

Executive Branch Update: February 12, 2010— **Reclassification & Pay Study Committees**

Operations, Maintenance & Support Services Bargaining Unit

The Operations, Maintenance and Support Services bargaining unit (OM&S) pay study group has set March 2010 as the target for completion of the study and issuance of the bipartisan report of recommendations. The study's final stage of comparing representative state classifications in the unit to private sector jobs for the purpose of devising a new OM&S pay scale that will be more in line with labor market wages is nearly completed.

Prior to putting final touches on the report, management representatives asked for additional meetings to make a few final adjustments. One of the ground rules of the pay study labor – management committees is that either party may revisit an issue determined to need further attention. This rule fosters open discussion during all phases of the studies. Management has invoked this rule in requesting that the list of representative OM&S classifications be revisited and perhaps revised.

The MSEA representatives on the committee will be ensuring that this does not impede the study's progress and that the study's integrity is not compromised.

The OM&S group is scheduled to meet February 17 and 18.

Professional & Technical Services Bargaining Unit

The Professional & Technical Services unit (Pro-Tech) continues to perform the Hay Guide Chart analysis on classifications. Many efficiencies in ways to conduct their deliberations have been implemented to speed their progress. Because this group has the largest number of classifications to study, they are meeting twice as often as the other groups. February meetings were scheduled for February 10 and 11 as the *Maine Stater* was going to press.

Supervisory Services Bargaining Unit

After a hiatus at the end of 2009 and beginning of 2010 due to staffing problems at the Bureau of Human Resources and pressing work priorities among union committee members, the Supervisory Services unit will be meeting two days in March. They will resume their work conducting Hay Guide Chart analysis of classifications with revised job descriptions. By definition most supervisory classifications oversee employees in classifications in other bargaining units. The Hay Guide Chart scoring work of the supervisory group is focusing on supervisors of classifications already scored by the other groups.

