

AFFILIATE OF  
**SHRM**<sup>®</sup>  
SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT



**SHRM Maine State Council**

*Presents...*

**Human Resource  
Professionals Day!**

*Wednesday, April 6, 2011*





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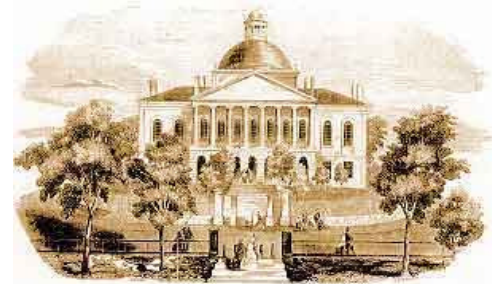
1. Detailed Program
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These resources are also available here: <http://meshrm.shrm.org/legislative-news>

## Section 2

# HR Professionals Day Program

## April 6, 2011



The State House from an engraving in the November 19, 1853 issue of Gleason's Pictorial Drawing Room Companion.

Please, no food/drink in the Committee Rooms or Chambers

Please visit our event site for speaker bios, directions, floor plans and other important details at

<http://meshrm.shrm.org/events/2011/04/professionals-day-state-house>

Time	Topic	Speaker	Location
7:45 am	Registration & Continental Breakfast		Cross Café COB, 1 <sup>st</sup> Floor
8:10 am	Welcome	<b>Kristine Avery</b> SHRM Maine State Director	Cross Café COB, 1 <sup>st</sup> Floor
8:20 am	Program for The Day	<b>Sarah Conroy</b> SHRM Maine State Government Affairs Director	Cross Café COB, 1 <sup>st</sup> Floor
8:35 am	Efforts on Regulatory Fairness & Reform and other Priorities of the Majority in the 125 <sup>th</sup> Maine Legislature	<b>Jonathan T.E. Courtney</b> Maine Senate Majority Leader	Room 208 Cross Office Building
8:50 am	Priorities of the Minority in the 125 <sup>th</sup> Maine Legislature	<b>Barry J. Hobbins</b> Maine Senate Minority Leader	Room 208 Cross Office Building
9:05 am	Primer on the Maine Judiciary and how HR professionals can learn about recent Maine rulings, understand & apply them in the context of similar or conflicting federal rulings within their workplaces.	<b>Mary Ann Lynch, Esq.</b> Director of Court Information Maine Judicial Branch	Room 208 Cross Office Building
10:00 am	The Governor's agenda, the Executive staff roles & what it could mean to HR professionals and advocates in Maine	<b>Kathleen Newman</b> Deputy Chief of Staff & Legislative Policy Director Office of the Governor	Room 208 Cross Office Building
10:35 am	Group Photo	Photographers: <b>Tim Sardano, HR Times</b> <b>Bob Smith, HRASM</b>	Hall of Flags 2 <sup>nd</sup> Floor, Maine Statehouse
10:45 am	House & Senate Session Observation	On your own	Senate & House Galleries 4 <sup>th</sup> Floor, Maine Statehouse
11:30 am	Meet Lunch Leaders (please see companion speaker information sheet for topics and biographies of our lunch leaders & other speakers)	<b>Peter Gore</b> <b>Susan Wasserott</b> <b>Richard Powell</b> <b>Rep Jonathan McKane</b>	Check in at Hall of Flags. (Participants then proceed to Cross Office Building Rm 201 for box lunch pick up and location assignment)
12:30 pm	A primer on the LCRED committee with Q & A	<b>Senator Christopher T. Rector,</b> Chair, Labor, Commerce & Research & Economic Development Committee & Friends	Room 208 Cross Office Building
1:00 pm	Observe LCRED Committee Hearing	Members of the Labor, Commerce & Research & Economic Development Committee	Room 208 Cross Office Building
2:30 pm	Tour of the Statehouse	<b>Mary Small, Chief of Staff</b> Senate President's Office	Hall of Flags 2 <sup>nd</sup> Floor, Maine Statehouse
3:15 pm	Time Reserved for You To Meet with Your Legislator or Conduct Other Statehouse business		
4:00	End of Program	Please return your badge to Cross Office Building Room 201. Thank you for joining us!	

## Section 3

### *Speaker Biographies (In Order of Program)*



**Kristine A. Avery, SPHR - SHRM Maine State Director**

As the State Council Director, Kris' responsibilities include providing a structure for members to meet and discuss the affairs, activities, needs and challenges of the HR profession. She is responsible for providing leadership development opportunities and communication to SHRM Chapter volunteer leaders and SHRM at-large members within the State of Maine. Kris will also be the state representative on the SHRM Northeast Regional Council. The regional council provides opportunities for Human Resources best-practice sharing among and between the SHRM council members in the northeast region. Kris began her term as Director this past January after having served as Deputy Director for two years. Prior to this she served as President of the Southern Maine chapter of the Human Resources Association where she was a board member since 2006. Kris is also the instructor for the HR Certification Exam Preparatory Course offered through the University of Southern Maine. Kris was honored as the recipient of the Maine 2010 HR Leader of the Year. Kris also serves as Senior Vice President for Human Resources at FISC Solutions in Lewiston. Kris, who recently added the title "Nana" to her resume, resides in Windham with her husband, Dan. Kris will offer the day's opening remarks.



**Sarah Conroy, SPHR, CEBS - SHRM Maine State Government Affairs Director**

After a career in several states, Sarah has settled on Maine. Sarah divides her time between HR consulting, her Society for Human Resource Management (SHRM) Maine State Government Affairs Director role and volunteering for causes near to her heart. In her SHRM role, she leads advocacy for HR professionals in Maine. Before consulting, Sarah served as HR Director for several organizations including Penobscot Bay Media, Central Maine Medical Center, DirecTECH and Lowell General Hospital. Sarah has more than 25 years of HR experience in organizations of various sizes, including the manufacturing, 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 written broadly about HR issues, delivered solutions across the HR spectrum and encouraged other HR professionals to have a voice in both the boardroom and the legislature. Sarah is perpetually curious and an animal lover with eclectic taste in music and books. Sarah will outline expectations for the day and serve to moderate where needed throughout the program.



**Senator Jonathan T. E. Courtney**

Senator Jon Courtney is serving his fourth term in the Maine State Senate, representing District 3, which includes central York County. He is currently the Majority Leader in the Senate. Senator Courtney's previous experience includes serving as the lead Republican on the BRED Committee in the 123rd Legislature. He was a member of the Taxation Committee during the 122nd Legislature. He held this role during the 121st Legislature as a member of the House of Representatives, during which time he was also a member of the Reapportionment Committee. Prior to his election to the Legislature, the Senator was a

Town Meeting member, and a member of the Sanford Warrant Committee. Senator Courtney owns a small business in southern Maine, and is past president of Shoppers Village Merchants Association. The Senator also takes an active role in his community, serving as a member of the Salvation Army Advisory Board, the Advisory Council for the Southern Maine Area Agency on Aging, and the Kiwanis Club. Additionally, he coached youth football, Little League baseball and hockey, and was a member of the Little League Board of Directors. Senator Courtney lives in Springvale and is the father of three grown children. Senator Courtney will discuss the priorities of the Majority in the 125<sup>th</sup> Maine Legislature.



**Senator Barry Hobbins**

Barry Hobbins represents State Senate District 5, which includes the communities of Buxton, Dayton, Old Orchard Beach, Saco, and part of Biddeford. Senator Hobbins is currently the Minority Leader in the Senate as he continues his Legislative service, which began for him at the age of 21 when he was elected to the 106th Maine Legislature as a State Representative. Sen. Hobbins went on to serve five more consecutive House terms followed by an additional term in the 114th Legislature as a State Senator. He returned to the State Senate in 2004. His return to the Maine Senate brought with him a unique blend of legal, business, public policy, and community service, which he had gained and developed since his previous legislative service. Senator Hobbins is currently serving his third consecutive term. Outside of the legislature, Senator Hobbins is an attorney with a law office in Saco. In the 124th Legislature, Senator Hobbins chaired the Utilities and Energy Committee and puts his legal skills to good use as a member of the Judiciary Committee. Additionally, he co-chairs the Right to Know Advisory Committee and the Commission to Study Energy Infrastructure, and is a member of the Governor's Ocean Energy Task Force. Prior to the start of the 125th Legislative Session, Senator Hobbins was elected by his colleagues to serve as Senate Democratic Leader in the Maine Senate. Senator Hobbins lives in Saco with his wife Donna and they are the proud parents of three children. Senator Hobbins will discuss the priorities of the Minority in the 125<sup>th</sup> Maine Legislature.

**[PHOTO UNAVAILABLE] Mary Ann Lynch, Director of Court Information, Maine Judicial Branch**

Mary Ann Lynch serves as Director of Court Information for the Maine Judicial Branch, a position she has held since 2008. Prior to that, Ms. Lynch served on the Cape Elizabeth, Maine, Town Council, an elected position, from 2001 to 2008. While on the Council she served two terms as Chairman of the Council and on numerous other civic boards and committees, most notably the Cumberland County Budget Committee. From 1990 to 2000 Ms. Lynch was Vice President and General Counsel of the Maine Yankee Atomic Power Company, Wiscasset, Maine, a wholesale electric utility generating nuclear power. Prior to joining Maine Yankee, Ms. Lynch was in private practice in the Portland, Maine firm of Verrill & Dana, where she focused on energy and public utility regulation. She is a graduate of the University of Maine School of Law, and the University of Southern Maine. She and her husband, Gregg Ginn, live in Cape Elizabeth, Maine where they have raised 4 sons. Mary Ann will offer a primer on the Maine Judiciary and how HR professionals can learn about recent Maine rulings, understand & apply them in the context of similar or conflicting federal rulings within their workplaces.



**Kathleen Newman, Deputy Chief of Staff**

Kathleen Newman is Deputy Chief of Staff and Legislative Director. In this capacity, Newman will be the primary liaison between the Legislature and Governor LePage's Administration, working with legislators to enact his key policy initiatives. In addition, Newman advises the Governor on environmental, transportation and utility policy. Before joining Governor LePage's team, Newman served as President and CEO of Associated Builders and Contractors of Maine, representing the construction industry before the Maine Legislature, Congress, and state and federal regulatory bodies. Prior to her work at ABC, Newman operated her own political consulting firm providing governmental and regulatory affairs services and political campaign management. She has served as Treasurer of Newman Concrete Services, Inc., located in Richmond, Maine. In

addition, for several years, she served as Government Relations Coordinator for Central Maine Power Company, Maine's largest electric utility. Newman is a native of Hallowell, Maine where she and her husband Doug Newman still reside. Kathleen will speak about the Governor's agenda, the Executive staff roles and what it could mean to HR professionals and advocates in Maine.



**Susan H. Wasserott, MS, Legislative Aide, Speaker's Office, Maine House of Representatives**

Susan began a new role as Legislative Aide working for House Speaker Robert Nutting in the 125<sup>th</sup> Maine Legislature in December 2010. Until December, she served as Government Affairs Chair for the Maine State Healthcare Human Resources Association and as a member of our Government Affairs team while also holding the position of Human Resources Manager for Mid Coast Health Services in Brunswick, where she worked for the past 16 years. Susan began in HR in 1985 and prior to Mid Coast, her HR career centered in Pennsylvania; first at the investment firm The Vanguard Group, then at a family-owned construction company, and finally at the start up of a new industrial plant, Sathers, Inc. Susan was prepared for this role by her two runs for the Maine legislature from District 65. She will talk about her transition to her new role and how experience in HR is a natural match for advocacy. Her unique perspective is not to be missed. (Please watch for the upcoming article on Susan's journey in the *HR Times* convention edition.)



**Richard J. Powell, PhD, Associate Professor of Political Science, University of Maine**

Professor Powell directs both the Maine Congressional and the Kenneth Palmer State Legislative Internship Programs. His research and teaching interests include the U.S. Presidency, Congress, Mass Media, Elections, State Politics, and Constitutional Law. He is actively involved on campus with the Honors College and the Margaret Chase Smith Policy Center and also serves as the advisor for UMaine's minor in Legal Studies. Professor Powell is the author of journal articles and book chapters on presidential-congressional relations, presidential communications, and presidential and congressional elections. He has also published articles on the effects of term limits on the political system and co-authored *Legislating Without Experience: Case Studies in State Legislative Term Limits* (Lexington Books, 2007) and *Changing Members: The Maine Legislature in the Era of Term Limits* (Lexington Books, 2004). In 2010 he was a Fulbright Lecturer at Zhejiang University in Hangzhou, China as well as other schools in China and in Japan. For more on Professor Powell, please visit: <http://umaine.edu/polisci/faculty-and-staff/richard-j-powell/>. Professor Powell will converse about Maine State politics in the era of term limits.



**Representative Jonathan B. McKane** of Newcastle is serving his fourth term in the Maine House of Representatives representing District 51 - Bristol, Damariscotta, Edgecomb, Newcastle, South Bristol and Monhegan Plantation. He is a member of the Insurance & Financial Services Committee and serves as Chair of the Regulatory Fairness & Reform Committee. Of course his lovely bride is one of our very own, Susan Dale. Together they are the proud parents of three children. He plans to speak about his committee's efforts and his sponsored legislation.



**Peter M. Gore, Vice President for Advocacy and Government Relations, 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. Peter will speak about grassroots advocacy in Maine and particularly the intersection of the Chamber's and SHRM's interests.



**Senator Christopher W. Rector**

Chris Rector is serving his second term in the Maine Senate, having served three terms in the House of Representatives. He serves as the Senate Chair of the Joint Standing Committee on Labor, Commerce, Research and Economic Development and on the Joint Standing Committee on Energy, Utilities and Technology as well as the Joint Select Committee on Regulatory Reform. He is also a member of 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 fourth class in leadership development. Chris also works tirelessly in his community and 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. Senator Rector and his wife, Betsy, have two children and live in Thomaston. His hobbies outside of art and public service include sailing, gardening, hiking and cooking. Chris will speak about the LCRED committee, including expectations, ground rules, upcoming legislation and the reconciliation of the Labor and BRED committees.



**Mary E. Small, Chief of Staff, Senate President's Office** served 24 years in the Legislature; 16 in the House and 8 years in the Senate. She served as the State Representative for part of Bath from 1978-1994 and as State Senator representing Sagadahoc County and the town of Harpswell from 1994-2002. She served as the Ranking Republican on the Education Committee and served as Senate Chair when her party held the majority in the 117<sup>th</sup> Legislature. She was the Senate Republican Leader during her final term in the Senate. Because of term limits, she left office in 2002 and worked as State Director for the national non-profit, *Fight Crime: Invest in Kids* from 2003-2006. In 2006 she returned to the Legislature as Chief of Staff for the Senate Republicans, assuming her current role in December 2010 with the Republican Senate majority. In this role she supports President of the Senate, Kevin Raye of Perry. Mary will give a tour of the State House. A brief history of the Maine State House follows.

# A Brief History of the Maine State House



State House in 1836 (The Original Bulfinch Design)  
from a painting by Charles Codman (1800 – 1842)

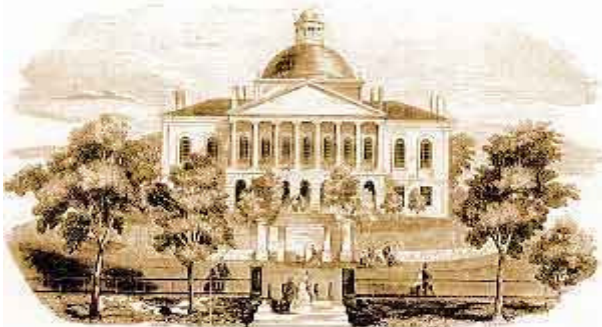
When Maine separated from Massachusetts and became a state on March 15, 1820, Portland became the temporary capitol city. The first State House was a modest two-story Federal style building at the corner of Congress and Myrtle Streets. It served as Maine's State House until 1832 and was eventually destroyed in the Great Fire of 1866.

Though the temporary capitol of Portland was the largest city in the state many thought a permanent capitol should be more centrally located. A number of cities and towns

sought the honor of becoming the state capitol and site of the new State House. The principal aspirants were Portland, Brunswick, Hallowell, Waterville, Belfast, Wiscasset and Augusta. The Legislature finally selected the City of Augusta, and Governor Enoch Lincoln signed the bill establishing Augusta as the official capitol on February 24, 1827.

A 34 acre site for the Capitol was selected on “Weston Hill”, on the western side of the Kennebec river, by a public buildings commission which was headed by Governor William King. The piece of land was deeded to the State in 1827 by a group of patriotic Augusta owners for a sum of ten dollars. The great New England architect, Charles Bulfinch was enlisted to design plans for the new building. He had also designed the Massachusetts State House and the United States Capitol Building in Washington.

For the design of the Maine capitol Bulfinch chose the basic outline of the Massachusetts capitol building but aimed for a Greek Revival simplicity which could be executed well using local granite material. About one hundred and fifty feet in length, including the central portion with columns and cupola and two wings extending north and south, the building's cornerstone was laid on the 4th of July, 1829, amid impressive Masonic ceremonies. Granite was hauled from Hallowell to Augusta by oxen and blocks for the second story were hauled up a runway into the building. Construction was completed in January of 1832, with a final cost of \$145,000, an unheard of figure for that time. Maine boasted one the nation's most beautiful and modern capitol buildings, although complaints ensued of a leaky roof and faulty heating system, the latter causing the building to catch fire on more than one occasion.



The State House from an engraving in the November 19, 1853  
issue of Gleason's Pictorial Drawing Room Companion.

The Maine Legislature held its first session in the new State Capitol on January 4, 1832. At that time all of state government was housed in

the State House. As state government grew, expansion and remodeling projects became necessary. The interior of the Capitol was remodeled in 1852 and again in 1860 to provide additional room for state departments. In 1890-1891, a large three-story wing, designed by Boston architect Calvin Spoffard, was added to the rear of the building for a cost of \$150,000. The new wing would accommodate the State Library and provide more office space for departments.

The city of Portland made repeated attempts over the course of eight decades to regain the honor of being Maine's capitol, but was ultimately unsuccessful. By 1907, the debate surrounding a final attempt to move the seat of state government made clear the inadequacy of working space in the Capitol building.

Major remodeling of the Capitol during 1909-1910 established the present-day appearance of the building. It was enlarged according to designs by G. Henri Desmond, and executed by Charles Hichborn of Augusta. This remodeling necessitated the demolition of almost all the old building save the portico and front and rear walls. The length of the building was doubled to three hundred feet by extending the north and south wings. The low saucer dome of Bulfinch's design was replaced by the current 150-foot copper-covered one and surmounted by a statue



depicting the female figure of Wisdom, designed by sculptor W. Clark Noble of Gardiner. The construction and remodeling costs totaled \$350,000.

Construction in the 1950's of the state office building, and completion in 1971 of the Cultural Building, resulted in the removal of many of the agency offices from the State House. House and Senate chambers were refurbished in the mid-1960's, at a cost of \$350,000, with new carpeting, furniture, heating, lighting, and electronic public address and voting systems. The glass partition separating lobbyists and guests from the House chamber was added at that time.

A 1967 study, by Bernard Soep Associates of Boston, found that much of the State House had lost its charm and showed the ravages of time. It recommended major redistributions of space, upgrades to electrical and plumbing systems, and renovations to part of the West wing. The State Museum and State Library moved to the new Cultural Building in 1971, although the latter's legal collection remained in the State House as part of the newly-created Maine State Law and Legislative Reference Library. The Governor and his staff moved in to the renovated West wing late in 1972. The House Chamber was repainted, re-carpeted and had falling ceiling tiles replaced in 1979.



Roof leaks had plagued the main State House and north and south wings since the original construction and renovations of 1910-1911. Except for needed repairs and general refurbishing, no major physical changes had been made to the building since 1911. As the State House reached its 150-year mark, still dogged by grumblings of poor ventilation, cracked floor tiles, insufficient quarters, poor public access and general drabness unbecoming the state's most public building, a new movement to spruce up the Capitol building gained momentum.

A 1981 report to the Legislature by the Maine Historic Preservation Commission suggested much needed physical improvements and a consistent, dignified approach to decor throughout the building. The Senate chamber was refurbished in 1984, partly to accommodate an increase of two members following redistricting changes. In 1985 the long-restricted Senate gallery was strengthened and re-opened to the public. Utility poles around the capitol were removed and electrical wires buried in 1986. The pockmarked and peeling dome was stripped and repainted in 1988. The front steps were crumbling and deemed unsafe and closed off in 1991 until a temporary patch job was completed by an inmate crew.

In 1991 the possible presence of the building's original time capsule was discovered by a local sleuth with a metal detector. A rectangular metal object was detected embedded in the cornerstone found beside the fifth step of the original seven-step stairway to the main entrance. Considering the bleak financial picture at the time, a decision was made to let the capsule rest until a more momentous occasion or future anniversary. Though there's no way of knowing what is actually in the cornerstone, a history of Augusta says that a copy of the state Constitution, some currency of the day, publications and a special plate were placed there at the time of dedication. In 1989, in a ceremony commemorating the building's 160th anniversary, a stainless steel time capsule was buried near the front wall of the State House. It is to be opened in 2029. In 1993 officials hired a Massachusetts firm specializing in preservation and rehabilitation of historic buildings to perform a study of the overall "health" of the Capitol building. Multiple deficiencies in the structural capacity of the building were identified, particularly in public areas where large groups of people congregated during legislative sessions. A new phase of renovations to the long-neglected State House and its grounds began in the mid-1990's, with the improvement of the state's economy. One of the first tasks was the complete reconstruction and renovation of the crumbling granite retaining wall and cast-iron fencing encircling the Capitol. It had not been repaired since the 1910-1911 renovations. The dome was rewired and illuminated at night once again, after being in darkness since 1987. The inside of the dome was also restored and visible from inside the State House.

By 1996 a master plan for restoring and modernizing the entire building was developed by Bath architects, Weinrich and Burt and implemented by Granger Northern in phases over a span of five years. Changes included improved public and handicapped access, structural reinforcement, health and safety improvements, technological upgrades, and esthetic refurbishing of the building and landscaping. The dismal and leaky underground tunnel connecting the State House with the Cross Office Building was completely rebuilt to include a large skylight, the Klir Beck dioramas and a granite mural, by artist Evan Haynes, of text written in English, French, Passamaquoddy, Penobscot and Abenaki languages. The east-facing granite steps were re-set on a new foundation and a new public entrance was created in the west wing.

From: <http://www.maine.gov/legis/lawlib/sthousehistory.htm>

## Section 4

### *Recommended Resources*

#### 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).
- *Maine: The Pine Tree State from Prehistory to the Present* by Richard W. Judd (et. al) (Orono, ME: Univ. of ME Press, 1995).
- *Legislating Without Experience: Case Studies in State Legislative Term Limits* by Richard Powell (Lexington Books, 2007).
- *Changing Members: The Maine Legislature in the Era of Term Limits* by Richard Powell (Lexington Books, 2004).
- *An Insiders Guide to Maine Politics* by Christian P. Potholm (Landham, MD: Madison Books, 1998).
- *United States Constitution.*
- *Declaration of Independence.*
- *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/>
- 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](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](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/lepage/citizen\\_services/ideas-suggestions.shtml](http://www.maine.gov/governor/lepage/citizen_services/ideas-suggestions.shtml)

### *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](mailto: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>

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

**Maine State Chamber:** <http://www.mainechamber.org> **Maine Economic Research Institute:** <http://www.me-ri.org/>

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

### Think Tanks

Maine Heritage Policy Center

<http://www.maineconomy.org/>

Maine Center for Economic Policy

<http://www.mecep.org/>

Maine Public Policy Institute

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

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

**eDemocracy Maine:** <http://www.maine.gov/portal/government/> (includes information on all branches of government in ME)

**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 Advocacy:** <http://www.shrm.org/Advocacy/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.

## Section 6

# Maine's Path of Legislation

(How A Bill Becomes Law)

	<p><b>Idea developed</b> 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.</p>
	<p><b>Bill drafted</b> 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.</p>
	<p><b>Bill introduced</b> 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.</p>
	<p><b>Committee reference</b> The bill is referred to one of the <a href="#">Joint Standing</a> or Joint Select committees in the originating branch and then sent to the other body for concurrence.</p>
	<p><b>Committee action</b> 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 <a href="#">Senate's web site</a> (see Schedule).</p>
	<p><b>Report of Committee</b> 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>.</p>
	<p><b>Second reading</b> 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.</p>
	<p><b>Second chamber</b> 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.</p>
	<p><b>Governor</b> 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.</p>
	<p><b>Law</b> 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. <b>For more detailed descriptions of the steps described above, please visit:</b> <a href="http://www.maine.gov/legis/lawlib/billpath.htm#one">http://www.maine.gov/legis/lawlib/billpath.htm#one</a></p>

## Section 7

### *Your Government Affairs Team*

<i>Chapter</i>	<i>Government Affairs Warrior</i>	<i>Contact Email</i>
<b>HRASM</b>	John Land, Director	<a href="mailto:john.land@mercero.com">john.land@mercero.com</a>
	Johnna Major	<a href="mailto:jmajor@cornerstone-hr.com">jmajor@cornerstone-hr.com</a>
	Celine Frueh	<a href="mailto:celinefrueh@yahoo.com">celinefrueh@yahoo.com</a>
	Greg Fall	<a href="mailto:gfall@cmacareer.com">gfall@cmacareer.com</a>
<b>NESHRM</b>	Jennifer Curran, Director	<a href="mailto:jcurran@tempoemployment.com">jcurran@tempoemployment.com</a>
	Ryan Bushey	<a href="mailto:ryan.bushey@lpcorp.com">ryan.bushey@lpcorp.com</a>
	Lola Willette	<a href="mailto:lola.i.willette@maine.gov">lola.i.willette@maine.gov</a>
<b>CMHRA</b>	Amie Parker	<a href="mailto:aparker2@bates.edu">aparker2@bates.edu</a>
<b>MSHHRA</b>	Bonnie Gray (Acting)	<a href="mailto:bonnie.gray@mainegeneral.org">bonnie.gray@mainegeneral.org</a>
<b>HRAEM</b>	Sarah Joy	<a href="mailto:sarahj@bonneystaffing.com">sarahj@bonneystaffing.com</a>
<b>MidCoast SHRM</b>	Susan Norton	<a href="mailto:susan.norton@thefirst.com">susan.norton@thefirst.com</a>
<b>KVHRA</b>	Bryan Flagg	<a href="mailto:bryan.flagg@ejprescott.com">bryan.flagg@ejprescott.com</a>
<b>State Council</b>	Sarah Conroy	<a href="mailto:seconroy@gmail.com">seconroy@gmail.com</a>

***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](mailto: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.*

## Section 8

### *Maine SHRM Government Affairs Update*

March 5, 2011 - This is part of a series of updates to keep you up on the decisions being made on our behalf in both bodies. As I have mentioned, I am tweeting more regularly than issuing updates of this kind, so feel free to check my twitter feed at any time or to follow me if you like. So it's handy, here is all relevant contact information:

Sarah Conroy, SPHR, CEBS

SHRM Maine State Government Affairs Director

207.713.8337

[seconroy@gmail.com](mailto:seconroy@gmail.com)

[mainelegregupdate@gmail.com](mailto:mainelegregupdate@gmail.com) (to subscribe to updates like these)

<http://tinyurl.com/MaineSHRMLegNews> (our Maine State Government Affairs information page)

<http://twitter.com/mainelyhr> (government affairs twitter feed)

### Maine

#### Executive

Public hearings and Senate confirmations are ongoing for Cabinet appointees and others. Here is an update to those we are tracking to date. The Cabinet lacks only a Commissioner of Labor at this point. No word on possible nominations.

Date of Hearing	Department	Commissioner-nominee	Status
01/18/2011	Administrative & Financial Services	H. Sawin Millett, Jr.	Confirmed
01/20/2011	Conservation	William H. Beardsley	Confirmed
01/20/2011	Economic & Community Development	Philip A. Congdon	Confirmed
01/20/2011	Marine Resources	Norman H. Olsen	Confirmed
01/24/2011	Public Safety	John Morris	Confirmed
01/25/2011	Environmental Protection	Darryl N. Brown	Confirmed
02/01/2011	Health & Human Services	Mary Mayhew	Confirmed
02/03/2011	Agriculture	Walter E. Whitcomb	Confirmed
02/08/2011	Transportation	David B. Bernhardt	Confirmed
02/14/2011	Corrections	Joseph Ponte	Confirmed
02/17/2011	Labor	Cheryl Russell	Withdrawn
02/23/2011	Inland Fisheries & Wildlife	Chandler Woodcock	Confirmed
03/02/2011	Education	Stephen Bowen	Confirmed

The Senate also voted 34-0 to confirm Paul Sighinolfi of Brewer as executive director of the state Worker's Compensation Board. Sen. Christopher Rector of Thomaston said Sighinolfi is well-qualified for the post, saying he "literally wrote the book we use as the gospel for workers' compensation in Maine."

In case you missed it, here is the Governor's budget, released on February 11th:

<http://www.maine.gov/budget/budgetinfo/2012biennial.htm>

#### Legislature

The legislature will begin this month to meet Tuesday, Wednesday and Thursday each week. There have been about 800 bills posted out of the Revisor's Office to date with a total of about 1600 this session so far. The ideas raised via LD 1 will likely increase the count as new bills come about from the concept measure.

Here are some bills of note to date, with hearing dates where available. Please contact your Chapter Government Affairs Chair for details or contact Sarah with questions, concerns or other feedback.

- **LD1 – An Act To Ensure Regulatory Fairness and Reform – This bill has had multiple hearings and work sessions so far, mostly dealing with DEP issues to date.** Here is an update on related bills and the Governor's

amendment to LD1 issued on Feb 14<sup>th</sup> at the start of the first public hearing:  
<http://www.maine.gov/legis/opla/LD1Govsamendment.pdf> and more information here:  
<http://www.maine.gov/legis/opla/phase1annotated.pdf>

- LD 35 - **An Act Relating to Concealed Firearms Locked in Vehicles** –This bill provides that an employer may not prohibit an employee with a valid concealed firearms permit from keeping a firearm in the employee's vehicle as long as the vehicle is locked and the firearm is not visible. SHRM is opposed, the Maine Chamber will oppose. MESHRM formulating position now. Concerns are employer control of employer property, workplace safety and esp. domestic violence issues in ME. This bill has not yet come before the CJPS committee. A related bill, **LD 658** will also require our attention, please see more on the bill below.
- LD 60 - **An Act To Extend Coverage under the State's Mini-COBRA Law** - This new bill appears to be trying to give more generous COBRA rights than under fed law to those eligible for mini and "regular" COBRA. This bill was voted on and, while the report has not yet been released, it was divided. Bill regarding healthcare this session must be reviewed in the context of greater healthcare reform – we will keep you posted.
- LD 152 - **An Act To Prohibit Employment Discrimination Based on a Prior Criminal Conviction** – This law would forbid employers to hold criminal convictions against applicants if it's not directly related to the job. **This bill was voted ONTP by the committee.**
- LD 169 - **An Act To Allow Veterans Who Work for Employers with More than 50 Employees To Take Veterans Day Off with Full Pay** – This would require employers to give all veterans Veterans' Day off with full pay. MEGAT is currently working via the Chamber to oppose this. **This bill was voted ONTP by the committee.**
- LD 207 - **An Act To Amend the Laws Regarding Tips Used in Payment of Service Employees** – this would allow employers to keep tipped employees tips. **This bill was tabled.**
- LD 269 – **An Act To Implement a Maine Unemployment Insurance Work-sharing Program** - This bill creates a worksharing program as an alternative to layoffs during a temporary slowdown in business. This would allow an employer to avoid layoffs by reducing the number of regularly scheduled hours of work for all workers in a specific unit or department or the business as a whole. Unemployment insurance benefits for the reduced hours of work are then payable as a proportion of the benefit amount for a full week of unemployment. This requires an approved plan in place at the employer. Similar plans have been successful in other states and MEGAT is working with the Chamber and other groups to see what input we might offer the committee as they consider this bill. MEGAT would support if the program is designed with the input and supported by the DOL commissioner. **The first public hearing was on March 2, but no report was issued. Without a DOL Commissioner, acting or permanent, unclear how this might advance.**
- LD 304 - **An Act to Promote the Hiring of Seasonal Workers** – This bill was brought forward by Reny's and changes from 5 weeks to 10 weeks the amount of time and employer may employ employee without being charged for UI. There are a few concerns with how this might impact the UI trust fund as it would impact all employees as written, not just seasonal employees. We are watching this bill.
- LD 516 - **An Act To Amend Maine Law To Conform with Federal Law Regarding Employment Practices for Certain Minors** - This bill repeals the limiting of hours minors 16 years of age may work while school is not in session. It repeals all limitations on the hours a minor 17 years of age may work. It also conforms Maine law to federal law. We have asked the State Chamber to weigh in for us on this matter. Suggestions included adding some protections so that students are not forced to work a lot of additional hours while consistently cutting a more senior workers hours in favor of a less expensive minor. Also expressed concerns about the current rules and how they apply to those of that age who are not in school – should this be considered at the same time?
- LD 636 - **An Act To Ensure Proper Health Information Management** - This bill requires a hospital, beginning January 1, 2012, to employ a certified director of health information management. There are concerns about the lack of specificity of the bill as well as the necessity of such a bill. In its current form, this bill could have Maine legislating to force sponsorship of one professional certifying organization over another, of course this is usually reserved for industry standards and employer choice/market driven considerations. The bill is also vague on at which certifications “count”. Our colleagues at MHA believe that such a bill should not advance.
- LD 658 - **An Act To Modify the Requirement of a Permit To Carry a Concealed Weapon** - alters the concealed weapons laws in the state of Maine so that permits are not needed at all in most cases except a few mentioned in the bill. This bill is something MESHRM will want to oppose along with LD 35 above. The State Chamber is also opposed.
- LD 698 - **An Act To Bring Wage Equity to the Workplace** - This bill prohibits the payment of wages to the highest paid employee that are 10 times higher than the wages paid to the lowest paid employee at the same workplace if the employer has 50 or more employees and the employer receives a state tax credit, state tax break or state funds or is a

contractor for public works construction. The State Chamber opposes this bill and, while MESHRM does not intend to weigh in formally beyond agreement with MSC, you may wish to express your opposition as well.

- **LD 788 - An Act To Prohibit Forced Payment of Labor Union Dues or Fees by Workers** - This bill would change the landscape of Maine by prohibiting employers from deducting fees from nonunion employees, in essence, disallowing the union shop. MESHRM is formulating a position on this now along with SHRM and others. This very important bill would bring RTW laws to Maine for the private sector. Maine, along with most of the northeast, allows union shops and this would be a major change for Maine. Perhaps a bit of a refresher on Taft Hartley and related laws will help: [http://en.wikipedia.org/wiki/Union\\_shop](http://en.wikipedia.org/wiki/Union_shop) . There is a related bill impacting Maine's public sector similar to the bill in Wisconsin we have all heard so much about, LD 309. While we are not following it, you may wish to have a peek at: <http://www.mainelegislature.org/LawMakerWeb/summary.asp?ID=280039408> . Stay tuned!

While this bill is not one we followed closely, LD 303 referenced Maine's Freedom of Access Law in attempting to make Maine's nonprofit healthcare facilities accepting >\$250k/yr in public funding subject to it. Here is our FOAA for your information: <http://www.maine.gov/foaa/> . We are also tracking several other bills that could impact our efforts including some related to minimum wage, healthcare in Maine, subcontracting state services and some bills that attempt to sync Maine laws to federal ones and restrict regulatory rule making authority (eg – LD 543). As mentioned previously we are also tracking a number of WC bills that have not yet been printed.

The SHRM Maine State Council's official position guidelines were adopted as expected and if you need a copy, please let Sarah know at the email address above.

# Section 9

## Directions & Statehouse Complex Floor Plans

Print from here for directions: [http://www.maine.gov/legis/house/activity/directions\\_sh.htm](http://www.maine.gov/legis/house/activity/directions_sh.htm)

Print from here for floor plans: <http://meshrm.shrm.org/files/ME%20State%20House%20Floor%20Plans.pdf>

