



SHRM Maine State Council

AFFILIATE OF
SHRMTM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

HR Voice- Augusta & Beyond

Grassroots Advocacy for Maine HR Professionals

May 11th, 2010

*SHRM Maine State Leadership
Conference*

*Maine HR Voice
Recommended Reading and Resources*

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 - a. Tips to Advocacy in ME
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These resources and the presentation slides will be posted to the Maine State Council website after the event at: <http://meshrm.shrm.org>



SHRM Resources for Volunteer Leaders

Welcome to your leadership position in SHRM! The SHRM Volunteer Leaders' Resource Center (VLRC) is designed to guide you in your role as an SHRM volunteer leader. The information contained within this site gives you an overview of the Society, its organization, mission, and services, as well as a variety of resources to help you be successful! Find the VLRC online at:

<http://www.shrm.org/Communities/VolunteerResources/Pages/default.aspx>

If you have additional questions regarding your role as a volunteer leader after reviewing the materials and information contained within this site, please contact a member of the Northeast Regional Team:

Susan Post, SPHR, CAE - Field Services Director
Susan.Post@shrm.org or 800/283-7476 X6201

Liz VanBerg - Regional Administrator
Elizabeth.vanBerg@shrm.org or 800-283-7476 X6274

We're happy to assist you in any way we can, and look forward to working with you to support, promote, and develop the human resource profession! Here are just a few of the VLRC resources available to you as a SHRM volunteer leader:

2010 SHRM Affiliate Program for Excellence (SHAPE)

Includes a Frequently Asked Questions document, planning workbooks, worksheets and recorded webinars about the program for both chapters and state councils.

<http://www.shrm.org/Communities/VolunteerResources/ResourcesforChapters/Pages/SHAPE.aspx>

Affiliate Successful Practice Center

<http://www.shrm.org/Communities/VolunteerResources/Pages/AffiliateSuccessfulPractices.aspx>

SHRM LeadersEdge *Monthly e-Newsletter for all Volunteer Leaders:* <http://www.shrm.org/Communities/VolunteerResources/Pages/LeadersEdge.aspx>

Core Leadership Areas (*resources/webinars/teleconferences*)

<http://www.shrm.org/Communities/VolunteerResources/Pages/default.aspx>

Fundamentals of Chapter Operations

http://www.shrm.org/Communities/VolunteerResources/ResourcesforChapters/Documents/Fundamentals_of_Chapter_Operations_20090901.pdf

Financials

Information on tax status and filings, Treasurer info, and more!

<http://www.shrm.org/Communities/VolunteerResources/ResourcesforChapters/Pages/CHAPRfin.aspx>

Media/Public Relations

<http://www.shrm.org/Communities/VolunteerResources/ResourcesforChapters/Pages/CHAPRmedia.aspx>

Toolkits

<http://www.shrm.org/Communities/VolunteerResources/ResourcesforChapters/Pages/CHAPRtool.aspx>

The Volunteer Leaders Resource Center (VLRC) also includes: *Sample volunteer leader position descriptions, Sample chapter and state council bylaws, SHRM Branding Center and MUCH more!!!*

Section 2

2010 SHRM Maine State Council HR Leadership Day Program Agenda

May 11, 2010, 8 am – 11:35 am, Samoset Resort, Rockport, Maine

- 8:00-8:30 am Registration, networking, continental breakfast
- 8:30-8:45 Opening Remarks – David Pease, Maine State SHRM Director
- Welcome, Agenda, Review of Achievements over Past Year and Expectations for Year to Come. Objectives are to set tone for the morning, review and recognize achievements to encourage continued effort with an eye toward succession planning, remind leaders about the new SHAPE program and get leader feedback about proposed projects for the rest of this calendar year and into next.
- 8:45-9:30 SHRM Overview and Review of the New SHRM Affiliate Program For Excellence (SHAPE) – Susan Post, SPHR, CAE, Director, Eastern Region & Field Services Director, Northeast *CT, MA, ME, NH, NY, RI, VT*
- Susan will update leaders on what is happening at SHRM, provide an overview of the volunteer leader structure and available resources and review the new SHAPE program – what is required, why it replaced the CAP program and answer any questions about it. The learning objective is to give leaders a chance to ask informed questions now that SHAPE is actually underway and have the opportunity to ask Susan about anything SHRM.
- 9:30 – 11:35 *Maine HR Voice Program*
- 9:30-9:45 Objectives for Maine HR Voice Program & Panel; SHRM Government Affairs in Maine - Sarah Conroy, Maine State SHRM Government Affairs Director
- Objective is to educate on the Government Affairs function and the Government Affairs team efforts and ensure HR leaders understand the power of their voices in Augusta and DC as well as in their own companies. Tools will be provided to facilitate grass roots advocacy at the state level and Maine specific information guides will be provided. The panel's recommended readings and resources will also be provided at this time.
- 9:45-10:00 The Political Landscape in Maine – Kenneth Palmer, Professor Emeritus – Political Science, University of Maine
- Objective is to explain the history and character of our state and her people to illustrate how it might impact approaches HR professionals take to weigh in on legislation and other Maine government affairs (judiciary, executive). Professor Palmer will teach HR leaders about Maine's charter and current climate to illustrate why citizen input is expected and welcomed. He will offer examples of success and tips for getting plugged in using his most recent publication, *Maine Politics & Government, Second Edition (2009)*
- 10:00-10:15 Lobbying in Maine - Peter Gore, Vice President for Advocacy & Government Relations, Maine State Chamber of Commerce
- Objective is to teach HR leaders about lobbying and grassroots advocacy in Maine, to explain the differences to ensure no one runs afoul of lobbying laws and suggest how best to use the legislative process in keeping with both the attendee's professional discipline and company demands. He will also instruct participants on how to team with like-minded industry groups so the HR perspective is heard in addition to the business case.
- 10:15-10:30 The Maine Legislature Today - Christopher Rector, Maine State Senator, Knox – R
- Objective is to relay the legislator perspective and why legislators **want** to hear from HR professionals. Senator Rector will offer tips for the HR professional on timing, approach and value,

including his own journey and perspective as a former Representative, current Senator and small business owner in Maine. HR professionals should come away feeling engaged, empowered and supported and ready to have their say as fellow Mainers, HR professionals and representatives of their companies.

- 10:30-10:45 Strategic Consulting in Maine - Mary J. Herman, consultant, strategist, former lobbyist and former First Lady of the State of Maine
- Ms. Herman will speak about her client CEOs and the support of HR involvement in strategic planning and execution. HR leaders will take away suggestions, anecdotes and ideas on the intersection of government and business in Maine and be able to turn these into action plans. They will also feel included in knowing that government and business can and should be completely accessible to them. The objective is to help HR professionals branch out into other aspects of their companies' businesses.
- 10:45-10:50 *Break*
- 10:50-11:05 SHRM HR Voice Overview and 2010 Government Affairs Advocacy Initiative - Sarah Conroy, Maine State SHRM Government Affairs Director
- Objective 1 is to explain what SHRM offers on the federal level with regard to advocacy and teach and encourage attendees to embrace the tools and use them to have a say on the federal level, including attending the Employment Law and Legislative Conference if at all possible.
 - Objective 2 is to introduce the new advocacy initiative, encouraging attendees to volunteer as congressional district precinct captains so they can be plugged into legislative decision makers to increase their visibility in their organizations and the HR profession and directly influence outcomes.
- 11:05-11:25 Moderated Discussion with Panelists - Sarah Conroy & Panelists
- Sarah will present questions to each panelist to elicit more information from them on their areas of expertise as it relates to HR and business. Questions are being compiled in advance from a variety of sources including each panelist's published works and Maine HR professionals. Some questions can/will be answered by several panelists as they wish to comment. This will present further learning opportunities for the HR professional and include more specifics to better meet their personal learning objectives.
- 11:25 – 11:35 Questions from the Audience – Audience & Panelists
- The audience will have the chance to directly query panelists with the benefit of what they just learned in the presentation. This will present further learning opportunities for the HR professional and include more specifics to better meet their personal learning objectives.

Section 3

Speaker Biographies

Ken Palmer

Kenneth T. Palmer is Professor Emeritus of Political Science. He taught at the University of Maine from 1969 to 2004. He received a B.A. from Amherst College (1959) and a Ph.D. from the Pennsylvania State University (1964). Professor Palmer's teaching and research have focused on American state politics, especially Maine politics, and U. S. federalism. He is the author or co-author of **Changing Members: The Maine Legislature in the Era of Term Limits** (2005), **Maine Politics and Government** (1992), **The Changing Politics of Federal Grants** (1984), **State Politics in the United States** (1977), **Downeast Politics** (1975) and **The Legislative Process in Maine** (1973). His articles have appeared in **Publius: The Journal of Federalism**, **Public Administration Quarterly**, **National Civic Review**, **Maine Bar Journal**, **Maine Historical Society Quarterly** and **Maine Policy Review**. He has also contributed numerous chapters to general works on state politics and federalism including, most recently, **The Constitutionalism of the American States** (2008). During his career, Professor Palmer served on the research staffs of the Brookings Institution and of the Woodrow Wilson School of Princeton University. In 1987, he received the John Donovan Award for the best paper presented at the annual meeting of the New England Political Science Association. He was twice elected to the executive committee of Section on Federalism and Intergovernmental Relations of the American Political Science Association. From 1987 to 1997, he served as book review editor for **Publius: The Journal of Federalism**. On retiring from regular teaching, he was cited by the Maine legislature and governor for his contributions to the state. Professor Palmer teaches an on-line course, American State and Local Government (POS 203), at the University of Maine.

Peter Gore

Peter M. Gore is Vice President for Advocacy and Government Relations at the Maine State Chamber of Commerce. Peter M. Gore joined the Maine State Chamber staff in 1994 as a senior governmental affairs specialist and currently holds the position of Vice President for Advocacy and Government Relations. He is responsible for directing the Chamber's advocacy and government relations efforts and represents the Chamber and its members before the Maine Legislature, the Office of the Governor, various state agencies, and the public on a variety of issues, including workers' compensation law, labor/management issues, and health care policy. In addition, since 1996, he has served as the Chair of the Workers' Compensation Coordinating Council, an organization formed in 1993 to monitor the Workers' Compensation Board and assist members of the Board in administering the 1992 Workers' Compensation Reform Act. Gore is a graduate of the University of Maine at Orono, with a Bachelor of Arts degree in Journalism and a minor in Sociology.

Chris Rector

Christopher (Chris) Rector is serving his first term in the Maine Senate, having served three terms in the House of Representatives. He serves as the ranking Republican Senator on the Joint Standing Committee of Business Research and Economic Development, and also serves on the Joint Standing Committee on Marine Resources. He serves on the Community Preservation Advisory Committee, the Maine Economic Growth Council, and the board of the Maine Compact for Higher Education. He is co-chair of Maine Solutions, a consensus building training and facilitation group for legislators and public officials. He helped to develop the Midcoast Leadership Academy which is currently offering its third class in leadership development. He was appointed to and has served on the Joint Select Committee on Research, Development and the Innovation Economy in the summer of 2006 the Joint Select Committee on Prosperity in the summer of 2007, and the Joint Select Committee on Maine's Energy Future in the winter of 2009.

Chris has been very involved in the efforts of Many Flags, One Campus (www.manyflags.org). This project began in 2004 with meetings to more fully understand the workforce need of the mid-coast economy. As an outgrowth of those meetings, a need to incorporate a community college presence, along with the Mid-coast School of Technology (the Region 8 Vocational and Technical School for the area) and the University of Maine System was developed. In the course of discussions, Georges Valley High School and the Rockland District High School emerged as voluntary partners to the program. In addition, the Maine Marine Trades Association identified the potential and need for a marine systems training center as a partner to the project. The marine trades portion of the program is already up, running, and offering programs to insure that the long-term workforce needs of that industry are being met. While this project remains a work-in-progress, Chris has provided leadership in working to giving voice to all the partners and community members who seek to develop education opportunities for our region as a model for the rest of the state. Rector has been instrumental in securing

endorsements or support from the Maine Compact for Higher Education, the Mitchell Institute, The Maine State Chamber of Commerce and others.

Senator Rector is an entrepreneur involved in retail business, wholesale art publishing and real estate management. He and his wife Betsy operated two retail art galleries for 20 years, one in Camden and one in Portland. He grew up in Needham, Massachusetts where he graduated from Needham High School. He moved to Maine while in college. He completed the program at Boston University College of General Studies and received a BA in Economics from the University Southern of Maine. Rector also attended the Kennedy School of Government at Harvard University in 2006 on a Brooks Fellowship. He is a member of the Zeta Class of Leadership Maine, a program of the Maine Development Foundation. He is the former board chair of the Center for Maine Contemporary Art and former co-chair of the Camden Downtown Business Group. He serves on the GrowSmart board of directors. Sen. Rector is a member of Maine Businesses for Social Responsibility, the Penobscot Bay Region Chamber of Commerce and the Thomaston Fire Department. Rector is a member of the board of directors of the Knox Waldo Regional Economic Development Council (www.kwred.org) and co-chairs the task team on Education and Workforce Development. He also participates as a member of the Thomaston Comprehensive Plan Committee and the Thomaston Green Redevelopment Steering Committee.

Senator Rector and his wife, Elisabeth (Betsy), have two children. They have lived in Thomaston for 23 years and in the area for 37 years. His hobbies outside of art and public service include sailing, gardening, hiking and cooking.

Mary J. Herman

Mary's life is defined by a profound desire to help others. Mary began her career as a social studies teacher in Washington, DC. She soon realized that many of the youth in her classes were not reading up to their grade level. Recognizing a critical need, Mary returned to college to earn a master's degree in special education/learning disabilities. In the years to come, Mary would become known for championing social causes and her ability to make change happen. In the 1970s, Mary relocated to Washington County, Maine. With no teaching jobs available, she began volunteering at Downeast Health Services' Calais Family Planning where she helped introduce the first prepared childbirth classes in the area. Seeing real value in her leadership abilities and drive, the board named her executive director in 1974. Her time at Calais Family Planning unlocked a desire to become involved in Maine healthcare issues at a deeper level. After earning a degree in nursing from the University of Maine Augusta, Mary went on to coordinate education, training, and outreach at New Directions, a substance abuse prevention and treatment program housed at Kennebec Valley Regional Health Agency now known as HealthReach.

The next phase of her professional life involved advocating for women's issues in the 110th Maine legislature as part of the **Maine Women's Lobby** team. In that capacity, Mary oversaw the successful enactment of the first law prohibiting discrimination in housing against women and children.

In 1982, she joined what was soon to become **Cohen-Herman Associates, a highly successful lobbying firm** based in Augusta. Mary developed a niche for the firm in representing the interests of affiliated health professions and nonprofit agencies. Her successes include landmark legislation enabling direct access to licensed physical therapists without a physician's referral.

Mary also established a name for herself with Maine businesses. Her firm effectively stopped legislation to apply a hefty tax on bulk water carried out of Maine, a measure that would have been detrimental to one of the state's strongest and most supportive corporate citizens, Poland Spring. For Central Maine Power, she instituted a program that led to better communications with the company's low income customers.

As **First Lady**, Mary was a staunch supporter of Maine small businesses and local artisans. She also gained a great appreciation for the special quality of place that makes Maine so exceptional. A visible presence at the annual New England Products Trade Show, Mary made it her mission to promote Maine-made items. She is very proud to be part of the core group that launched 'Maine Made', a campaign that now promotes more than 1,000 Maine companies.

Mary also never forgot her roots in education. She actively chaired the Maine Family Literacy Task Force for a number of years and initiated Read to ME which provides every entering Maine kindergartener with a new book. The program, which also provides parents with a book about the importance of reading to their children, continues today. Since her earliest days in Maine, Mary has also donated her leadership abilities to a multitude of causes and organizations that

are close to her heart. The majority of the causes she champions focus on improving women's health in Maine and support for Maine youth.

Susan Post

Susan Post is the Director, Eastern Region for the Society for Human Resource Management. Prior to joining SHRM in 1999, Susan had 15 years of experience as an HR professional with such organizations as Eastman Kodak and Cornell University. She has a bachelors degree in Industrial and Labor Relations from LeMoyne College, is certified by the HR Certification Institute as a Senior Professional in Human Resources (SPHR) and also holds the Certified Association Executive (CAE) credential from the American Society of Association Executives (ASAE).

Susan's affiliation with SHRM dates back to the early 1980's, when she served two terms as President of the LeMoyne College student chapter in Syracuse, NY. Throughout her professional career, Susan has held a variety of volunteer leadership positions with SHRM, including two terms as President of her local chapter and as District Director on the New York State Council.

In her role as Eastern Regional Director, Susan serves SHRM members and volunteer leaders in the Northeast Region from her home office in upstate New York, and oversees a team of four Field Services Directors in SHRM's Northeast, Southeast and Southwest Central Regions. She is also Staff Leader for SHRM's Employee Relations Special Expertise Panel.

Outside of SHRM, Susan volunteers with a number of organizations, including her role as Vice-Chair for ASAE's Component Relations Section Council and as a Board Member and HR Committee Chair for Chemung ARC, a non-profit human service agency.

David Pease

As State Council Director, David's responsibilities include providing a structure for members to meet and discuss the affairs, activities, needs and challenges of the profession, assessing the needs of members and meeting those needs by securing and/or providing information. He will coordinate state and national legislative initiatives and will be responsible for providing leadership development opportunities and communication to volunteer leaders and SHRM at-large members within the state. David will also be the state representative on the regional council. The regional council provides opportunities for Human Resources best-practice sharing among and between the council members.

David Pease is Senior Vice President and Human Resources Director at Androscoggin Bank. He has over 20 years of experience in the Human Resources field. David attained his Bachelors in Political Science from the University of Maine and his Masters in Human Resources Management from Lesley University. He has achieved the designation of Senior Professional in Human Resources (SPHR) from the Human Resources Certification Institute. David is a frequent speaker at Human Resources Conventions and meetings. He is an adjunct faculty member at Thomas College in Waterville.

Sarah Conroy

Sarah currently serves as the SHRM Maine State Government Affairs Director – After a career in several states, Sarah has settled on Maine and most recently served as HR Director for Penobscot Bay Media, a software development and professional services company in Camden. She is a former independent HR consultant with 24 plus years of experience in the academic, healthcare, financial services and technology industries. Her specialties include employee relations, compensation and benefits design and delivery, compliance, communications and strategic planning. She is a graduate of the University of New Hampshire and holds both the Senior Professional in Human Resources (SPHR) and Certified Employee Benefits Specialist (CEBS) designations. Throughout her career, she has acted as legislative analyst and written broadly about the importance of taking action and being involved. Sarah is perpetually curious, an animal lover and vegetarian with eclectic taste in music and books and volunteers her time serving on several nonprofit boards and for related causes and organizations.

Section 4

Recommended Resources

With Notations on Speaker Recommendations and Conference Bookstore Availability. If Not Specifically Noted, Recommended By More Than One Speaker.

Books

- *Maine Politics and Government, Second Edition* by Kenneth T. Palmer, G. Thomas Taylor, Marcus A. LiBrizzi and Jean E. Lavigne (Lincoln, NE: Univ. of Nebraska Press, 2009). Signed copies available in conference bookstore.
- *Maine: The Pine Tree State from Prehistory to the Present* by Richard W. Judd (et. al) (Orono, ME: Univ. of ME Press, 1995). Recommended by Kenneth Palmer.
- *An Insiders Guide to Maine Politics* by Christian P. Potholm (Landham, MD: Madison Books, 1998). Available in conference bookstore.
- *Outliers* by Malcolm Gladwell (NY, NY: Little, Brown and Company, 2008). Available in conference bookstore. Recommended by Mary Herman.
- *United States Constitution*. Available in conference bookstore.
- *Declaration of Independence*. Available in conference bookstore.
- *Maine Constitution* – available as a book, but not via Maine Secretary of State’s Office, nor Conference Bookstore.
- *Maine State Legislative Sourcebook* (Topeka, KS: Government Research Service, 2010). Available to purchase online at link below

Section 5

Websites

General

Advocacy and Lobbying Resources:

- State Legislative Sourcebook: <http://www.statelegislativesourcebook.com/lobbying-guide.asp>
- Maine Specific Chapter: <http://www.statelegislativesourcebook.com/individual-state-chapters.asp>
- The following three sites were recommended by Bob Carragher of SHRM Government Affairs specifically for this audience (thanks Bob!):
 - Citizen Action Manual: <http://www.nationalcenter.org/eptfaction.html>
 - A Case Study I Grassroots Lobbying: How MADD Fixed the Flaw in Hawaii’s Drunk-Driving Law: http://ww2.wkkf.org/DesktopModules/WKF.00_DmaSupport/ViewDoc.aspx?fld=PDFFile&CID=0&ListID=28&ItemID=5000243&LanguageID=0
 - An English perspective on American Grassroots Lobbying: <http://sherpa.bl.uk/1/01/PMMcgrath.pdf>
- Civil Discourse: <http://www.civildiscourse.com/>

Maine

Maine Constitution: <http://www.maine.gov/legis/const/Constitution.pdf>

Guides to testifying at public hearings:

<http://www.maine.gov/legis/opla/citizensguide.pdf>

<http://www.maine.gov/legis/senate/Documents/hearing/Hearing%20Guide/hearguide.htm>

<http://www.maine.gov/sos/path/exploring/testify.html>

Tips on writing to your legislator:

<http://www.maine.gov/sos/path/exploring/write.html>

Links to listen to the labor (and other) committee hearings:

http://janus.state.me.us/legis/audio/cmte_directory.htm

Joint Committees and their members:

<http://www.maine.gov/legis/house/jtcomlst.htm>

Contacts

For your legislator's contact information: Senate: <http://www.maine.gov/legis/senate/senators/index.htm> House: <http://www.maine.gov/legis/house/>

The legislature's phone number to leave a message for your legislator if you can't reach him/her: 207. 287.1400.

Tools to assist in creating emails particular bills, each will need to be modified for your use:

- SHRM HR Voice: <http://capwiz.shrm.org/shrm/home/>
- Maine Chamber's Legislative Action Center: <http://capwiz.com/mainechamber/state/main/?state=ME>

The Governor's Office "Share Your Views" tool:

http://www.maine.gov/governor/baldacci/contact/citizen_services/share_views.html

Tips Specifically for HR Professionals Speaking Out on Issues:

- You may wish to educate on the HR role and the dual responsibilities respecting both the bottom line and people;
- Make points specific to your workplace and what the bill will mean to your workplace in particular with as much supporting evidence as you can provide – include statistics and costings wherever possible;
- Talk about what you already do to address the issue at hand and the impact of the proposed change, if appropriate;
- Seek help and data from your Government Affairs Team! The SHRM State Council can survey members on issues and coordinate with SHRM national for more information on what employers are doing about this issue in other states. You may contact either Sarah, your SHRM Maine State Government Affairs Director at seconroy@gmail.com, or your chapter director for assistance.

Maine eDemocracy: <http://www.maine.gov/portal/government/edemocracy/>

Maine Bureau of Elections: <http://www.maine.gov/sos/cec/elec/upcoming.html> (Includes information on upcoming primary and referenda)

Maine League of Women Voters Election Information: <http://www.lwvme.org/elections.html> (includes links to all Maine Political Party Websites)

More on this year's gubernatorial election: http://en.wikipedia.org/wiki/Maine_gubernatorial_election,_2010

Maine State Chamber: <http://www.mainechamber.org>

Maine State Law and Legislative Reference Library: <http://www.maine.gov/legis/lawlib/melaw.htm>

Think Tanks

Maine Heritage Policy Center
Maine Center for Economic Policy
Maine Public Policy Institute

<http://www.maineconomy.org/>
<http://www.mecep.org/>
<http://www.maineinstitute.com/>

Maine – an Encyclopedia: <http://people.maine.com/publius/almanac/encycweb/htm/enintro.htm>

Maine State Government Publications: <http://www.maine.gov/msl/about/govpub/>

More about the Maine Executive Branch: <http://www.maine.gov/portal/government/>

More about the Maine Judicial Branch: <http://www.courts.state.me.us/>

More about local governments: <http://www.memun.org/>

US

United States Constitution: <http://www.archives.gov/exhibits/charters/charters.html> or purchase it and related items at: <http://www.nccsstore.com/Pocket-Constitution/productinfo/PC>

Declaration of Independence and other documents of interest: <http://www.house.gov/house/Educate.shtml>

SHRM HR Voice:

<http://www.shrm.org/pages/login.aspx?clickth=http://www2.shrm.org%2Fgovernment%2FDefault.aspx>

SHRM HR Issues Guide:

<http://www.shrm.org/Advocacy/Issues/Documents/010LegConf.PubPol.Broch.final.3-8-10.pdf>

SHRM Get Out The Vote: <http://www.shrm.org/Advocacy/gotv/Pages/default.aspx>

C-Span: <http://www.c-span.org/>

C-Span Viewer's Guide: <http://www.c-span.org/PDF/ViewersGuide.pdf>

Iphone Apps and Other

- Iphone application entitled *USA Manual*. For \$0.99 you can have access to many US government documents, information on all three branches of government and each state.

More About Our Guest Panelists

Kenneth Palmer

<http://www.umaine.edu/polisci/faculty-and-staff/kenneth-palmer/>

http://dll.umaine.edu/mainestudy/pdf/Maine_Lecture.pdf

Chris Rector

<http://www.facebook.com/pages/Chris-Rector/41892800990?v=info> (includes video)

Peter Gore

<http://www.mainechamber.org/mx/hm.asp?id=ourstaff>

<http://www.linkedin.com/pub/peter-gore/11/7/39a>

Mary Herman











<http://www.maryjherman.com/>

<http://www.youtube.com/watch?v=OqVTcCSrOnY>

Section 6

Maine's Path of Legislation

(How A Bill Becomes Law)

	Idea developed A legislator decides to sponsor a bill, sometimes at the suggestion of a constituent, interest group, public official or the Governor. The legislator may ask other legislators in either chamber to join as co-sponsors.
	Bill drafted At the legislator's direction, the Revisor's Office, Office of Policy and Legal Analysis, and Office of Fiscal and Program Review staff provides research and drafting assistance and prepares the bill in proper technical form.
	Bill introduced The legislator gives the bill to the Clerk of the House or Secretary of the Senate. The bill is numbered, a suggested committee recommendation is made and the bill is printed. The bill is placed on the respective body's calendar.
	Committee reference The bill is referred to one of the Joint Standing or Joint Select committees in the originating branch and then sent to the other body for concurrence.
	Committee action When scheduled by the chairs, the committee conducts a public hearing where it accepts testimony supporting and opposing the proposed legislation from any interested party. Notices of public hearings are printed in newspapers with statewide distribution. Public hearing schedules are posted weekly, during session, on the Senate's web site (see Schedule).
	Report of Committee When the bill is reported to the floor it receives a first reading and any committee amendments are adopted at this time. The committee reports the bill to the originating body as is, with amendment, with a divided report or with a unanimous recommendation of <i>Ought Not to Pass</i> .
	Second reading The next legislative day the bill is given its second reading and floor amendments may be offered. When one chamber has passed the bill to be engrossed, it is sent to the other body for its consideration. The House has a consent calendar for unanimous <i>Ought to Pass</i> or <i>Ought to Pass as Amended</i> bills which takes the place of First and Second readings.
	Second chamber The bill goes through a similar process. If the second chamber amends the bill, it is returned to the first chamber for a vote on the changes. It may then be sent to a conference committee to work out a compromise agreeable to both chambers. A bill receives final legislative approval when it passes both chambers in identical form.
	Governor After final passage (enactment) the bill is sent to the Governor. The Governor has ten days in which to sign or veto the bill. If the Governor does not sign the bill and the Legislature is still in session, the bill after ten days becomes law as if the Governor signed it. If the Legislature has adjourned for the year the bill does not become law. This is called a "pocket veto." If the Legislature comes back into session, the Governor has three days in which to deliver a veto message to the chamber of origin or the bill becomes law.
	Law A bill becomes law 90 days after the end of the legislative session in which it was passed. A bill can become law immediately if the Legislature, by a 2/3 vote of each chamber, declares that an emergency exists. An emergency law takes effect on the date the Governor signs it unless otherwise specified in its text. If a bill is vetoed, it will become law if the Legislature overrides the veto by a 2/3 vote of those members present and voting of both chambers. For more detailed descriptions of the steps described above, please visit: http://www.maine.gov/legis/lawlib/billpath.htm#one

Section 7

Your Government Affairs Team

<i>Chapter</i>	<i>Government Affairs Warrior</i>	<i>Chapter</i>	<i>Government Affairs Warrior</i>
HRASM	Lisa Noonan, Director	CMHRA	Amie Parker
	Johnna Major	MidCoast SHRM	TBD
	Celine Frueh	HRAEM	Sarah Joy
	Greg Fall	MSHHRA	Chris Riendeau
	Carol Taylor	KVHRA	Cathy DeMerchant
NESHM	Robin Beckwith, Director	State Council	Sarah Conroy
	Ryan Bushey		

Please also note the following members who helped us throughout this last session, but cannot be with us at this time: Bethany Turon (CMHRA), Shannon Kashinsky (HRASM), Amy Cross Sawyer (HRASM), Mary Caldwell (Midcoast SHRM) as well as our Director Emeritus, Bill Saufley!

THANKS TO ALL!

If you'd like to join us, or need to get in touch with any of the above team members, please contact Sarah at seconroy@gmail.com. We will be reaching out to the leadership group in the coming months to survey you on what you expect from your Government Affairs Team as well as to carry out our SHRM national government affairs duties. Your help is much appreciated as we seek to lead HR grassroots advocacy here in Maine.

Maine SHRM Government Affairs Update & 124th Maine Legislature Wrap Up

These are the bills that passed this past session. *Unless otherwise noted, they are effective July 12, 2010.* Please visit <http://tinyurl.com/MaineSHRMLegNews> for more information.

LD 1566 – *An Act Relating to the Membership of the Worker's Compensation Board* – Original bill was replaced with an amendment offered providing for members to recuse themselves in certain circumstances. It clarifies the current restrictions on the Workers' Compensation Board membership with regard to any possible conflict of interest between a member and an issue in front of the board so that, *in addition to the conflict of interest provisions in section 152, subsection 8, a member of the board may not take part in reaching a decision or recommendation in any matter that directly affects an insurer, self-insurer, group self-insurer or labor organization that the member represents.*

LD 1545 - *An Act To Protect Maine Workers* – Protects Maine workers in the logging industry from being undercut by foreign bonded labor by requiring employers who hire bonded labor to provide proof of ownership, or a bona fide lease, of equipment as required by the Commissioner of Labor. The law aims to correct abuses within the system where employers may hire foreign contracting firms who have equipment, which is a violation of federal and state law. The amendment requires employers seeking bonded workers to form and participate in a recruitment clearinghouse that assists in evaluating and referring potential logging occupation workers.

LD 1565 – *An Act To Amend the Laws Governing the Knowing Misclassification of Construction Workers.* This bill took many twists and turns and the amendment adopted allowed for sweeping powers to stop work not found in any other state agency. There was strong opposition to this bill, but it did pass and granted the Workers' Compensation Board authority to stop work in addition to the penalties provided for already in the code in cases where construction hiring agents and subcontractors do not provide appropriate Workers' Compensation coverage. *This bears watching because a part of the debate included expanding this beyond the construction industry, which could greatly impact independent contractors in other sectors of Maine's economy.*

LD 1708 and **LD 1769**. These were the bills extending the State's miniCOBRA eligible population and ensuring that ARRA subsidy will be available to miniCOBRA recipients in Maine respectively. LD 1769 was an emergency measure effective March 26th and it contained provisions to automatically adopt any future ARRA extensions.

LD 1198 – *An Act to Reform Insurance Coverage To Include Diagnosis for Autism Spectrum Disorders*. It requires individual health insurance policies and contracts as well as group policies, contracts and certificates for health insurance to provide coverage for the diagnosis and treatment of autism spectrum disorders for persons 5 years of age and under. Coverage for applied behavior therapy is subject to a maximum annual benefit of \$36,000 per year. Would require health insurance companies to provide coverage of the diagnosis and treatment of autism spectrum disorders for individuals age 5 and younger.

Health insurance companies will be required to provide coverage of the following:

- Habilitative or rehabilitative care - including applied behavior analysis or other professional or counseling services necessary to develop, maintain and restore the functioning of an individual to the extent possible
- Psychiatric care
- Psychological care
- Therapeutic care - meaning services provided by certified speech, occupational, or physical therapist

Coverage for Applied Behavior Analysis (ABA) is subject to an annual maximum of \$36,000; no limits on the number of visits to an ABA provider

No dollar or number of visit limitations on other covered treatments unrelated to ABA

As with all Maine state benefits mandates, it applies to state regulated insurance plans - it does not apply to ERISA regulated self-funded plans. *There had been concern about the interplay between this law and the newly issued Federal Mental Health Parity & Addiction Equity Act of 2008 interim final regs. You will want to ensure you comply with both if you are an employer with 50 or more employees and are in an insured plan subject to this new law.* Here are the regs: <http://edocket.access.gpo.gov/2010/pdf/2010-2167.pdf> . History here:

http://www.cms.hhs.gov/healthinsreformforconsume/04_thementalhealthparityact.asp

Applies to plans issued or renewed on or after January 1, 2011.

LD 425 - *An Act To Require Private Insurance Coverage for Certain Services for Children with Disabilities* also requires insurers to pay for coverages not previously required. This bill requires individual and group health insurance policies and health maintenance organization contracts to provide coverage for children's early intervention services after a referral from a primary care provider for children from birth to 3 years of age if the child has an identified developmental disability or delay. Coverage is limited to \$3,200 per year per child up to a maximum of \$9,600 by the child's 3rd birthday.

LD 20 - *An Act To Require Insurance Companies To Cover the Cost of Prosthetics* - Under current law, health insurance carriers are required to provide coverage for prosthetic devices, but coverage is not required for those devices containing a microprocessor. The amendment removes the exclusion for prosthetic devices that include a microprocessor. Insurers were very concerned with the cost, but the committee felt usage would be low.

LD 1498 – *An Act to Adopt a Drug Benefit Equity Law* – The law bars health insurance carriers from favoring pharmacies. It prohibits a carrier from refusing to contract with a pharmacy provider that meets the terms and conditions established by the health plan and requires that coinsurance, copayment and deductible factors be applied uniformly regardless of the type of pharmacy the health plan enrollee chooses.

LD 1626 - *An Act To Amend the Unemployment Compensation Laws Regarding Vacation Pay* was enacted, but not as an emergency measure as originally proposed. The law now allows laid off workers to collect unemployment benefits earlier because terminal vacation pay was removed as disqualifier.

LD 1524 - *An Act To Ensure Equity in Unemployment Compensation Claims*- This was enacted as a resolve. Original bill had sought to address the situation of 2 employers who both lay off the same employee within 30 days of each other. It required that both employers be considered the claimant's last employer for purposes of the laws governing unemployment compensation. The resolve changes this and mandates a study to see how other states do this, with report due back in January, 2011.

LD 1620 - *An Act To Protect Health Care Consumers from Catastrophic Debt* – First-in-the-nation legislation banning annual and lifetime caps on insurance policies, protecting those suffering from severe illness from also facing catastrophic debt often incurred during the treatment of many fatal diseases. The elimination of annual or lifetime caps would directly benefit Mainers battling cancer and fighting other chronic diseases such as hemophilia, cystic fibrosis, Parkinson’s and multiple sclerosis. *This legislation may offer more protection for Mainers because it takes effect and is more universal than similar provisions under federal healthcare reform, but again, this applies to insured products only, not self-insured employer sponsored medical plans.*

LD 1464 - *An Act To Amend Licensing, Certification and Registration Requirements for Health Care Providers and Other Facilities.* Beginning October 1, 2010, a facility or health care provider subject to the licensing or certification processes of chapter 405, 412 or 419 shall obtain, prior to hiring an individual who will work in direct contact with a consumer, criminal history record information on that individual, including, at a minimum, criminal history record information from the Department of Public Safety, State Bureau of Identification. The facility or health care provider shall pay for the criminal background check required by this section.

LD 1537 - *An Act To Amend the Statute of Limitations under the Maine Human Rights Act* – passed as a resolve requiring a report to the Judiciary joint standing committee by February 1, 2011 concerning case processing revisions and recommendations for legislative action, all to reduce the time for investigating complaints. The report must include the estimated costs of the revisions and the recommendations. Bill had originally sought to shorten from 2 years to one year the period within which the Maine Human Rights Commission must conclude an investigation of a complaint.

LD 1711 – *An Act To Clarify The Status of Prisoners* – This law clarifies when prisoners are considered employees for the purpose of Workers’ Compensation coverage.

LD 1709 - *An Act To Enhance Public Awareness of Lyme Disease* – The law reflects the amended bill and was enacted as an emergency measure effective March 8th. It establishes the month of May as Lyme Disease Awareness Month and directs the Maine Center for Disease Control and Prevention to make appropriate information available to the public to improve education and awareness about the prevention, diagnosis and treatment of Lyme disease. It clarifies the annual reporting requirements on Lyme disease and other tick-borne illnesses to include information on diagnosis as well as treatment. It also requires the Maine Center for Disease Control and Prevention to maintain a publicly accessible website to provide public awareness and education on Lyme disease and other tick-borne illnesses, including links to resources made available and recommended by the United States Department of Health and Human Services. It also requires health insurers to report claims data related to Lyme disease diagnosis as well as treatment. (The original bill had benefits mandates, which is why we were tracking it.)

Update on SHRM’s Government Affairs Agenda for 2010 and Beyond

SHRM, of course, has a Government Affairs team who keep us up to date on all things federal. In summary, here are SHRM's thoughts on what bills are likely to survive/pass during this year:

- **ENDA** - HR 3107/S.1584 - Employment Nondiscrimination in Employment Act of 2009 - SHRM does not endorse this version. The lack of specifics around how to address gender identity issues are of great concern.
- **Protecting America's Workers Act** - HR 2067 - Sponsored by Lynn Woolsey (an HR professional before becoming a Congressperson - yay!) - enhances and expands OSHA.
- **Paycheck Fairness Act** - HR 12/S. 182 - already passed house, considered part 2 of Ledbetter Act, no one wants to be on the record as opposing. Many concerns around how this will impact employer pay practices - will likely need to rework entire process if this passes. ***Nothing except for seniority, merit and productivity may be considered.*** This means you can't award for anything beyond that. *Really.* So, in its current form, consideration of things like education, training, cost of living, shift differentials, hazard pay would be outlawed.

Others may come back later as well. The Healthy Families act, as mentioned above as quite similar to LD 1665 will be back and EFCA is expected to be brought to a forced vote in the Senate just before the midterm elections to get a temperature check on support.