



129th MAINE LEGISLATURE

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Legislative Document

No. 1538

H.P. 1121

House of Representatives, April 11, 2019

An Act Regarding Compensation Equity for Positions in the Maine Community College System

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

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

ROBERT B. HUNT
Clerk

Presented by Representative DAUGHTRY of Brunswick.

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

2 **Sec. 1. 26 MRSA §1037** is enacted to read:

3 **§1037. Compensation equity for community college positions**

4 **1. Definitions.** As used in this section, unless the context otherwise indicates, the
5 following terms have the following meanings.

6 A. "Comparable employee" means an employee having the same or similar
7 credentials, experience, time of service and other qualifications as another employee.

8 B. "Position" means a job or position of employment in an occupational group under
9 section 1024-A, subsection 3 that has a defined set of required qualifications and
10 responsibilities.

11 **2. Rate of compensation.** Notwithstanding any other provision of this chapter to the
12 contrary, the rate of compensation must be the same for comparable employees at
13 comparable positions at every community college in the Maine Community College
14 System.

15 **Sec. 2. Implementation.** By January 1, 2020, the bargaining units for the
16 occupational groups under the Maine Revised Statutes, Title 26, section 1024-A,
17 subsection 3 shall collectively bargain with the Maine Community College System, its
18 agent or its representative pursuant to Title 26, chapter 12 to amend the agreed terms and
19 conditions of employment for employees within the occupational groups to implement
20 the provisions of this Act.

21 **SUMMARY**

22 This bill requires that the rate of compensation for comparable positions in the Maine
23 Community College System for employees of comparable qualifications, including
24 positions in the occupational groups of faculty and instructors, administrative staff,
25 supervisory, support services, institutional services and police, be the same at every
26 community college in the system. The bill directs the bargaining units of the
27 occupational groups of the system to collectively bargain with the system, its agent or its
28 representative to amend the agreed terms and conditions of employment for employees
29 within the occupational groups to implement the provisions of this bill by January 1,
30 2020.