participating in managing this co-operative enterprise.

In December, the women were given special parole leave to sell their products at a Christmas exposition in Montreal. The sales and enthusiastic reaction to their crafts made the experience a successful one.

PROGRESS

For the fiscal year 1974-75, commitments total \$12 million which provides 1,746 jobs in 126 projects.

Since the beginning of the program, 142 projects have begun, employing in total about 2,700 persons. Some 1,275 of these persons have left L.E.A.P., and 1,425 remain with their projects.

The experience of L.E.A.P. underlines the range of techniques available to effectively deliver programs in varying socio-economic and psychological climates. L.E.A.P. breaks from tradition and offers, through multiple mechanisms, opportunities for those persons who can't be served through traditional approaches.

Considering the universe of the program's participants, their socio-economic backgrounds and their fears, the fact that about

half of them left projects either to continue schooling or take a job in the labour market seems remarkable.

Thirty-eight per cent of the 1,337 participants left because they found jobs; another 8.4 per cent decided to pursue their education or seek training.

Some 13 per cent were dismissed by project sponsors who did not see these people as being compatible with the particular activities in which they were involved.

Household responsibilities and illness each caused about four per cent of participants to leave. More than 20 per cent left for other reasons for example, incarceration or relocation. The remainder - 10.4 per cent - did not give reasons.

The 46.4 percent who left the program to enter the world of work or to improve their education represent in our view a convincing argument for L.E.A.P.'s "raison d'être."

STRENGTHS

Early indications are that the department has been successful in directing L.E.A.P. to specific target groups. Thirty-two projects, comprising 38.8 per cent of the program, have been initiated in response to the needs of rural and urban poor and welfare recipients.

The rest of the breakdown by target group (see Figure 10) is as follows: Handicapped persons - 15 projects or 17.6 percent of the

program; native people - 14 projects or 15.3 per cent; inmates/ex-mates - nine projects or 10.6 per cent; youth - eight projects or 9.4 per cent; women/social problems/ethnic groups - seven projects or 8.3 per cent.

DISTRIBUTION OF LEAP PROJECTS BY TARGET GROUP 1974

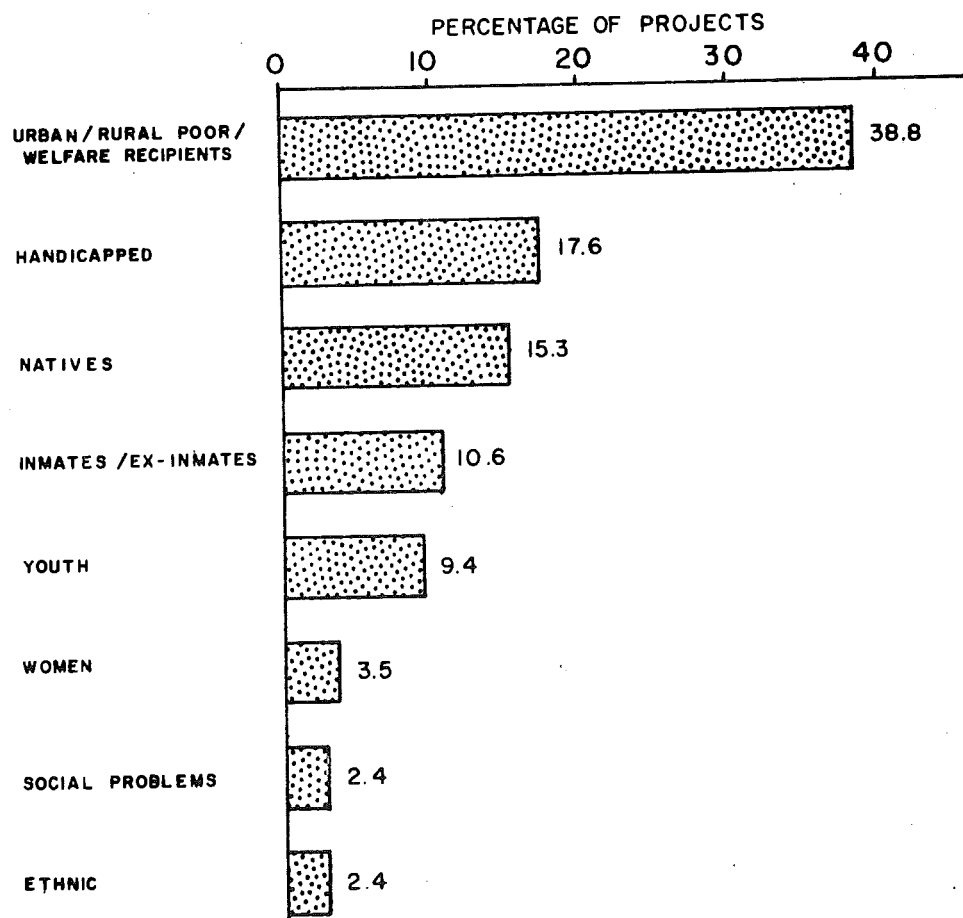


FIGURE 10

Projects involved in "production and trade," "renovation and repair," and "cultural/arts and crafts" activities make up more than half of all L.E.A.P. projects (see Figure 11). Most L.E.A.P. projects are located in urban areas, and one-third are in a rural setting.

DISTRIBUTION OF LEAP PROJECTS BY ACTIVITY 1974

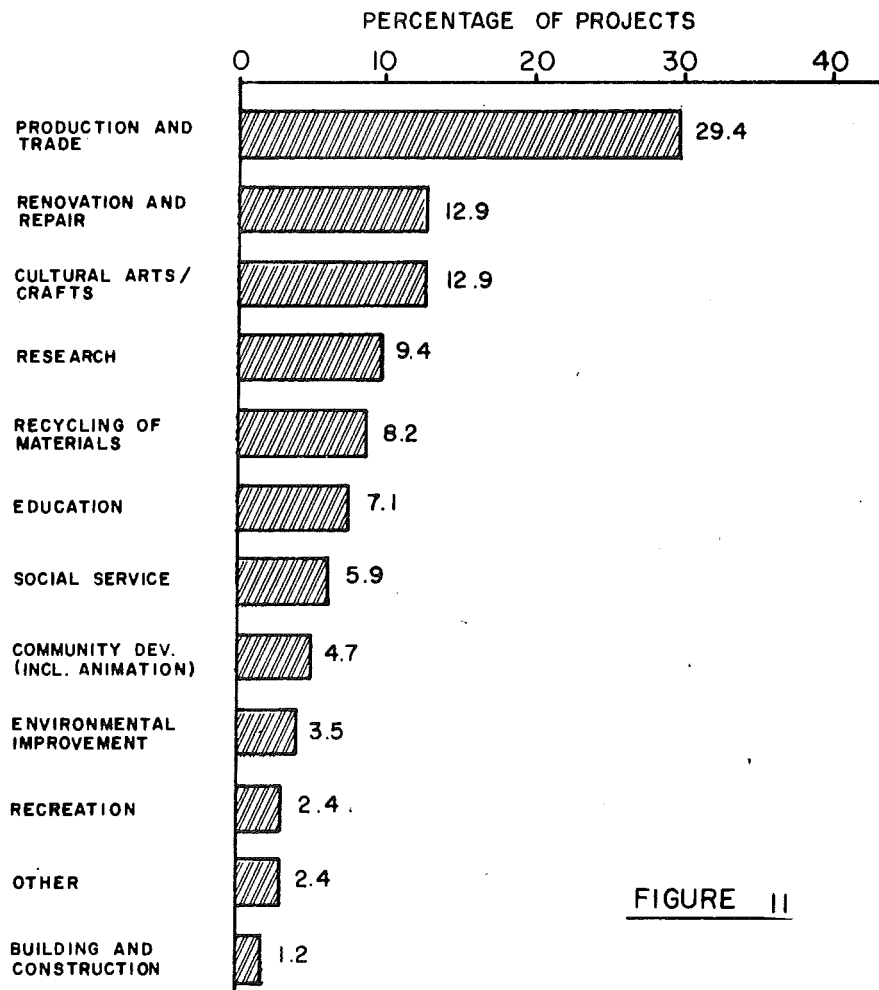


FIGURE 11

Community agencies or voluntary organizations are the leading sponsor group, but individuals, co-operatives and native groups sponsor a significant proportion of projects.

POTENTIAL

Are all "unemployables" really unemployable?

Under one L.E.A.P. project, a mentally retarded group, considered "unemployables," received training as house painters. These people demonstrated skills that indicated they can be productively employed and, even more important, self-supporting.

This experience illustrates that in the implementation of innovative rehabilitation techniques, the restrictions imposed by job requirements and the attitudes of employers and training institutions are exposed.

Some job requirements, set by unions, professional associations, licensing bodies or employers, explain why some people who wish to work and are able to work find themselves unemployed and dependent upon social welfare payments.

Although it is too early to judge the results in benefit/cost terms, L.E.A.P. has the potential of being a less expensive alternative to social assistance and incarceration. The way the Local Employment Assistance Program achieves this social and economic saving for society is by offering participants an opportunity to develop themselves into productive, self-sufficient citizens.

SUMMARY

Experience to date suggests that L.E.A.P. is supporting three types of activities. The first and most obvious, is the development over the three year budget period of small entrepreneurial activities that have the potential for becoming self-sustaining. The second type is one wherein the project provides a work experience and a degree of

training which allows those for whom normal training experiences are not adequate to gain skills and attitudes necessary to enter and successfully compete in the existing labour market. The third type involves the need for a continuing level of support to variety of forms of "protected environment" employment. Some people in this third type of activity will be able to contribute to their own support but only to a limited extent and will therefore need a form of continued support.

V FUTURE CHALLENGES: WHERE DO WE GO FROM HERE?

In the future, communities under stressful economic conditions will require viable forms of productive social and economic activity based on real, immediate needs. With respect to those future economic needs, and indeed present economic needs of some communities, the experience of job creation programs has demonstrated the applicability of a method and style of job creation that is particularly indigenous and suitable to the Canadian environment.

Because of the structure of the Canadian economy and the nature of our geography, unemployment has traditionally been characterized by significant seasonal fluctuations as well as continuing pockets of structural or long-term unemployment.

A comparison of the breakdown of unemployment in the mid-60s and early 70s indicates that the proportion of seasonal unemployment is declining and the proportion of structural or continuing unemployment has increased. This means that a L.I.P.-style "stop-start" program, while remaining effective for seasonal peaks, cannot be, and was never meant to be, a solution to the problem of continuing unemployment. L.I.P. will continue to be an effective tool to be triggered by seasonal peaks for relatively short durations to deal with the traditional problem of winter unemployment in Canada. However, it cannot deal with the long-term unemployed or unemployable or the problem of geographically isolated and depressed areas which need among other things some sort of community-based entrepreneurial activities.

In its demonstration phase, L.E.A.P. has shown that people who have previously been labeled as unemployable or severely disadvantaged, can be trained and integrated into the labour force under the

proper conditions of work environment and psychological support. Very often it is not a problem of lack of specific abilities for these people, but more one of lack of human life skills and motivation which requires a longer term sympathetic work environment to ameliorate a poor self-image.

There are also a great number of people who have no individual disability or disadvantage other than the fact that they live in an area that is remote and removed from the economic mainstream.

Typically there is no lack of motivation to work if opportunities existed for people in these communities. Certain urban and rural communities need support in terms of small-scale, low-technology, small business or economic development. These are the communities where skills are available, usually associated with an indigenous trade or craft such as oyster farming, quilt-making or print-making etc.; but without local organization and commercial expertise to bring in the resources and exploit markets, local economic development languishes.

The development of the northern Eskimo communities around Eskimo prints and sculptures is a classic example of how small, isolated communities can, with some organization and marketing expertise, establish an economic base of their own.

The challenge for job creation is to go beyond the L.I.P. experience and begin to deal with the long-term structural problem of unemployment in the economically depressed areas of the country in concert with the more "macro" approaches of other departments.

The principles of such a model of community entrepreneurial or economic development, ought to remain focused on the individual and the community in which he lives, in the sense that there must be some sort of community participation in the definition of the activity and the needs of the community, and there must be joint or collective access to ownership and management.

The United States experience with Community Development Corporations under the legislation for the Office for Economic Opportunity has gone a long way in demonstrating the feasibility of this approach.

In fact many existing L.E.A.P. projects and entrepreneurial L.I.P. models are community development associations in different guises. Among these projects are several outstanding example of how a community can revive itself and establish an economic base by coming together around a relatively small-scale, low-technology business enterprise related to its indigenous skills and based on a collective organization.

Capital has always been a problem for such enterprises. But in co-operation with federal and provincial development bodies, enough capital can usually be secured to initiate a start-up and allow revenue to accumulate as working capital.

Because the people in communities involved in this challenge have not traditionally had access to normal commercial money markets, and do not have the established commercial skills required, it will be necessary to allow enough time for development of these skills by importing outside resources and expertise so that at the end of two or three years, the communities will have built up a sufficient resource base to carry on themselves.

The future challenges of job creation in Canada will depend upon changing economic conditions. What is more certain, however, is that specific social, structural and seasonal problems in different communities will require a varied and multiple approach. A great emphasis must be placed on the need for long term employment prospects based on local economic development.

APPENDIX I

JOB CREATION 1973/74 and 1974/75

FUNDS COMMITTED AND JOBS CREATED

<u>PROGRAM</u>		<u>FUNDS COMMITTED</u>	<u>NO. OF PROJECTS</u>	<u>NO. OF JOBS</u>
OFY	1974	\$26,335,000	3,846	27,525
	1975	24,695,000	unknown	unknown
L.I.P.	1973/74	69,353,000	3,425	30,643
	1974/75	84,356,000	4,202	30,353
L.E.A.P.	1973/74	5,450,438	106	1,534
	1974/75	12,000,000	126	1,746

APPENDIX II

LIP Impact: Inverness, Nova Scotia

In 1971 the future of the community of Inverness, Nova Scotia, was bleak. Coal production, the major resource base, had virtually ceased, leaving the general economic condition extremely depressed. According to local experts, the employment level during the winter was 35 to 40 per cent.

In one generation the population had declined from 2,975 in 1941 to 1,846 in 1971. Five years ago, when the town went bankrupt and lost its incorporated status, it came under the administration of the county government.

Formal development planning for Inverness is done by the County Council; a new water and sewer system has been constructed, and there are plans for street paving.

Asked about community problems and prospects, the people of Inverness overwhelmingly saw industrial development as their prime need. They have demonstrated, however, that they can plan and carry out projects for themselves.

Over the period from January 1972 to May 1974, a total of 17 Local Initiatives Program projects were undertaken.

Eleven projects were for construction or repair of physical facilities. One dealt with environmental clean-up, and five provided social services.

The total expenditure for the seventeen projects was \$854,000. Of this amount, the federal contribution was \$565,000 - \$1,200 to \$1,400 per household in Inverness. Given that family incomes in Inverness average about \$5,500 per year, it is clear that the federal funds had a considerable financial impact.

The sponsors themselves contributed \$289,000 to the L.I.P. projects over the three years, about a third of the total project expenditures. During the first year of the program when the sponsors were perhaps hesitant to use their own financial resources for the projects, they contributed one of every eight dollars spent for L.I.P.; but in 1972-73 local sponsors accounted for almost half, and in 1973-74 fully one-half, of L.I.P. expenditures. Hence, in those two years each federal dollar spent for L.I.P. in Inverness resulted in two dollars worth of facilities, services and man-weeks of employment.

L.I.P. jobs over the three years created about 5,000 man-weeks of employment. Three thousand of those man-weeks were in construction jobs. Since the greatest percentage of registrants in the CMC serving Inverness are classified in the construction category, there was apparently a fairly good match between CMC registrants and the occupational skills required by projects. Similarly, the bulk of the unemployment in the area involves the unskilled or semi-skilled, and more than half the construction employment was in the unskilled category. Clearly, the L.I.P. construction projects were designed to employ the people who were in search of work.

On the other hand, the social-service projects illustrate the potential conflict between the "employment creation" and "community betterment" goals of L.I.P., in that the appropriate manpower to fill these jobs was not really available in the community.

Virtually all L.I.P. employees came from the ranks of the unemployed. No one left a job to become a L.I.P. employee. Persons did not quit school, nor leave retirement status, to take their L.I.P. jobs. A few women were homemakers.

The L.I.P. employees appreciated the program because they were glad to be working, especially at a job in their home community. The long-term residents of Inverness, together with the employers, likewise indicated strongly positive feelings about the job creation program. Wage rates for the L.I.P. projects were roughly comparable to the community's prevailing wage rates.

While most of the L.I.P. participants indicated satisfaction with their jobs, and the acquirement of new skills, the overwhelming majority indicated that their L.I.P. employment had little or no influence on their subsequent job patterns since there were no job vacancies in the community. It may be that some former participants, who moved from Inverness, found better jobs in their new communities because of the L.I.P. training, but there are no data available. Perhaps L.I.P., by providing temporary employment where otherwise there would have been none, played a part in discouraging some migration from the community. In any case, about 75 per cent of the respondents indicated their unwillingness to move from Inverness, even though they were aware of the lack of long-term employment prospects.

Because there are no alternative jobs for willing job-seekers, before of after L.I.P., it is difficult to evaluate movements onto and off unemployment insurance and welfare rolls. There are two findings in this regard which seem to conflict: there was an increase in UI claims for past participants after their L.I.P. employment period; and there is little evidence in Inverness that L.I.P. employment attracted people to labour force status.

The persons employed on L.I.P. projects were not the only ones to benefit. Due to the size and conditions of Inverness, most of the community took advantage of facilities and services generated through L.I.P.; indeed, a sample of households indicated that in four-fifths of the families at least one person benefited from a L.I.P. project. Facilities were built where none existed; homes were repaired; renovation made existing buildings usable for community events; new services were provided where previously none had existed. Participants had more money; and because they lived and worked in the same community, they spent their money there.

Four of the seven facility projects were well known and well used by the recipients - the two parish facilities that were renovated, the sports centre, and the fire hall. In general, the service projects were not as well known or used.

A major criticism of L.I.P. is that the jobs were not of a permanent nature. Others commented that some projects were of questionable benefits, or that some were poorly managed. Reflecting the conflict between the need for government support and the desire to be independent, there were comments to the effect that L.I.P. was just another form of government handout. However, virtually all Inverness residents believed that L.I.P. had benefited them in many ways.

In the opinion of some knowledgeable residents, L.I.P. had an impact in stimulating people to think more about community planning rather than expecting it to happen at the county level. Others credited L.I.P. with creating an air of optimism about the future.

CANADIAN "LOCAL INITIATIVES PROGRAM"

Forms in Vertical File:

EMPLOYMENT. Canada