

11-3-1971

Biennial Report July 1, 1966 - June 30, 1968

Maine Department of Labor and Industry

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To: The Honorable Kenneth M. Curtis, Governor of the State of Maine
From: Miss Marion E. Martin, Commissioner of Labor and Industry
Re: Biennial Report - July 1, 1966 - June 30, 1968

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LIBRARY USE ONLY

To: The Honorable Kenneth M. Curtis, Governor of the State of Maine

From: Miss Marion E. Martin, Commissioner of Labor and Industry

Re: Biennial Report - July 1, 1966 - June 30, 1968

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To: Governor Kenneth M. Curtis:

I hereby submit the Biennial Report of the Department of Labor and Industry for the fiscal years 1966-67, 1967-68.

No major pieces of legislation were adopted by the 103rd Legislature.

The most important amendment was a re-writing of the Predetermination of Wage Law which had been adopted by the previous legislature but it was proven to be unworkable. The coverage was decreased to State government projects of \$10,000 rather than \$5,000.

The most controversial and confusing sections have been the definition of "locality" and the procedure for determining the prevailing hourly rate of pay in the construction industry. By defining both "locality" and setting forth the procedures for determining the prevailing rate, the law now is clear and enforceable.

Budget and Balances

We have carried on these activities with a Total Available of \$205,062.81 for the first year. The expenditures for the first year were \$203,937.65 leaving a balance of \$1,125.65 plus Purchase Orders brought forward less Other Income \$207.96 and a balance of \$930.61 which lapsed. The amount of the budget for the second year was \$229,191.19. Expenditures for this year were \$225,269.56 leaving a balance of \$3,921.63 less Purchase Orders brought forward of \$5.03 and a balance of \$3,916.60 which lapsed. The balances which lapsed are accounted for by the fact that there were vacancies which were not readily filled.

Boards

The members of the various Boards, experts in their fields, who gave of their talents were:

Maine State Apprenticeship Council

	<u>1966-1967</u>	<u>1967-1968</u>
Employees	*Louis Boudreau, So. Portland Roger Hare, So. Portland Richard McClay, Waterville **Leroy Moody, Bangor Joseph Simon, So. Portland Kenneth Snowdon, Bath	Roger Hare Martin Joyce, Portland Richard McClay **Joseph Simon Kenneth Snowdon
Employers	Wallace Adams, Millinocket *Robert Cullinan, Portland William Moio, Portland Maurice C. E. Roux, Biddeford Albert Rowbotham, Lewiston	Wallace Adams William Moio Maurice Roux Albert Rowbotham

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The most controversial and confusing sections have been the definition of 'locality' and the procedure for determining the prevailing hourly rate of pay in the construction industry. By defining both 'locality' and setting forth the procedure for determining the prevailing rate, the law now is clear and enforceable.

Budget and Balances

We have carried on these activities with a Total Available of \$202,062.81 for the first year. The expenditures for the first year were \$203,337.62 leaving a balance of \$1,125.22 plus purchase orders brought forward less other income \$207.36 and a balance of \$930.61 which lapsed. The amount of the budget for the second year was \$229,191.19. Expenditures for this year were \$222,269.26 leaving a balance of \$3,921.63 less purchase orders brought forward of \$2.03 and a balance of \$3,919.60 which lapsed. The balances which lapsed are accounted for by the fact that there were vacancies which were not readily filled.

Boards

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Maine State Apprenticeship Council

	<u>1966-1967</u>	<u>1967-1968</u>
Employers	Walter Adams, Millinocket Robert Cullinan, Portland William Hojo, Portland Maurice C. E. Roux, Biddeford Albert Rowbottom, Lewiston	Walter Adams William Hojo Maurice Roux Albert Rowbottom
Employees	Walter Adams, So. Portland Roger Hare, So. Portland Richard McClay, Waterville Erroy Hoody, Bangor Joseph Simon, So. Portland Kenneth Snowdon, Bath	Roger Hare Martin Joyce, Portland Richard McClay Joseph Simon Kenneth Snowdon

Public

Mrs. Scott Damren, Portland
*G. Cecil Goddard, Waterville, Chr.
Stephen Kaler, So. Portland
Rev. John Schroeder, Lewiston

Mrs. Scott Damren
Stephen Kaler, Chr.
Rev. John Schroeder

*Term Expired
**Resigned

Consultants

*Chairman, Maine Employment Security Commission
*Commissioner, Department of Labor and Industry
*Director, Bureau Vocational Education, Department
of Education

* By Statute

Board of Arbitration and Conciliation

1966-1967

Mr. Roy C. Blake, Sr., Brooklin, Chairman, Public
Mr. John M. Conley, Jr., Bath, Secretary, Employers
Mr. Albert H. Page, Portland, Employees

Alternates:

Mr. George A. Wathen, Augusta, Public
Mr. Robert O. Brown, Fairfield, Employers
Mr. Herman Ackroyd, Sanford, Employees

1967-1968

Mr. Lawrence J. Thebeau, Freeport, Chairman, Public
Mr. John M. Conley, Jr., Bath, Secretary, Employers
Mr. Albert H. Page, Portland, Employees

Alternates:

Mr. James J. Conley, So. Portland, Public
Mr. Robert O. Brown, Fairfield, Employers
Mr. Michael Schoonjans, Old Orchard Beach, Employees

Board of Boiler Rules

1966-1967

Miss Marion E. Martin, Chairman
Mr. George B. Morrill, Jr., Cumberland Foreside, Owners & Users
Mr. Leroy E. Verrill, Gray, Insurance Companies
Mr. Henry F. Henderson, Cumberland Center, Manufacturers
Mr. Edward J. Fertig, Gentle Cove, Pemaquid, Operating Engineers

Mrs. Scott Damren, Portland
*G. Cecil Goddard, Waterville, Chr.
Stephen Kaiser, So. Portland
Rev. John Schroeder, Lewiston

Mrs. Scott Damren
Stephen Kaiser, Chr.
Rev. John Schroeder

*Term Expired
**Resigned

Consultants

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*Commissioner, Department of Labor and Industry
*Director, Bureau Vocational Education, Department
of Education

* By Statute

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1966-1967

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Mr. John M. Conroy, Jr., Bath, Secretary, Employers
Mr. Albert H. Page, Portland, Employers

Alternates:

Mr. George A. Nathan, Augusta, Public
Mr. Robert O. Brown, Fairfield, Employers
Mr. Herman Arkroyd, Sanford, Employers

1967-1968

Mr. Lawrence J. Thebeau, Freeport, Chairman, Public
Mr. John M. Conroy, Jr., Bath, Secretary, Employers
Mr. Albert H. Page, Portland, Employers

Alternates:

Mr. James J. Conroy, So. Portland, Public
Mr. Robert O. Brown, Fairfield, Employers
Mr. Michael Schoonjans, Old Orchard Beach, Employers

Board of Boiler Rules

1966-1967

Miss Marion E. Martin, Chairman
Mr. George B. Morrill, Jr., Cumberland Forestry, Owners & Users
Mr. Leroy E. Vertell, Gray, Insurance Companies
Mr. Henry F. Henderson, Cumberland Center, Manufacturers
Mr. Edward J. Fortig, Gentle Cove, Pemaquid, Operating Engineers

1967-1968

Miss Marion E. Martin, Chairman
Mr. George B. Morrill, Jr., Cumberland Foreside, Owners & Users
Mr. Leroy E. Verrill, Gray, Insurance Companies
Mr. Harold W. Akerley, Portland, Manufacturers
Mr. Edward J. Fertig, Gentle Cove, Pemaquid, Operating Engineers

Board of Elevator Rules

1966-1967 and 1967-1968

Miss Marion E. Martin, Chairman
Mr. Dana Bowker, Portland, Insurance Companies
Mr. Delbert B. Bosworth, Portland, Manufacturers
Mr. Arthur Cummings, Auburn, Owners
*Marion E. Martin, Commissioner, Labor and Industry
*George F. Mahoney, Commissioner, Insurance Department, 1966-67
*Frank M. Hogerty, Jr., Commissioner, Insurance Department, 1967-68
*Statutory

Construction Board

1966-1967 and 1967-1968

Miss Marion E. Martin, Chairman
Mr. Erik Sanders, Portland, Construction Contractors
Mr. Frank Rossi, Gardiner, Construction Contractors
Mr. Ernest R. Kimball, No. Orrington, Construction Workers
Mr. Louis P. Gignac, South Portland, Construction Workers
Mr. Albert C. Hodson, Portland, Insurance Companies
Dr. Weston S. Evans, Orono, Public

*Marion E. Martin, Commissioner, Labor and Industry
*George F. Mahoney, Commissioner, Insurance Department, 1966-1967
*Frank M. Hogerty, Jr., Commissioner, Insurance Department, 1967-1968
*Statutory

Minimum Wage Rate Board

1966-1967

Prof. William Combella, China, Chairman, Public
David H. Stevens, Augusta, Highway Commission
Clement Cronin, E. Newport, Organized Labor in Construction Trades
Philip V. Corey, Falmouth Foreside, Highway & Heavy Construction Contractors
William M. Salter, Augusta, Building Contractors
Wilbur C. Weeks, Augusta, Secretary, Department of Labor and Industry

1967-1968

Miss Marion E. Martin, Chairman, Public Member
Carlton Day Reed, Jr., Woolwich, Highway & Heavy Contractor
William M. Salter, Augusta, Building Contractor
John J. Joyce, Portland, Organized Labor in Building Trades
Clement Cronin, E. Newport, Organized Labor in Highway & Heavy Construction Trades
Wilbur C. Weeks, Augusta, Secretary, Department of Labor and Industry

1967-1968

Miss Marion E. Martin, Chairman
Mr. George B. Merrill, Jr., Cumberland Forestry, Owners & Users
Mr. Jerry E. Verill, Gray, Insurance Companies
Mr. Harold W. Akers, Portland, Manufacturers
Mr. Edward J. Farris, Gentle Cove, Pampuld, Operating Engineers

Board of Elevator Rules

1966-1967 and 1967-1968

Miss Marion E. Martin, Chairman
Mr. Dana Bowker, Portland, Insurance Companies
Mr. Delbert B. Bosworth, Portland, Manufacturers
Mr. Arthur Cummings, Auburn, Owners
Marion E. Martin, Commissioner, Labor and Industry
George F. Mahoney, Commissioner, Insurance Department, 1966-67
Frank M. Hogeny, Jr., Commissioner, Insurance Department, 1967-68
*Statutory

Construction Board

1966-1967 and 1967-1968

Miss Marion E. Martin, Chairman
Mr. Erik Sanders, Portland, Construction Contractors
Mr. Frank Ross, Gardiner, Construction Contractors
Mr. Ernest R. Kimball, W. Orlington, Construction Workers
Mr. Louis P. Gignac, South Portland, Construction Workers
Mr. Albert C. Hobson, Portland, Insurance Companies
Dr. Weston S. Evans, Orono, Public
Marion E. Martin, Commissioner, Labor and Industry
George F. Mahoney, Commissioner, Insurance Department, 1966-1967
Frank M. Hogeny, Jr., Commissioner, Insurance Department, 1967-1968
*Statutory

Minimum Wage Rate Board

1966-1967

Prof. William Campbell, China, Chairman, Public
David H. Stevens, Augusta, Highway Commission
Clement Cronin, E. Newport, Organized Labor in Construction Trades
Philip V. Corey, Falmouth Forestry, Highway & Heavy Construction Contractors
William M. Sailer, Augusta, Building Contractors
Wilbur C. Weeks, Augusta, Secretary, Department of Labor and Industry

1967-1968

Miss Marion E. Martin, Chairman, Public Member
Carlton Ray Reed, Jr., Woolwich, Highway & Heavy Contractor
William M. Sailer, Augusta, Building Contractor
John J. Joyce, Portland, Organized Labor in Building Trades
Clement Cronin, E. Newport, Organized Labor in Highway & Heavy Construction Trades
Wilbur C. Weeks, Augusta, Secretary, Department of Labor and Industry

State Safety Conference

The State Safety Conference is a cooperative effort of the Department of Labor and Industry and a non-governmental volunteer group. Representatives of employers and of various interests work closely with the Department through a committee of which the Commissioner is Chairman and the Director of Occupational Safety is the Secretary. The work is financed by Registration and Exhibitors' fees. The committee customarily meets three times a year and makes all policy decisions.

The 1966 Conference was held at the Sheraton-Eastland Hotel in Portland and the 1967 Conference was also held in Portland. Plans are made to hold the 1968 Conference at the Samoset Hotel, Rockland, on September 17th and 18th.

The members of the committee whose leadership and dedication to the prevention of accidents are notable. The program is an example of what can be accomplished by cooperation between public and private agencies. Serving on the committee were:

Conference Chairman - Miss Marion E. Martin
Secretary - Howell G. Cutter, Department of Labor and Industry
Treasurer - Miss Laura Nawfel, C. F. Hathaway Co., Waterville
Publicity - Everett W. Webb, Civil Defense & Public Safety, Augusta
Entertainment - Walter Whitney, John C. Paige Co., Portland
Hospitality - Mrs. Richard Warren, Bangor
Cement, Quarry & Mineral Aggregates - Berton L. Ervin, Chr., Dragon Cement, Thomaston
Civil Defense & Public Safety - Everett W. Webb, Augusta
Construction Safety - Ralph Knowlton, Cr., Associated General Contractors of Maine, Augusta
Fire Prevention - Harriman W. McKowen, Maine Insurance Advisory Board, Augusta
Food Products - Michael W. Reilly, First National Stores, Inc., Portland
Home Safety - David S. Hunter, Dept. of Health & Welfare, Augusta
Industrial Nurses - Edith B. Johnson, R.N., Scott Paper Co., Winslow
Metals-Shipbuilding - Oscar G. Paradis, Saco-Lowell New England Div. Marenmont Corp., Saco; Lloyd A. Beers, Bath Iron Works, Bath
Poultry Processing - Bernard Lipman, Lipman Bros., Inc., Augusta
Pulp and Paper - Howard C. Brooks, St. Regis Paper Co., Bucksport
Rehabilitation - Elmer L. Mitchell, Department of Education, Augusta
Recreational Safety - Edward M. Korb, American National Red Cross, Portland
Shoe and Leather - Roger Coulombe, Charles A. Eaton Co., Richmond
- David Stone, A. E. Lawrence Leather Co., So. Paris
Textile - Maurice C. E. Roux, West Point Pepperell, Biddeford
Traffic Safety - Jack S. Atwood, Maine Broadcasting Co., Portland
Utilities - Wayne L. Chadbourne, Central Maine Power Co., Augusta
Woodworking - George Mickeriz, Chr., Stowell-MacGregor, Division Coats and Clark Inc., Dixfield;
- Samuel Timberlake, Stowell Silk Spool Co., Bryant Pond

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The State Safety Conference is a cooperative effort of the Department of Labor and Industry and a non-governmental volunteer group. Representatives of employers and of various interests work closely with the Department through a committee of which the Commissioner is Chairman and the Director of Occupational Safety is the Secretary. The work is financed by registration and exhibitors' fees. The committee customarily meets three times a year and makes all policy decisions.

The 1956 Conference was held at the Sheraton-Eastland Hotel in Portland and the 1957 Conference was also held in Portland. Plans are made to hold the 1958 Conference at the Seawest Hotel, Rockland, on September 17th and 18th.

The members of the committee whose leadership and dedication to the prevention of accidents are notable. The program is an example of what can be accomplished by cooperation between public and private agencies. Serving on the committee were:

- Conference Chairman - Miss Marion E. Martin
- Secretary - Howell G. Cutler, Department of Labor and Industry
- Treasurer - Miss Laura Hawfel, C. F. Hathaway Co., Waterville
- Publicity - Everett W. Webb, Civil Defense & Public Safety, Augusta
- Entertainment - Walter Whitney, John E. Paige Co., Portland
- Hospitality - Mrs. Richard Warren, Bangor
- Cement, Quarry & Mineral Aggregates - Barton L. Ervin, Chr., Dragon Cement, Thomaston
- Civil Defense & Public Safety - Everett W. Webb, Augusta
- Construction Safety - Ralph Knowlton, Jr., Associated General Contractors of Maine, Augusta
- Fire Prevention - Harriman W. McKenney, Maine Insurance Advisory Board, Augusta
- Food Products - Michael W. Ralphy, First National Stores, Inc., Portland
- Home Safety - David S. Hunter, Dept. of Health & Welfare, Augusta
- Industrial Nurses - Edith B. Johnson, R.N., Scott Paper Co., Winslow
- Metal-Shipbuilding - Oscar G. Paradis, Saco-Lowell New England Div. Merrimont Corp., Saco; Lloyd A. Beers, Bath Iron Works, Bath
- Poultry Processing - Bernard Lipman, Lipman Bros., Inc., Augusta
- Pulp and Paper - Howard C. Brooks, St. Regis Paper Co., Bucksport
- Rehabilitation - Elmer L. Mitchell, Department of Education, Augusta
- Recreational Safety - Edward M. Korb, American National Red Cross, Portland
- Shoe and Leather - Roger Coulombe, Charles A. Eaton Co., Richmond
- David Stone, A. E. Lawrence Leather Co., So. Paris
- Textile - Maurice C. E. Roux, West Point Papermill, Biddeford
- Traffic Safety - Jack S. Atwood, Maine Broadcasting Co., Portland
- Utilities - Wayne L. Chabourne, Central Maine Power Co., Augusta
- Woodworking - George Mickelz, Chr., Stowell-Hacregor, Division Coats and Clark Inc., Dixfield;
- Samuel Timberlake, Stowell Silk Spool Co., Bryant Pond

Staff

We commend our staff for team spirit; their good work, and their conscientious efforts to make the best possible use of the appropriation available to us.

The staff during the biennium has been as follows:

As of July 1, 1966

As of July 1, 1968

ADMINISTRATIVE

Ruth C. Beaudette
Marguerite T. Ingham
C. Wilder Smith

Ruth C. Beaudette
Marguerite T. Ingham
C. Wilder Smith

RESEARCH AND STATISTICS

Waldo C. Lincoln
Margaret E. Millett
Lillian M. Ponziana
Wilbur C. Weeks

James R. Archer (1)
Ruth E. Bladen (2)
Margaret E. Millett
Esther M. Parker - Part time (3)
Lillian M. Ponziani
Wilbur C. Weeks

MINIMUM WAGE, WOMEN AND CHILD LABOR

Madge E. Ames
Marjorie A. Clark
Paul K. Lovejoy
David W. Mills
Parker Denaco (Seasonal)
George F. Jackson
Elaine M. Robbins
Eric E. Sandstrom

Madge E. Ames
Kathleen Chase (4)
Marjorie A. Clark
George F. Jackson
Paul K. Lovejoy
Eric E. Sandstrom
J. Sidney Wakely (5)
Seasonal Vacancy

INDUSTRIAL SAFETY

George L. Bates
Herbert S. Edgecomb
Frank Isbister
Sandra J. Jacques

George L. Bates
Howell G. Cutter (7)
Frank Isbister
Sandra J. Jacques (8)
James P. Oldroyd

BOILER

Faylene P. Clifford
Ralph L. Langille

Faylene P. Clifford
Ralph L. Langille

APPRENTICESHIP

Evelyn H. Merrill

Evelyn H. Merrill

ELEVATOR

Joseph W. Emerson
Mary E. Healy
Gayle Staples

Joseph W. Emerson
Mary E. Healy
Robert P. Sullivan (11)

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C. Wilder Smith

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Marguerite T. Ingham
C. Wilder Smith

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Margaret E. Millett
Lillian M. Ponziani
Milbur C. Weeks

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Ruth E. Bladen (2)
Margaret E. Millett
Esther M. Parker - Part time (3)
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Milbur C. Weeks

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Paul K. Lovejoy
David W. Mills
Parker Seneca (Seasonal)
George F. Jackson
Elsie M. Robbins
Eric E. Sandstrom

Hadge E. Ames
Kathleen Chase
Marjorie A. Clark
George F. Jackson
Paul K. Lovejoy
Eric E. Sandstrom
J. Sidney Wakeley
Seasonal Vacancy

INDUSTRIAL SAFETY

George L. Bates
Herbert S. Edgcomb
Frank Webster
Sandra J. Jacques

George L. Bates
Howell G. Cutler
Frank Webster
Sandra J. Jacques
James P. Oldroyd

BOILER

Raylene P. Clifford
Ralph L. Langille

Raylene P. Clifford
Ralph L. Langille

APPRENTICESHIP

Evelyn H. Merrill

Evelyn H. Merrill

ELEVATOR

Joseph W. Emerson
Mary E. Healy
Gayle Staples

Joseph W. Emerson
Mary E. Healy
Robert P. Sullivan

MINIMUM WAGE RATE BOARD

Harold L. Cousins
Brenda Stearns

Harold L. Cousins

(10)

WORKMEN'S COMPENSATION

Marion T. Pine
Claudia Couture

Marion T. Pine

(9)

- (1) James Archer replaced Waldo E. Lincoln
- (2) Ruth Bladen succeeded Brenda Stearns and was transferred to
Research & Statistics
- (3) A new Permanent Part-time Key Punch Operator was established
- (4) Kathleen Chase succeeded Elaine M. Robbins
- (5) J. Sidney Wakely succeeded David Mills
- (6) No one was found to replace Parker Denaco so the position was vacant
- (7) Howell Cutter succeeded Edmund Socec who resigned June 23, 1966.
- (8) James P. Oldroyd succeeded Herbert S. Edgecomb
- (9) Claudia Couture's job was vacant
- (10) New position of Boiler/Elevator Inspector was filled by Robert P. Sullivan

MINIMUM WAGE RATE BOARD

Harold L. Cousins

Harold L. Cousins
Brenda Stearns

(10)

WORKMEN'S COMPENSATION

Marion T. Pine

Marion T. Pine
Claudia Couture

(9)

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- (8) James P. Oldroyd succeeded Herbert S. Edgcomb
- (9) Claudia Couture's job was vacant
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Reports

The Reports of the various Divisions are included and are an integral part of this report and I will not, therefore, expand on their work.

Firefighters Arbitration Law

As Commissioner, I conducted 3 Elections under the Firefighters Arbitration Law in the following places, Brewer, Brunswick and Waterville; in all but the Brunswick election a bargaining agent was certified.

General Activities

During this biennium, the innovative work has been in the field of Public Employees Labor Relations. We served as Consultant to the Legislative Research Committee and reviewed other states' laws and administrations and performed such research as requested by the Legislative Research Committee. In addition, we served on the 'Corey Committee' charged by the Governor to explore the feasibility and desirability of supporting a broadened Public Employees Labor Relations Act and worked with the University of Maine in developing a series of seminars on Collective Bargaining.

Originally, all parties seemed to desire a comprehensive all-inclusive coverage of State and municipal government workers, but with added information and discussion, the majority narrowed their thinking and advocated only the covering of municipal employees. The reason primarily was that starting at the municipal level which is less complex than at the State level, that a base of understanding, sophistication and procedures would result so that when the law is expanded the administration of similar rights for State employees would be easily undertaken.

It was a pragmatic choice because the same logic applies to giving collective bargaining rights to State employees as it does to municipal employees. Unfortunately, with the lack of experience and training in labor relations prevalent throughout the State, we had to admit that the Department of Labor and Industry was not in a position to administer the total program of governmental employees. The conclusion was that the Department and others should support a Municipal Public Employees Labor Relations Act.

One of the major points in the discussion and at the Legislative Research Committee meeting was whether workers should have the right to strike, or that in lieu of that right, arbitration of contract terms should be provided as the final step in negotiating a contract. The conclusion was that arbitration was preferable to strikes and the draft bill made that provision.

Another conclusion was that separate bills for Police and Nurses should not be endorsed even though the police are pushing to have either the Firefighters Arbitration Law amended to include police, or an entirely separate bill covering only police should be considered and adopted. The conclusion was that a comprehensive bill covering all disciplines was preferable to separate bills for each category of workers. Administratively, it would be very difficult to have a plethora of laws dealing with the same subject and yet varying in slight degree so that everytime a question was asked, reference to a different law would be required.

Reports

The Reports of the various Divisions are included and are an integral part of this report and I will not, therefore, expand on their work.

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Originally, all parties seemed to desire a comprehensive all-inclusive coverage of state and municipal government workers, but with added information and discussion, the majority narrowed their thinking and advocated only the covering of municipal employees. The reason primarily was that starting at the municipal level which is less complex than at the state level, that a base of understanding, sophistication and procedures would result so that when the law is expanded the administration of similar rights for state employees would be easily undertaken.

It was a pragmatic choice because the same logic applies to giving collective bargaining rights to state employees as it does to municipal employees. Unfortunately, with the lack of experience and training in labor relations prevalent throughout the state, we had to admit that the Department of Labor and Industry was not in a position to administer the total program of governmental employees. The conclusion was that the Department and others should support a Municipal Public Employees Labor Relations Act.

One of the major points in the discussion and at the Legislative Research Committee meeting was whether workers should have the right to strike, or that in lieu of that right, arbitration of contract terms should be provided as the final step in negotiating a contract. The conclusion was that arbitration was preferable to strikes and the draft bill made that provision.

Another conclusion was that separate bills for Police and Nurses should not be endorsed even though the police are pushing to have either the Firefighters Arbitration Law amended to include police, or an entirely separate bill covering only police should be considered and adopted. The conclusion was that a comprehensive bill covering all disciplines was preferable to separate bills for each category of workers. Administratively, it would be very difficult to have a plethora of laws dealing with the same subject and yet varying in slight degree so that everytime a question was asked, reference to a different law would be required.

Another activity which was an "exercise in frustration" was the effort of the Department to predetermine wages on State construction projects of \$5,000 or more. Appeals were made to the Board of Appeals on Construction Projects for practically every determination that was made. The result was that all concerns concluded that the original bill adopted in 1965 needed a major amendment to clear up the confusion on "locality", time of survey and procedures for determining the prevailing wage. Meetings and conferences were held with various interested parties such as the Highway Department, Bureau of Public Improvements, the Association of General Contractors and the Building Trades Unions. Their suggestions resulted in amendment to the law being amended in 1967. Early results of the new law have been favorable as no appeals have been filed for the first 6 months of the amended law's effective date in 1968.

Occupational Safety

During this period, the Commissioner has served on the International Association of Governmental Labor Officials' Committee on Occupational Safety. Two goals were established for the committee -- (1) to support a Federal Occupational Safety Law provided it had adequate provisions to secure the states' interests; and (2), to encourage states to improve their administration of programs to protect the worker from injury. To this end they have stressed the importance of improving the programs by establishing sound record keeping and the adoption of occupational safety laws. They are working on a model bill to assist the states in establishing effective laws.

The Commissioner has continued her membership on the Board of Directors of the National Safety Council, on its Executive Board, and the Industrial and Labor Conferences.

Recommendations for the next Biennium

1. Support for a Municipal Public Employees Labor Relations Act.
2. Improve the Minimum Wage Law by eliminating the overtime exemptions of employees working in hotels, motels, restaurants and other eating establishments.
3. Provide additional staff for the Apprenticeship program, the Occupational Safety Division and for the Minimum Wage, Women and Child Labor Division.
4. To re-organize the Boiler and Elevator Divisions which presently consist of a Chief Boiler Inspector who is also Deputy Elevator Inspector and a Supervising Elevator Inspector who is also Deputy Boiler Inspector by making one man Chief Boiler Inspector and Supervising Elevator Inspector and the two inspectors working under him be designated as Deputy Inspectors of Boilers and Elevators.

Acknowledgment

We appreciate the support and understanding that you and your office staff have given to our Department's problems. Your dedication to improving working conditions of the employees in the State has been a challenge to apply our resources where they can be most effective.

Another activity which was an 'exercise in frustration' was the effort of the Department to predetermine wages on state construction projects of \$2,000 or more. Appeals were made to the Board of Appeals on Construction Projects for practically every determination that was made. The result was that all concerns concluded that the original bill adopted in 1962 needed a major amendment to clear up the confusion on 'locality', time of survey and procedures for determining the prevailing wage. Meetings and conferences were held with various interested parties such as the Highway Department, Bureau of Public Improvements, the Association of General Contractors and the Building Trades Union. Their suggestions resulted in amendment to the law being amended in 1967. Early results of the new law have been favorable as no appeals have been filed for the first 6 months of the amended law's effective date in 1968.

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Acknowledgment

We appreciate the support and understanding that you and your office staff have given to our department's problems. Your dedication to improving working conditions of the employees in the state has been a challenge to apply our resources where they can be most effective.

We are handicapped by lack of funds with which to hire specialists in the fields of activity and as the duties and responsibilities have grown, we have not kept pace by providing additional staff. The need is for additional qualified staff members and sufficient funds so that present members may be upgraded by taking advantage of out-of-state seminars and training courses in their fields of interest.

Respectfully submitted,

Marion E. Martin, Commissioner
Department of Labor and Industry

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Respectfully submitted,

Harlon E. Martin, Commissioner
Department of Labor and Industry

TO: Miss Marion E. Martin, Commissioner, Department of Labor & Industry
FROM: Stephen S. Kaler, Chairman, Maine State Apprenticeship Council
RE: Biennial Report - July 1, 1966 to June 30, 1968

The Maine State Apprenticeship Council is comprised of eleven members and six consultants, representing management, labor and the public. For the biennium the following members served to advance the youth of Maine through the promotion of apprenticeship.

	1966-67	1967-68
<u>Employees:</u>	Louis Boudreau * Roger Hare Richard McClay Leroy Moody ** Joseph Simon Kenneth Snowdon	Roger Hare Martin Joyce Richard McClay Joseph Simon ** Kenneth Snowdon
<u>Employers:</u>	Wallace Adams Robert Cullinan * William Moio Maurice Roux Albert Rowbotham	Wallace Adams William Moio Maurice Roux Albert Rowbotham
<u>Public:</u>	Mrs. Scott Damren G. Cecil Goddard * Stephen Kaler Rev. John Schroeder	Mrs. Scott Damren Stephen Kaler Rev. John Schroeder

* Term Expired
** Resigned

Apprenticeship continues a steady progress with a constant increase in the number of programs and apprentices. In this biennium the Council has had seven regular meetings. Special graduation exercises were held at Bath Iron Works Corporation, Great Northern Paper Company, Ironworkers, and West Point-Pepperell in which a representative of the Council participated and Certificates of Completion of Apprenticeship were presented the graduates. Statistics listed at the conclusion of this report indicate the apprenticeship activity.

Activities

Special emphasis has been placed on Publicity and Public Relations these past two years with a view to celebrating the 25th anniversary of the Council in 1968.

The apprenticeship Standards were reviewed and revised and a Standards format, applicable to all programs, was adopted. The

TO: Miss Marion E. Martin, Commissioner, Department of Labor & Industry
 FROM: Stephen S. Kaiser, Chairman, Maine State Apprenticeship Council
 RE: Biennial Report - July 1, 1966 to June 30, 1968

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pertinent information of the individual program, such as wage scale, work processes, etc., will be added to this format for each company. (Exhibit A).

Delegates attended the Eastern Seaboard Apprenticeship Conference each year, but in 1968 at their own expense, however, because of a restriction on travel allowance.

A study conducted by the Council to determine what had happened to former apprentices after their training had been completed, revealed that nearly 10% of them moved upward to managerial, supervisory or technical jobs. A complete report is attached. (Exhibit B).

Because apprenticeship training is considered a form of higher education, all apprenticeship programs having been registered with the Council for a year or more, are eligible to request deferment from the armed services for their apprentices. The Council verifies that the applicants are bona fide apprentices but, of course, the final decision for deferment rests with the Local Selective Service Board. The number of requests or renewal requests issued by the Council is included in the section on statistics.

The Apprenticeship Council was designated the approving agency for programs in which veterans applied for veteran's benefits for apprenticeship training and several new programs, as well as the existing programs, have been approved for this purpose. This activity is listed in the statistics.

Pre-Apprenticeship

Pre-Apprenticeship was established whereby the local school, a local employer and the Apprenticeship Council cooperate in an effort to involve high school seniors for training in trades of their choice, through which experience, a part of their knowledge will be gained by on-the-job instruction. All training on-the-job and in the school is closely coordinated with the requirements of the regular apprenticeship program which the student will enter on a fulltime basis following his graduation from high school and he will continue in this apprenticeship program until he reaches journeyman status. It is hoped that this assurance of a job after graduation will help to decrease the number of dropouts from school and that this program will also be instrumental in bridging that difficult transition from school to job. Statistics are listed on the following page. (Forms are included in Exhibit C).

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Statistics

	<u>1966-1967</u>	<u>1967-1968</u>
New Programs Registered	11	18
Total Programs Registered	94	97
New Apprentices Registered	274	325
Total Apprentices Registered	773	992
Apprentices Completed	123	56
Certificates of Completion Issued	95	32
Pre-Apprenticeship Programs	2	7
Pre-Apprentices	2	6
Graduated into fulltime apprenticeship	1	3
Left to go into the Armed Services	0	2
Dropped out of Program	1	1
Requests for Apprentice Deferment	100	122
Veterans Benefits Programs Approved		21
Veterans Approved		99
Trades Involved		16

Statistics

<u>1967-1968</u>	<u>1966-1967</u>	
18	11	New Programs Registered
97	94	Total Programs Registered
322	274	New Apprentices Registered
392	773	Total Apprentices Registered
86	123	Apprentices Completed
32	92	Certificates of Completion Issued
7	2	Pre-Apprenticeship Programs
6	2	Pre-Apprentices
3	1	Graduated into fulltime apprenticeship
2	0	Let to go into the Armed Services
1	1	Dropped out of Program
122	100	Requests for Apprentice Placement
21		Veterans Benefits Programs Approved
39		Veterans Approved
16		Trades Involved

To: Miss Marlon E. Martin, Commissioner of Labor and Industry
From: John M. Conley, Jr., Secretary - Board of Arbitration & Conciliation
Re: Annual Report - July 2, 1966 to July 1, 1967

In accordance with the requirements of the Labor Laws of the State of Maine, the Board met for the purpose of organization on September 21, 1966, and adopted written procedures and elected John M. Conley, Jr., its Secretary.

The Board's only formal activity for the period indicated above was to act as a Board of Arbitration in the matter of the Truck Drivers, Warehousemen and Helpers Union, Local No. 340, and United Parcel Service, Inc.

This case was to be heard in Portland, Maine, on August 8, 1966, and the Board met with the parties and the aggrieved employee, David Bolling, 32 Campion Road, Cape Elizabeth, Maine, who had not been put back on the active working rolls of the United Parcel Service because of illness. However, there was no hearing on the matter at that time, since by mutual agreement between the company and the union and Mr. Bolling it was decided to forego an arbitration hearing until more medical testimony was available.

At a later date Mr. Bolling, through the union, requested formal arbitration proceedings, and the hearing on the matter of his grievance was held in Portland, Maine, on December 12, 1966.

The Board's representatives were Roy C. Blake, Sr., Chairman and public member; the labor representative, Herman Ackroyd, and the management representative, John M. Conley, Jr.

Mr. Albert Page represented the union. Mr. Vernon C. Stoneman of the law firm of Stoneman & Chandler, 79 Milk Street, Boston, Massachusetts, represented the company.

After full deliberation and testimony by various witnesses regarding the facts in the matter, the majority opinion of the Board, in a written decision rendered on January 3, 1967, was that David Bolling should not be reinstated to his position as a truck driver for the United Parcel Service. Mr. Herman Ackroyd dissented from this opinion.

It is the considered opinion of the Board that relations between labor and management in the State of Maine still continue to be at a high level and that during the period covered by this report it received excellent cooperation in the performance of its duties and obligations by both management and labor, and all citizens it contacted in the discharge of its duties.

Respectfully submitted,

MAINE STATE BOARD OF ARBITRATION AND CONCILIATION

S/ Roy C. Blake, Sr.

Chairman

S/ Albert Page

Member Representing Labor

S/ John M. Conley, Jr.

Secretary

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From: John M. Conley, Jr., Secretary - Board of Arbitration & Conciliation
Re: Annual Report - July 2, 1967 to July 1, 1968

The Board met in the Department of Labor and Industry's offices on September 20, 1967, for the purpose of organization, and adopted written procedures and elected John M. Conley, Jr., as Secretary.

The majority of the Board members attended a collective bargaining institute sponsored by the Department of Political Science of the University of Maine at Orono on August 24 and 25, 1967, and found the conference to be most informative and worthwhile.

The Board's services were called upon to arbitrate two grievances submitted by the Bakery and Confectionery Workers' International Union of America, Local 334, of Portland, and the J. J. Nissen Baking Company, regarding (1) proper notice of layoff under the terms of the labor agreement between the parties and (2) filling of a job opening by the company with a junior employee without making notification of the job opening to senior employees. In the first case the Board found in favor of the aggrieved employees, and the second case was denied and found in favor of the company. These cases were heard in Portland on September 13, 1967.

On November 17, 1967, the Board met and heard an arbitration case concerning the discharge of a Mrs. Verna Johnson, Local 1435, Retail Clerks International Association, AFL-CIO, and Martin's Foods, Inc. Following a hearing and consideration of all the facts and testimony, the Board reinstated Mrs. Johnson without loss of seniority rights but with no damages for loss of pay because of the discharge.

There has been no call on the Board's services since, and therefore there was no participation of new appointees to the Board in this Report; consequently, it is proper that those signing this Report are the members of the Board at the time these cases were heard.

The Board's representatives in all the above matters--Roy C. Blake, Sr., Chairman; Albert Page and the writer--at all times received excellent cooperation in the performance of their duties from both management and labor, and all other citizens who took part in the above arbitration hearings. The relations between labor and management in our State still continue to be at a high level.

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To: Miss Marion E. Martin, Commissioner, Department of Labor and Industry
From: C. Wilder Smith, Deputy Commissioner, Department of Labor and Industry
Re: Biennial Report - July 1, 1966 to June 30, 1968

Bedding and Upholstered Furniture Law

The Bedding and Upholstered Furniture law relates to the area of consumer protection. It requires that all articles covered by it have securely attached a tag that gives specific information as to the contents of the article. Through its use, the tag indicates not only the nature of the filling material used but the percentages when mixed. It also notes if the material is new or is secondhand. This type of information, while read somewhat casually by the average purchaser, does put a restraint upon the manufacturer to use acceptable materials.

For the most part, it is the experience of the Department of Labor and Industry that a good product is marketed throughout the State. Several years ago a line of mattresses being offered for sale appeared to be improperly labeled. A mattress was seized and taken to the laboratory of the Division of Sanitary Engineering where tests revealed materials that differed from the statement on the label and also disclosed a lack of proper standards of cleanliness. A somewhat similar product was discovered in 1968. Corrective measures were immediately taken.

The bedding law statute is revenue producing through the sale of bedding stamps that are required to be affixed to the tag. Revenue has maintained a generally uniform level but field inspections have turned up a substantial number of violations. Because of the difficulty of policing the requirement of the statute some revenue is lost to the State. It could be that a change in this portion of the law is indicated. A recommended course of action is the adoption of a licensing system under which manufacturers would purchase a license or registration paying a stipulated fee. This procedure would eliminate the necessity for much tedious field work and in addition could be productive of additional revenue.

Only one legislative change was passed by the 103d Legislature. The bedding law was amended to permit the use of a tag made of material other than cloth. This small change recognized the wide use of synthetic materials frequently used in label manufacture and occasionally found on articles being sold in the State.

Statistical data on the operation of the program is as follows:

To: Miss Marion E. Martin, Commissioner, Department of Labor and Industry
 From: C. Wilder Smith, Deputy Commissioner, Department of Labor and Industry
 Re: Biennial Report - July 1, 1966 to June 30, 1968

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Statistical data on the operation of the program is as follows:

Bedding Division

	<u>1966-1967</u>	<u>1967-1968</u>
<u>Income</u>		
Bedding	\$6,360.00	\$5,405.00
Stuffed Toys	<u>2,500.00</u>	<u>3,000.00</u>
Total Income	\$8,860.00	\$8,405.00

Expenditures

Personal Services	\$5,096.00	\$5,361.46
Travel	524.65	443.08
All Other	<u>1,667.02</u>	<u>402.11</u>
Total Expenditures	<u>\$7,287.67</u>	<u>\$6,206.65</u>

Bedding Inspection Report

Number of Inspections	384	319
Number of Violations	929	677

Bedding Division

<u>1967-1968</u>	<u>1966-1967</u>	
\$2,402.00	\$6,360.00	Bedding
<u>3,000.00</u>	<u>2,500.00</u>	Stuffed Toys
\$8,402.00	\$8,860.00	Total Income

<u>1967-1968</u>	<u>1966-1967</u>	
\$2,361.46	\$2,096.00	Personal Services
443.08	224.62	Travel
<u>402.11</u>	<u>1,667.02</u>	All Other
\$6,206.65	\$7,387.64	Total Expenditures

Bedding Inspection Report

319	384	Number of Inspections
677	320	Number of Violations

To: Miss Marion E. Martin, Commissioner of Labor and Industry
From: Joseph W. Emerson, Chief Inspector of Boilers
Re: Biennial Report-Division of Boiler Inspections - Fiscal Years 1966-1967
1967-1968

Boiler Law

The Statutes governing boilers in this State are included in Sections 141-247, Title 26, Revised Statutes of 1964, amended by Sections 1 and 2, Chapter 211, Public Laws of 1965.

Scope

With the exception of those boilers that are exempt by law, the provisions of the "Boiler Law" apply to all so-called high-pressure steam boilers, and to low-pressure steam heating boilers, hot water heating boilers and hot water supply boilers that are located in schoolhouses, public or private, or are owned by municipalities. So-called high-pressure steam boilers are those that carry steam pressures over 15 pounds per square inch. Low-pressure steam heating boilers are those that carry steam pressures not in excess of 15 pounds per square inch. Hot water heating boilers are those used for heating water as the medium for space heating purposes. Hot water supply boilers are used for heating water for domestic hot water supply purposes.

Boilers that are exempt by law from the provisions of the "Boiler Law" of this State, include, boilers under Federal control; boilers under the control of the Public Utilities Commission; boilers used solely for propelling motor road vehicles; boilers of steam fire engines brought into this State for temporary use in times of emergency to check conflagrations; boilers used for agricultural purposes only; and steam heating boilers, except boilers located in schoolhouses or boilers owned by municipalities, which carry pressures not exceeding 15 pounds per square inch, constructed and installed in accordance with the rules adopted by the Board of Boiler Rules.

Administration

The Commissioner of Labor and Industry is empowered to administer and enforce the "Boiler Law" and under the direction of said Commissioner, the Division of Boiler Inspections is responsible for the administration of the "Boiler Law" and the boiler rules and regulations adopted by the Board of Boiler Rules which, according to law, is charged with the formulation of rules for the safe and proper construction, installation, repair, use and operation of boilers that come within the scope of the law in this State. The law provides that the rules formulated by the Board of Boiler Rules must conform as nearly as practicable to the Boiler Code of the American Society of Mechanical Engineers (ASME). Said ASME Boiler Code has over the years been accepted as the basic rules governing boilers by 41 states, 38 cities, the District of Columbia and 2 territories of the United States, and by 11 Provinces in the Dominion of Canada.

Activities

During the biennium, the Board of Boiler Rules adopted with certain

To: Miss Marion E. Martin, Commissioner of Labor and Industry
 From: Joseph W. Emerson, Chief Inspector of Boilers
 Re: Biennial Report-Division of Boiler Inspections - Fiscal Years 1966-1967
 1967-1968

Boiler Law

The Statutes governing boilers in this State are included in sections 141-247, Title 26, Revised Statutes of 1964, amended by sections 1 and 2, Chapter 211, Public Laws of 1965.

Scope

With the exception of those boilers that are exempt by law, the provisions of the 'Boiler Law' apply to all so-called high-pressure steam boilers, and to low-pressure steam heating boilers, hot water heating boilers and hot water supply boilers that are located in schoolhouses, public or private, or are owned by municipalities. So-called high-pressure steam boilers are those that carry steam pressures over 15 pounds per square inch. Low-pressure steam heating boilers are those that carry steam pressures not in excess of 15 pounds per square inch. Hot water heating boilers are those used for heating water as the medium for space heating purposes. Hot water supply boilers are used for heating water for domestic hot water supply purposes.

Boilers that are exempt by law from the provisions of the 'Boiler Law' of this State, include, boilers under Federal control; boilers under the control of the Public Utilities Commission; boilers used solely for propelling motor road vehicles; boilers of steam fire engines brought into this State for temporary use in times of emergency to check configurations; boilers used for agricultural purposes only; and steam heating boilers, except boilers located in schoolhouses or boilers owned by municipalities, which carry pressures not exceeding 15 pounds per square inch, constructed and installed in accordance with the rules adopted by the Board of Boiler Rules.

Administration

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Activities

During the biennium, the Board of Boiler Rules adopted with certain

exceptions, the Winter 1965 Addenda, Summer 1966 Addenda, Winter 1966 Addenda and Summer 1967 Addenda of Sections I, Power Boilers and Pressure Vessels, III, Nuclear Vessels, and IX Welding Qualifications, of the American Society of Mechanical Engineers to be part of the rules of the State of Maine Boiler Rules and Regulations. Further, the Board adopted the 1966 edition of Section IV, Heating Boilers, of the American Society of Mechanical Engineers in place of the 1964 edition. Addendum A, B and C to the rules governing new installations of Low Pressure Heating Boilers, Section 7 of the State of Maine Boiler Rules and Regulations were also amended.

One appeal concerning an overage boiler was heard and granted with certain restrictive provisions.

Activities of the Division of Boiler Inspection included the field inspection of all uninsured boilers that come within the scope of the law; scrutinizing and processing of inspection reports for all boilers under jurisdiction; billing and collection of fees for boiler inspections and inspection certificates; issuance of inspection certificates, and general supervision of boiler inspection activities of authorized boiler inspectors employed by insurance companies that insure boilers in this State. Also, examination of applicants, employed by insurance companies, for Certificates of Authority as Authorized Inspector of Steam Boilers, and examination and testing of welders for Certificates of Authority to make welded repairs on steam boilers. Shop inspections were also performed on several occasions as a special service, at cost, for various concerns in the State who fabricated unfired pressure vessels in accordance with the Unfired Pressure Vessel Code of the American Society of Mechanical Engineers, as well as field assembly of boiler piping installed by welding.

Obviously, the overall activities of the Division of Boiler Inspection involves extensive travel and field work, as well as keeping detailed records and control of boiler inspections. The operations of this division are carried out by the Chief Inspector of Boilers, one Deputy Inspector of Boilers, and one office clerk. However, the Chief Inspector of Boilers and the Deputy Inspector are also engaged in the operation and activities of the Division of Elevator Inspection and must necessarily apportion their time and efforts between the activities of these two divisions of the Department of Labor and Industry.

Accidents

During this biennium, there were no reported accidents that involved the explosion of any boiler under jurisdiction.

regulations were also amended. Low Pressure Heating Boilers, Section 7 of the State of Maine Boiler Rules and 1904 edition, Addendum A, B and C to the rules governing new installations of Heating Boilers, of the American Society of Mechanical Engineers in place of the and Regulations. Further, the Board adopted the 1904 edition of Section IV, Mechanical Engineers to be part of the rules of the State of Maine Boiler Rules Nuclear Vessels, and IX Welding Qualifications, of the American Society of and Summer 1907 Addenda of sections I, Power Boilers and Pressure Vessels, III, exceptions, the Winter 1905 Addenda, Summer 1906 Addenda, Winter 1906 Addenda

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Accidents

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General Statistics

The following statistics relate to boilers under jurisdiction during this biennium:

	<u>1966-67</u>	<u>1967-68</u>
Number of High-Pressure Steam Boilers (*)	1338	1310
Number of Low-Pressure Heating Boilers (**)	1804	1820
Total Number of boilers under jurisdiction	3142	3130

(*) High-Pressure Steam Boilers are those that carry steam pressures in excess of 15 pounds per square inch.

(**) Low-Pressure Heating Boilers include, steam heating boilers that carry pressures not in excess of 15 pounds per square inch; hot water space heating boilers, and hot water supply boilers for furnishing domestic hot water. Low-Pressure Heating Boilers under present jurisdiction are limited to those that are owned by municipalities, or located in schoolhouses, public or private.

The following tabulation relates to insured and uninsured boilers:

	<u>1966-67</u>	<u>1967-68</u>
Number of boilers insured	2960	2959
Number of boilers not insured	183	171
Per cent insured	94.2	94.6
Per cent not insured	5.8	5.4

An insured boiler is inspected by an authorized boiler inspector in the employ of an insurance company that provides boiler explosion coverage on the boiler. Boilers that are not insured are required to be inspected by a State Boiler Inspector from the Division of Boiler Inspections.

The following tabulation shows no. of Certificates of Authority issued:

	<u>1966-67</u>	<u>1967-68</u>
Boiler Inspector's Certificates of Authority	16	10
Welder's Certificates of Authority	244	248

Summary

The provisions of the "Boiler Law" together with the Boiler Rules and Regulations adopted by the Board of Boiler Rules provide for reasonable protection of life, limb and property from the inherent hazards related to the use and operation of boilers in general and the benefits derived are generally well recognized with respect to boilers now under the jurisdiction of the law. Without question, the safety of low-pressure heating boilers owned by municipalities, and in schoolhouses, has been markedly improved by the inclusion of these boilers within the scope of the law in recent years.

The potential hazards inherent to the use and operation of low-pressure heating boilers, which includes steam heating boilers that carry pressures not in excess of 15 pounds per square inch, hot water space heating boilers, and hot water supply boilers, are not always recognized nor understood by their users or operators and under certain conditions these boilers can be a menace to everyone in their immediate vicinity, as well as property, due to improper

General Statistics

The following statistics relate to boilers under jurisdiction during this biennium:

<u>1967-68</u>	<u>1966-67</u>	
1310	1338	Number of High-Pressure Steam Boilers (*)
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3130	3142	Total Number of Boilers under Jurisdiction

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<u>1967-68</u>	<u>1966-67</u>	
2529	2560	Number of Boilers Insured
171	183	Number of Boilers Not Insured
94.6	94.2	Per cent Insured
5.4	5.8	Per cent Not Insured

An insured boiler is inspected by an authorized boiler inspector in the employ of an insurance company that provides boiler explosion coverage on the boiler. Boilers that are not insured are required to be inspected by a State Boiler Inspector from the Division of Boiler Inspections.

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<u>1967-68</u>	<u>1966-67</u>	
10	16	Boiler Inspector's Certificates of Authority
248	244	Holder's Certificates of Authority

Summary

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Installation and inadequate protective devices. In some instances, such boilers may be operated at pressures or used for purposes for which they are not constructed, or, they may be operated in an unsafe manner or under unsafe conditions, and may be under the care and custody of inexperienced or incompetent persons. The experience resulting from the inspection of low-pressure heating boilers now under jurisdiction (schoolhouse and municipally owned boilers) has served to emphasize the need to include within the scope of the law all low-pressure heating boilers, with certain exceptions.

Recommendations

It is recommended that suitable amendments to the "Boiler Law" be proposed to the next Legislature to:

1. Strengthen Sec. 212, Title 26, R. S. 1964 by deleting the word journeyman. As the law is now written, it would appear that all welders except journeyman welders could perform welding on boilers without permission or regard for the code.
2. Strengthen and clarify Sec. 243, Title 26, R. S. 1964 by requiring insurance companies to report cancellation and coverage on heating boilers as is now required on power boilers.
3. Strengthen Sec. 244, Title 26, R. S. 1964 by requiring insurance companies to make external inspections and to submit a report to the Department of each such inspection.

A Statement of operating statistics for this biennium is attached.

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3. Strengthen sec. 214, Title 26, R. S. 1964 by requiring insurance companies to make external inspections and to submit a report to the Department of each such inspection.

A statement of operating statistics for this biennium is attached.

Division of Boiler Inspections -- Operating Statistics

Expenses and Income

<u>Fiscal Year</u>	<u>Total Salaries</u>	<u>Total Travel Expenses</u>	<u>All Other Expenses</u>	<u>Total Expenses</u>	<u>Total Income</u>	<u>Operating Deficit</u>
1966-67	\$14,290.40	\$818.84	\$961.55	\$16,070.79	\$12,315.47	\$3,755.32
1967-68	\$15,009.66	\$936.54	\$869.83	\$16,816.03	\$12,062.90	\$4,753.13

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Field Inspection Costs

<u>Fiscal Year</u>	<u>Man Days</u>	<u>Salaries Charged</u>	<u>Travel Expenses</u>	<u>Total Cost</u>	<u>Number of Inspections</u>	<u>Average Cost Per Inspection</u>
1966-67	61	\$14,290.40	\$818.84	\$15,109.24	430	\$4.76
1967-68	78	\$15,009.66	\$936.54	\$15,946.20	477	\$2.82

Field	Year	Month	Day	Charges	Total Expenses	Total Cost	Number of Inspections	Average Cost per Inspection
73-2001	83-7301	12	87	\$12,000.41	\$48,818	\$45,001.21	034	\$8.52
				\$30,000.21	\$42,300	\$38,040.21	TTA	

Field Inspection Costs

Year	Month	Day	Total Expenses	Total AIA Expenses	Total	Total Income	Deficit
73-2001	83-7301	12	\$48,818	\$22,100	\$26,718	\$44,210.51	\$17,492.49
			\$42,300	\$8,038	\$50,338	\$33,200.51	\$17,137.49

Income and Expenses

Division of Police Inspection -- 21212121

To: Miss Marion E. Martin, Commissioner of Labor and Industry
From: Joseph W. Emerson, Supervising Inspector of Elevators
Re: Biennial Report-Division of Elevator Inspections - Fiscal years -
1966-67-
1967-68

Authority

The "Elevator Law" of this State became effective in 1950. Under the law the Board of Elevator Rules and Regulations was established and empowered to formulate reasonable rules and regulations for the safe and proper construction, installation, alteration, repair, use, operation and inspection of elevators in this State. The necessity and demand for elevator regulations developed following a series of elevator accidents involving several fatalities, which occurred within the decade immediately preceding the enactment of this law. The Commissioner of Labor and Industry is empowered to enforce the law, and under the direction of the Commissioner, the Division of Elevator Inspections is responsible for the enforcement of the law and the rules and regulations adopted by the Board of Elevator Rules and Regulations.

Activities

During the biennium, the Board of Elevator Rules and Regulations held four meetings. Two meetings were regular Public Meetings, one was a combination Public Meeting and Meeting of Appeal, and one was strictly a Meeting of Appeal. The Public Hearings concerned adoption of the 1966 American Standard Code for Elevators, A 17.1--1966, the consideration of bills to be submitted to the 1967 Legislature, the discussion and drafting of a Code for Mine Elevators, and the licensing of Elevator Mechanics. The Appeals concerned an elevator at Portland City Hall and an elevator at Maine Maritime Academy. The first was granted with certain provisions. The second was tabled because the problem was resolved by the parties concerned during the meeting.

The activities of the Elevator Division are carried out by the Supervising Inspector, one Deputy Inspector and one office clerk, and include examination and approval of plans for all new and altered elevators, inspections of elevators, processing of inspection reports, billing and collection of fees for inspection and Inspection Certificates, examination of applicants for Certificates of Authority as Inspectors of Elevators, enforcement of requirements pertaining to elimination of violations, and investigation of elevator accidents. These activities necessarily involve extensive field work and travel as well as the maintenance of detailed records. The Supervising Inspector and the Deputy Inspector are also engaged with the activities and operation of the Division of Boiler Inspections and must necessarily divide their time and efforts between these two Divisions.

To: Miss Marion E. Martin, Commissioner of Labor and Industry
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 1966-67
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Legislation

The following is a brief outline of "Elevator" bills submitted to the 103rd Legislature, together with their outcome.

1. An act Relating to Elevators Used on Farms. Referred to the Committee on Agriculture. The Act would remove the agricultural exemption. The Committee amended to require only registration of the elevators and the reporting of accidents.
Did not pass.
2. An Act Relating to Elevator Mechanics. Referred to Committee on Legal Affairs. This Act would require that all service, repair, alteration, and installation of elevators be performed by licensed Elevator Mechanics.
Passed.
3. An Act Revising Laws Relating to Elevators. Referred to the Committee on Labor. An emergency bill which would require State inspection of all elevators. This was requested due to a strike of elevator company personnel which lasted three months.
Did not pass. The strike ended on the day of hearing.
4. An Act Relating to Definition of Elevator. Referred to Committee on Legal Affairs. This Act would add elevators used for carrying personnel on construction sites to the exemptions.
Passed. Submitted by the Associated General Contractors of Maine, Inc.

Elevator Accidents

During the biennium there were six reported elevator accidents which resulted in three severe arm contusions, two concussions, and four fractures including wrist, pelvis, heel and vertebrae. There was one fatality. Five of the accidents including the fatal, were caused by unsafe acts and one was caused by an unsafe condition which was a code violation.

Registered Elevators

Following is a compilation of information concerning elevators under inspection during the biennium.

	<u>1966-1967</u>	<u>1967-1968</u>
1. Freight Elevators	1016	984
2. Passenger Elevators	<u>487</u>	<u>502</u>
	1503	1486
3. Insured Elevators	1349	1334
4. Uninsured Elevators	<u>154</u>	<u>152</u>
	1503	1486
5. State Inspected	154	395
6. Insurance Company Inspected	<u>1349</u>	<u>1091</u>
	1503	1486
7. Installed	27	41
8. Removed	9	29

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<u>1967-1968</u>	<u>1966-1967</u>	
984	1016	1. Freight Elevators
502	487	2. Passenger Elevators
<u>1486</u>	<u>1503</u>	
1334	1349	3. Insured Elevators
152	154	4. Uninsured Elevators
<u>1486</u>	<u>1503</u>	
392	424	5. State Inspected
1091	1349	6. Insurance Company Inspected
<u>1486</u>	<u>1503</u>	
41	27	7. Installed
29	9	8. Removed

Until the year 1967-1968, all insured elevators were inspected by insurance company personnel and by elevator service company personnel who were utilized by the insurance companies on a fee basis. At that time, the Attorney General ruled that the inspections being made by service company personnel were illegal. This ruling necessitated that all elevators which were not inspected by full-time employees of the insurance companies must be inspected by State elevator inspectors. This accounts for the great increase in work load for State inspectors as noted on line 5 above.

Passenger elevators are inspected every three months and freight elevators are inspected every six months. All inspection reports and a report of the required annual test of the car safety device are submitted to the Division for processing before a Certificate of Operation is issued allowing legal operation of each elevator.

Until the year 1967-1968, all insured elevators were inspected by insurance company personnel and by elevator service company personnel who were utilized by the insurance companies on a fee basis. At that time, the Attorney General ruled that the inspections being made by service company personnel were illegal. This ruling necessitated that all elevators which were not inspected by full-time employees of the insurance companies must be inspected by state elevator inspectors. This accounts for the great increase in work load for state inspectors as noted on line 2 above.

Passenger elevators are inspected every three months and freight elevators are inspected every six months. All inspection reports and a report of the required annual test of the car safety device are submitted to the Division for processing before a Certificate of Operation is issued allowing legal operation of each elevator.

Division of Elevator Inspections -- Operating Statistics

Expenses and Income

<u>Fiscal Year</u>	<u>Total Salaries</u>	<u>Total Travel Expenses</u>	<u>All Other Expenses</u>	<u>Total Expenses</u>	<u>Total Income</u>	<u>Operating Deficit</u>
1966-67	\$13,117.13	\$800.00	\$465.36	\$14,382.49	\$9,261.20	\$5,121.29
1967-68	\$19,582.16	\$1,000.00	\$963.53	\$21,545.69	\$13,247.00	\$8,298.69

Field Inspection Costs

<u>Fiscal Year</u>	<u>Man Days</u>	<u>Salaries Charged</u>	<u>Travel Expenses</u>	<u>Total Cost</u>	<u>Number of Calls</u>	<u>Cost Per Call</u>
1966-67	68	\$13,117.13	\$841.33	\$13,958.46	855	\$12.28
1967-68	145	\$19,582.16	\$1,648.93	\$21,231.09	1,534	\$3.25

A "call" as itemized above, includes inspections, safety test, spot checking insured elevators, checking code violations and accident investigations.

Included elevators, checking code violations and accident investigations.
 A "call" as itemized above, includes inspections, safety test, spot checking

Year	Days	Man	Charged	Expenses	Cost	of Calls	per Call
Place			Services	Travel	Total	Number	Cost
80-7-001	241	88	\$13,582.10	\$1,948.23	\$15,530.33	1424	\$10.91
70-001	88	88	\$13,711.13	\$81.48	\$13,792.61	882	\$15.64

Field Inspection Costs

Year	Charged	Expenses	Travel	Total	Income	Deficit
Place	Services	Travel	Expenses	Total	Total	Operating
80-7-001	\$13,582.10	\$1,948.23	\$282.30	\$15,812.63	\$13,544.00	\$2,268.63
70-001	\$13,711.13	\$81.48	\$42.40	\$14,235.01	\$2,500.50	\$11,734.51

Special Bus Expenses

Division of Elevator Inspections -- Operating Statistics

To: Miss Marion E. Martin, Commissioner of Labor and Industry
From: Howell G. Cutter, Industrial Safety Director
Re: Biennial Report - July 1, 1966 - June 30, 1968

The Industrial Safety Division operated during the biennium with a director, two industrial safety inspectors, one construction safety inspector, and a clerk stenographer.

The work of the construction safety inspector was incorporated into industrial safety activity 40 rather than to continue operating as a separate activity 25.

Inspections

During the fiscal year 1966-1967 the division made 1651 industrial safety inspections and 1351 construction safety inspections. During 1967-1968 we made 1477 industrial safety inspections and 1429 construction safety inspections.

The reduced number of industrial inspections between this report and the previous biennials reflects an inspection procedure change. Rather than attempt to inspect all plants once yearly many small plants with good accident experience are now inspected on an approximate 24 month schedule. At the same time many larger plants with accident records considerably above the state average frequency are scheduled for inspection two (2) or three (3) times yearly depending on their experience. Thus while the number of inspections has dropped the number of employees covered in inspected plants has considerably increased.

Plans are under consideration to devote time for additional training of the safety inspectors so that they will be able to fully discuss safety with plant management and help plants organize and keep safety programs active. In spite of what has been written in past reports I do not believe our fieldmen are completely qualified to conduct this phase of safety activities.

We hope to change the operations of the division from basically an inspection policing agency to a safety servicing agency--offering help in safety engineering and safety education to industry while at the same time insisting that all plant conditions be maintained at least "reasonably safe" as required by law. Along this line we have stopped using the "Order for Compliance" except in the case of high hazard. Rather we are submitting "recommendations" covering substandard conditions requesting compliance in the interest of safety. Our response from industry has been excellent. We can always use the "Order for Compliance", backed by law, if necessary but I am pleased to report this has been needed in very few instances.

The construction industry within the state was inspected by one field man.

This division of our activities is covered by a code--the State of Maine Construction Safety Rules and Regulations.

Recommendations or Orders for Compliance are issued by the inspector on code violations. We must depend on correspondence in most cases to determine compliance because on the inspector's next trip through an area the job, or the phase in which the violation occurred has been completed. We presently do

To: Miss Marion E. Martin, Commissioner of Labor and Industry
From: Howell G. Cutler, Industrial Safety Director
Re: Biennial Report - July 1, 1966 - June 30, 1968

The Industrial Safety Division operated during the biennium with a director, two industrial safety inspectors, one construction safety inspector, and a clerk stenographer.

The work of the construction safety inspector was incorporated into industrial safety activity 40 rather than to continue operating as a separate activity 25.

Inspections

During the fiscal year 1966-1967 the division made 1521 industrial safety inspections and 1321 construction safety inspections. During 1967-1968 we made 1477 industrial safety inspections and 1423 construction safety inspections.

The reduced number of industrial inspections between this report and the previous biennium reflects an inspection procedure change. Rather than attempt to inspect all plants once yearly many small plants with good accident experience are now inspected on an approximate 2 1/2 month schedule. At the same time many larger plants with accident records considerably above the state average frequency are scheduled for inspection two (2) or three (3) times yearly depending on their experience. Thus while the number of inspections has dropped the number of employees covered in inspected plants has considerably increased.

Plans are under consideration to devote time for additional training of the safety inspectors so that they will be able to fully discuss safety with plant management and help plants organize and keep safety programs active. The size of what has been written in past reports I do not believe our fieldmen are completely qualified to conduct this phase of safety activities.

We hope to change the operations of the division from basically an inspection policing agency to a safety servicing agency--offering help in safety engineering and safety education to industry while at the same time insisting that all plant conditions be maintained at least "reasonably safe" as required by law. Along this line we have stopped using the "order for compliance" except in the case of high hazard. Rather we are submitting "recommendations" covering substandard conditions requesting compliance in the interest of safety. Our response from industry has been excellent. We can always use the "order for compliance", backed by law, if necessary but I am pleased to report this has been needed in very few instances.

The construction industry within the state was inspected by one field man.

This division of our activities is covered by a code--the State of Maine Construction Safety Rules and Regulations.

Recommendations or orders for compliance are issued by the inspector on code violations. We must depend on correspondence in most cases to determine compliance because on the inspector's next trip through an area the job, or the phase in which the violation occurred has been completed. We presently do

not have the manpower or other facilities to back track for violation follow ups.

There are undoubtedly a great many construction jobs being done by small contractors which we never know about. Unfortunately, in this type of operation little or no attention is paid to safety, and/or code requirements. Again we do not have the manpower to locate and inspect subh jobs.

In addition to our plant and construction inspections visits were made for the following purposes:

	<u>66-67</u>	<u>67-68</u>	<u>Total</u>
Accident Investigations	22	15	37
Complaints	3	2	5
Conference Matters	4	17	21
Interviews	203	51	254
Light Inspections	168	337	505
Manual Art Schools	67	49	116
Noise Survey	8	2	10
Safety Meetings	13	3	16
State Institutions	<u>4</u>	<u>4</u>	<u>8</u>
Total	492	480	972

Recommendations

	<u>66-67</u>	<u>67-68</u>	<u>Total</u>
Industrial Safety	342	255	597
Construction Safety	<u>330</u>	<u>308</u>	<u>638</u>
Total	672	563	1235

Accident Experience - Work Injuries

The injury frequency rate in manufacturing for the calendar year 1966 was 21.4 up from 19.8 in 1965. For the calendar year 1967 the rate increased again to 22.0.

In the construction field the 1966 calendar year injury frequency rate was 30.7 up from 30.1 in 1965. For the calendar year 1967 the frequency rate again increased to 31.0.

This increased trend in accident frequency has been nationwide and the only encouraging feature is that our per cent increase is less than many states for which figures have been published. It should be mentioned that the manufacturing classification "Logging Camps and Logging Contractors" has the highest injury frequency rate in the State - it being 77.0 in 1966 and 70.4 in 1967. This classification is exempt by law from coverage of our safety laws.

Maine Work Fatalities also increased during the biennium.

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Accident Experience - Work Injuries

	<u>67-68</u>	<u>66-67</u>	
Total	672	672	
Construction Safety	330	330	
Industrial Safety	342	342	
<u>Total</u>	<u>672</u>	<u>672</u>	

Recommendations

	<u>67-68</u>	<u>66-67</u>	
State Institutions	4	4	
Safety Meetings	3	13	
Noise Survey	2	8	
Manual Art Schools	69	67	
Light Inspections	337	168	
Interviews	21	203	
Conference Matters	17	4	
Complaints	2	3	
Accident Investigations	12	22	
<u>Total</u>	<u>480</u>	<u>492</u>	

In addition to our plant and construction inspections visits were made for the following purposes:

do not have the manpower to locate and inspect such jobs. Again we little or no attention is paid to safety, and/or code requirements. Unfortunately, in this type of operation contractors which we never know about. Unfortunately, in this type of operation There are undoubtedly a great many construction jobs being done by small not have the manpower or other facilities to back track for violation follow ups.

	Total	Manufacturing	Construction	Other Non Mfg.
1966	22	13	6	3
1967	26	17	1	8

It is generally conceded by safety experts that at least 85% of accidents involve unsafe acts by employees rather than purely unsafe conditions. This percentage certainly holds true for Maine and confirms the need for us to stress education and training rather than routine periodic plant inspections.

Other Activities

In April of 1968 a Power Press Safety Seminar was held at Central Maine Vocational Technical Institute, Auburn, and included a visit to the General Electric Company in Auburn to view the practical application of power press guards. While sponsored by the Department the co-operation of Central Maine Vocational Technical Institute and the General Electric Company was necessary to make this seminar successful.

It is hoped that additional safety seminars will be possible in the next biennium.

The director worked 12 man days for the Boiler Division and 14 man days for the Elevator Division during the 1967-68 fiscal year doing field inspections while they were shorthanded because of the illness of the Chief Boiler Inspector.

Also the director acted as a member of the examining board for two (2) National Board Boiler Inspectors examinations; two (2) Elevator Inspectors examinations; and three (3) Elevator Mechanics examinations.

Maine State Safety Conference

The 40th Annual Maine State Safety Conference was held at the Sheraton-Eastland Motor Hotel in Portland on September 13 and 14, 1967. The registration totaled 491. This was the second consecutive year the Conference was held in Portland.

While offering some advantages such as travel arrangements there are several disadvantages including parking facilities, and the fact that as the Sheraton-Eastland is a commercial hotel the Conference group feeling is lost. Many delegates and exhibitors voiced the opinion that the Conference should be held at a resort location, in fact several exhibitors from the 39th Conference did not return for the 40th and several that did stated they would not return again.

In spite of the location the 40th Conference had a strong program and all believe the Conference was a success.

The 41st Maine State Safety Conference was held at the Samoset Hotel, Rockland, on September 17 and 18, 1969 with a registration of 474. There were many in attendance who did not register and steps are to be taken to correct this problem.

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1966	22	13	6	3
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In spite of the location the 40th Conference had a strong program and all believe the conference was a success.

The 41st Maine State Safety Conference was held at the Somerset Hotel, Rockland, on September 17 and 18, 1969 with a registration of 474. There were many in attendance who did not register and steps are to be taken to correct this problem.

We have had many compliments that this was the best Conference in several years, and the indications are that more exhibitors and delegates will join us another year at Rockland.

As usual the Conference is self-supported by exhibit charges and registration fees. The only cost to the State is the Secretary's time devoted to arranging the Conference and our staff's time during the Conference.

The expenses of the 41st Conference exceeded income by approximately \$750. The deficit was due largely to increased printing and mailing costs plus necessary transportation charges. The deficit was met by our reserve fund and a committee is studying our registration charges to determine if an increase is necessary to cover rising costs.

Goal

The division's goal for the next biennium is:

1. Reduce accident frequency a minimum of 10% by:
 - a. Further training for inspectors to enable us to offer improved safety service to industry.
 - b. Prompt investigation of accidents of any serious nature to permit immediate corrective action.
 - c. Sponsoring safety seminars.
 - d. Work with vocational school classes in co-operation with the Department of Education.
 - e. Developing a bi-monthly safety publication for employers.

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OPERATING STATEMENT

DIVISION OF INDUSTRIAL SAFETY

Appropriation 3410 - Activity 40

<u>Category</u>	<u>1966-67</u>	<u>1967-68</u>	<u>Total Biennium</u>
Salaries	\$31,004.50	\$33,837.70	\$64,842.20
Travel-In	6,647.64	6,086.28	12,733.92
Travel-Out	232.83	--	232.83
All Other	<u>1,334.09</u>	<u>475.84</u>	<u>1,809.93</u>
Total	\$39,219.06	\$40,399.82	\$79,618.86
Appropriation	\$37,677.00	\$40,948.70	\$78,525.70

INSPECTION COSTS

	<u>Man Days</u>	<u>Salary</u>	<u>Travel</u>	<u>Total</u>	<u>No. of *Calls</u>	<u>Cost per Inspection</u>
1966-67	378	\$ 9,828.00	\$6,647.34	\$16,475.34	3322	\$4.96
1967-68	370	\$10,730.00	\$6,086.28	\$16,816.28	3032	\$5.55

* "Call" as itemized above includes industrial safety inspections, construction inspections, accident investigations, complaints, interviews, manual art schools, noise surveys, safety meetings, and state institutions.

OPERATING STATEMENT

DIVISION OF INDUSTRIAL SAFETY

Appropriation 3410 - Activity 40

Category	1966-67	1967-68	Total Minimum
Salaries	\$21,004.20	\$23,837.70	\$44,841.90
Travel-In	6,617.64	6,086.28	12,703.92
Travel-Out	232.83	--	232.83
All Other	1,334.99	172.84	1,507.83
Total	\$29,219.66	\$40,399.82	\$69,619.48
Appropriation	\$27,677.00	\$40,348.70	\$68,025.70

INSPECTION COSTS

Man Days	Salary	Travel	Total	No. of Calls	Cost per Inspection
1966-67 378	\$ 9,828.00	\$6,617.34	\$16,445.34	3332	\$4.96
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* "Call" as itemized above includes industrial safety inspections, construction inspections, accident investigations, complaints, interviews, manual art schools, noise surveys, safety meetings, and state institutions.

To: Miss Marlon E. Martin, Commissioner of Labor and Industry
From: Miss Madge E. Ames, Director of Minimum Wage, Women and Child Labor
Re: Biennial Report, July 1, 1966 - June 30, 1968

The Division has operated with four field men during this biennium except for several months in 1966 when, due to the illness and eventual resignation of one staff member, there were only three, and the summer of 1967 when we had an additional seasonal inspector for a total of five from mid-June to Labor Day. As pointed out in the previous biennial report, we should have additional help to properly administer and enforce the various laws delegated to this Division.

During the second year of this biennium, the number of employers found paying less than the applicable minimum wage increased over the first year, from 177 to 361. This was largely because of new coverage for students under 19 years of age and waitresses. On the other hand, the number of employers found not paying the proper overtime decreased from 302 to 178. This was because of the exemption from overtime requirements, effective in October 1967, of hotels, motels, restaurants and other eating places which had accounted for a high percentage of overtime violations.

Back wages found due employees in the first year of the biennium were approximately \$52,700, and in the second year, \$56,800, for a total in the biennium of approximately \$109,500.

Law violations of all kinds in connection with the employment of women and children and minimum wage totalled 3,242 for the first year of the biennium and 3,981 the second year. Inspectors find approximately two violations for every three inspections made, and the ratio varies in direct relation to the length of time between inspections and rises with changes in the laws.

The number of work permits and age certificates processed for employment of minors has remained relatively stable during this biennium with no noticeable fluctuations within the biennium or change from the previous year of 1966. Since that was a year in which the number of permits had risen considerably, it follows that the employment of young people has remained at a high level.

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Back wages found due employees in the first year of the biennium were approximately \$22,700, and in the second year, \$56,800, for a total in the biennium of approximately \$79,500.

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OPERATING STATEMENT
 DIVISION OF MINIMUM WAGE, WOMEN AND CHILD LABOR
 (Appropriation 3410 - Activity 20)

<u>Category</u>	<u>1966-67</u>	<u>1967-68</u>	<u>Total Biennium</u>
Salaries	\$39,751.05	\$46,213.00	\$85,964.05
Travel	9,920.53	8,557.30	18,477.83
All Other	1,973.64	2,620.71	4,594.35
Capital	162.50	6.40	168.90
	<hr/>	<hr/>	<hr/>
	\$51,807.72	\$57,397.41	\$109,205.13
Appropriation*	42,826.00	55,771.00	98,597.00

INSPECTION COSTS

	<u>Man Days</u>	<u>Salary</u>	<u>Travel</u>	<u>Total</u>	<u>No. of Calls</u>	<u>Cost per Inspection</u>
1966-67	775	\$18,424.00	\$9,490.21	\$27,914.21	5,855	\$4.77
1967-68	826	21,428.50	8,366.05	29,794.55	7,657	3.89

*This figure does not include additional appropriation for salary increases provided by Legislative directive.

OPERATING STATEMENT
DIVISION OF MINIMUM WAGE, WOMEN AND CHILD LABOR
(Appropriation 3410 - Activity 20)

Category	1966-67	1967-68	Total Biennium
Salaries	\$39,737.00	\$46,213.00	\$85,950.00
Travel	3,920.23	8,227.30	12,147.53
All Other	1,973.64	2,620.71	4,594.35
Capital	162.50	6.50	169.00
Appropriation	\$45,856.00	\$57,307.41	\$103,163.41
			\$8,297.00

INSPECTION COSTS

	Man Days	Salary	Travel	Total	No. of Calls	Cost per Inspection
1966-67	772	\$18,424.00	\$9,490.21	\$27,914.21	2,832	\$4.77
1967-68	826	21,428.20	8,366.02	29,794.22	2,627	3.88

*This figure does not include additional appropriation for salary increases provided by legislative directive.

DIVISION OF MINIMUM WAGE, WOMEN AND CHILD LABOR
 BIENNIAL REPORT
 WORK PERMITS AND CERTIFICATES OF AGE APPROVED

<u>FORM</u>	<u>Year Ending 6-30-67</u>		<u>Year Ending 6-30-68</u>	
	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>
Certificates of Age (16- 18 years of age)	3438	2284	3404	2539
Work Permits (Under 16)	1089	818	1244	993
Special Permits (Mentally retarded)	<u>0</u>	<u>0</u>	<u>3</u>	<u>1</u>
	4527	3102	4651	3533

PLACEMENT

Canning & Freezing	684	576	747	797
Children's Camps	65	29	86	26
Clothing	30	87	19	103
Construction	113	0	126	0
Hospitals & Nursing Homes	46	105	63	163
Laundries	7	35	7	19
Poultry Processing	462	152	398	149
Restaurants	454	500	449	597
Shoes	1257	1009	1138	984
Sporting & Overnight	29	36	32	26
Stores	461	286	600	332
Tanning	75	2	97	4
Textile	100	79	289	134
Wood Products	67	12	78	20
Miscellaneous	598	194	522	179

DIVISION OF MINIMUM WAGE, WOMEN AND CHILD LABOR
 BICENNIAL REPORT
 WORK PERMITS AND CERTIFICATES OF AGE APPROVED

PLACEMENT	Year Ending 6-30-67		Year Ending 6-30-68	
	Male	Female	Male	Female
Miscellaneous	228	194	222	179
Wood Products	67	12	78	20
Textile	139	79	289	134
Tanning	72	2	97	4
Stores	461	286	600	322
Sporting & Overnight	29	36	22	26
Shoes	1227	1009	1138	984
Restaurants	424	200	419	227
Poultry Processing	462	122	298	149
Laundries	7	22	7	19
Hospitals & Nursing Homes	46	102	63	163
Construction	113	0	126	0
Clothing	30	87	19	102
Children's Camps	62	29	86	26
Canning & Freezing	684	276	747	787
Special Permits (Mentally retarded)	0	0	2	1
Work Permits (Under 16)	1089	818	1244	993
Certificates of Age (16-18 years of age)	3438	2284	3404	2229
TOTAL	4227	3102	4621	3222

To: Miss Marion E. Martin, Commissioner, Department of Labor and Industry
From: C. Wilder Smith, Deputy Commissioner, Department of Labor and Industry
Re: Biennial Report - July 1, 1966 to June 30, 1968

Payment of Wage Law

Wages have preferential treatment in many states and courts of law. Under the Bankruptcy Act provision for the payment of wages owed comes first, after administration costs are taken from the recoverable assets. Maine has a law that requires that wages must be paid and refusal to do so on the part of the employer is a basis for a proper complaint. The Department of Labor and Industry receives many complaints relating to such a refusal and spends a substantial amount of time in the processing of such claims. Of these complaints some are not justified under the terms of the statute in that a reasonable length of time has not been given the employer to check out the records to determine the validity and accuracy of the claim. Others originate from a situation where the employer withholds wages because the employee owes him money for goods or services rendered and feels that such withholding action is proper and legal. Employees quit without giving notice and employers fire without advance warning. All of these situations are the basis of wage claims and as long as human nature is as it is such types of situations will continue to recur and the Department will continue to do what it can to unravel the problems.

Fortunately, it is possible by explanation and counseling to keep most wage complaints from going to court. After the invalid ones are ruled out those with a proper basis are resolved and payment made. When court action is necessary the courts have been responsible and have applied the proper penalties.

The following statistical data gives some measurement of the activity involved:

To:
From:
Re:

Miss Marion E. Martin, Commissioner, Department of Labor and Industry
G. Wilder Smith, Deputy Commissioner, Department of Labor and Industry
Biennial Report - July 1, 1966 to June 30, 1968

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The following statistical data gives some measurement of the activity involved:

Payment of Wages

	<u>1966-1967</u>	<u>1967-1968</u>
Number of Complaints	310	411
By visit or telephone	169	223
By letter	141	188
Number of Investigations	214	341
Payment of Wage	214	340
Minimum Wage	0	0
Other	0	1
Number of Prosecutions	4	3
Payment of Wage	4	3
Other	0	0
Number of Public Relations Activities	1	2

Payment of Wages

<u>1957-1958</u>	<u>1956-1957</u>	
411	310	Number of Complaints
253	182	By visit or telephone
188	141	By letter
341	214	Number of Investigations
340	214	Payment of Wage
0	0	Minimum Wage
1	0	Other
3	4	Number of Prosecutions
3	4	Payment of Wage
0	0	Other
2	1	Number of Public Relations Activities

To: Miss Marion E. Martin, Commissioner of Labor and Industry
From: W. C. Weeks, Director, Division of Research and Statistics
Re: Biennial Report, Activities 15 and 55, July 1, 1966 - June 30, 1968

The Maine Economy /1

A. Value of Product

In 1967, a total of 2,340 manufacturing establishments in the State of Maine reported a product value of 2.16 billion dollars. This was the second year in succession that the product value has been over 2 billion dollars and represented an increase of 4.4% over 2.07 billion dollars reported in 1966.

B. Plant Expansion

Plant modernization and equipment expenditures were reported to be \$146,014,000 in 1967, a decrease of 6.6% or \$10,341,000 from the \$156,355,000 reported in 1966.

C. Gross Wages

During the 1967 year, Maine manufacturing firms paid out a total of \$607,157,315 in gross wages to all workers (executives excluded). This was an increase of 7.6%, or \$43,126,315, over the \$564,031,000 paid during the 1966 year. The average gross wage paid was computed to be \$5,012 compared to \$4,790 paid in 1966.

D. Employment and Union Membership

Maine manufacturing firms reported a total of 121,138 workers employed during the 1967 year, an increase of 3,378 or 2.9% over the 117,760 reported in 1966. The number of workers covered by union contract increased during the same period 2,911 workers or 7.4% from 39,510 to 42,421.

E. Work Stoppages

Although all Maine industries reported an increase of 2 in the number of work stoppages from 19 in 1966 to 21 in 1967, there were less man-days idle. This statistic decreased from 46,600 in 1966 to 45,600 in 1967. There was more improvement in the manufacturing industries, as the number of work stoppages dropped from 11 in 1966 to 8 in 1967 and the number of mandays idle decreased from 31,000 in 1966 to 29,500 in 1967.

/1 Revised figures that include late reports received after the publication of the 1967 Census of Maine Manufactures.

Re: Biennial Report, Activities 12 and 22, July 1, 1966 - June 30, 1968
 From: W. C. Weeks, Director, Division of Research and Statistics
 To: Miss Marion E. Martin, Commissioner of Labor and Industry

The Maine Economy \1

A. Value of Product

In 1967, a total of 2,340 manufacturing establishments in the State of Maine reported a product value of 2.16 billion dollars. This was the second year in succession that the product value has been over 2 billion dollars and represented an increase of 4.4% over 2.07 billion dollars reported in 1966.

B. Plant Expansion

Plant modernization and equipment expenditures were reported to be \$16,014,000 in 1967, a decrease of 6.6% or \$10,341,000 from the \$26,355,000 reported in 1966.

C. Gross Wages

During the 1967 year, Maine manufacturing firms paid out a total of \$67,127,312 in gross wages to all workers (executives excluded). This was an increase of 7.6% or \$4,726,312 over the \$62,401,000 paid during the 1966 year. The average gross wage paid was computed to be \$2,012 compared to \$1,790 paid in 1966.

D. Employment and Union Membership

Maine manufacturing firms reported a total of 121,138 workers employed during the 1967 year, an increase of 2,378 or 2.0% over the 117,760 reported in 1966. The number of workers covered by union contract increased during the same period 2,911 workers or 2.4% from 38,210 to 41,121.

E. Work Stoppages

Although all Maine industries reported an increase of 2 in the number of work stoppages from 19 in 1966 to 21 in 1967, there were less man-days idle. This statistic decreased from 46,600 in 1966 to 42,600 in 1967. There was more improvement in the manufacturing industries as the number of work stoppages dropped from 11 in 1966 to 8 in 1967 and the number of man-days idle decreased from 31,000 in 1966 to 29,200 in 1967.

\1 Revised figures that include late reports received after the publication of the 1967 Census of Maine Manufactures.

OPERATIONS - (Activity 15)

During the past biennium, the Division of Research and Statistics has continued to carry on the following programs:

Directory of Maine Manufacturers

Although the 1968-1969 edition of Maine Buyers' Guide and Directory of Maine Manufacturers is not published during this biennium, some of the preliminary work was initiated. In a modification of the methodology, additional forms were sent out along with the 1967 Census schedules in an attempt to obtain more information to assist in the preparation of the Buyers' Guide. The questions on the supplemental form were inserted at the request of the Department of Economic Development and as soon as the schedules were returned to this office, the product data was transferred to a white card and the forms forwarded to D.E.D. The product data obtained has been a valuable aid in the preparation of the Buyers' Guide. Although the work on this publication shows progress, there is still a considerable amount to do, and as a tentative date, the publication should go to the Department of Economic Development for the art work around the last of November.

Approximately 12,000 copies of 1966-67 directory were distributed by the Department of Economic Development and this office.

Census of Maine Manufactures

The annual census of manufactures continues to be the prime source of industrial statistics for the State. In this survey, approximately 2,200 reporters are surveyed, and statistics relative to the value of product, gross wages, employment, workers covered by union contract, capital expenditures, value of goods shipped and government contracts are obtained from each firm. These statistics are then tabulated by major and subordinate industrial classifications, by county, by civil division, by economic area and by plant size and are published in our annual "Census of Maine Manufactures."

Approximately 1,500 copies are distributed by the Department of Economic Development and this office.

Industrial Injury Program

The annual industrial injury survey is conducted in cooperation with the Bureau of Labor Statistics, U. S. Department of Labor and is a program in which injury data is collected from manufacturing and non-manufacturing firms. The data is then summarized, tabulated, and injury frequency and injury severity rates calculated for major and selected subordinate industrial classifications.

The 1967 injury frequency rate for manufacturing was calculated to be 22.0, an increase of 0.6 disabling injuries per million manhours worked over the 1966 rate of 21.4. The severity rate increased 205 days lost from 937 in 1966 to 1,142 in 1967.

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The 1967 injury frequency rate for manufacturing was calculated to be 22.0, an increase of 0.6 disabling injuries per million manhours worked over the 1966 rate of 21.4. The severity rate increased 202 days lost from 327 in 1966 to 1,142 in 1967.

In the non-manufacturing phase, the injury frequency rate for 1967 rose to 13.1, an increase of 0.4 disabling injuries per million manhours worked over the 1966 figure of 12.7. The injury severity rate rose 48 days lost per million manhours worked from 749 in 1966 to 797 in 1967.

According to the reports received in the survey, there were 26 work-connected fatalities in Maine during the 1967 year. The manufacturing industries reported 17 fatalities and construction and other non-manufacturing industries the remaining 9 fatalities. The lumber and wood products industries reported 11 of the 17 fatalities reported in manufacturing.

Occupational Wage Survey

The 1967 annual wage survey is now in process and wage information will be collected from 505 manufacturing firms with 25 or more employees. The data extracted from the reports received will be tabulated and the minimum, mean, median and maximum hourly rates determined for selected positions in Maine industries. The resulting information is submitted to the Department of Economic Development who arrange it for publication. Publishing costs are paid by the Department of Economic Development.

Approximately 750 copies of this publication are distributed by the Department of Labor and Industry and approximately 500 by the Department of Economic Development.

Operations - (Activity 55)

On October 22, 1967, survey forms were mailed to 1,413 construction firms and data extracted from the returned schedules was used as a basis for the predetermination on wage rates for construction workers on State contracts of \$10,000 or more. During the 1968 year, the data compiled from the 1967 survey was used in the predetermination of wage rates for 138 specific construction projects. Two of the determinations were appealed to the Minimum Wage Rate on Construction Projects Board, and these appeals were upheld by the Board. In these two determinations, amendments were published with the revised rates.

Operating Expenditures

Total operating expenditures for activities 15 and 55 in the Division of Research and Statistics increased 18.1% from \$56,463.62 in the 1964-66 biennium to \$66,697.98 in the 1966-68 biennium. The breakdown of the expenditures is shown on the accompanying operating statement.

In the non-manufacturing phase, the injury frequency rate for 1967 rose to 13.1, an increase of 0.4 disabling injuries per million manhours worked over the 1966 figure of 12.7. The injury severity rate rose 48 days lost per million manhours worked from 749 in 1966 to 797 in 1967.

According to the reports received in the survey, there were 26 work-connected fatalities in Maine during the 1967 year. The manufacturing industries reported 17 fatalities and construction and other non-manufacturing industries the remaining 9 fatalities. The lumber and wood products industries reported 11 of the 17 fatalities reported in manufacturing.

Occupational Wage Survey

The 1967 annual wage survey is now in process and wage information will be collected from 202 manufacturing firms with 25 or more employees. The data extracted from the reports received will be tabulated and the minimum, mean, median and maximum hourly rates determined for selected positions in Maine industries. The resulting information is submitted to the Department of Economic Development who arrange it for publication. Publishing costs are paid by the Department of Economic Development.

Approximately 750 copies of this publication are distributed by the Department of Labor and Industry and approximately 500 by the Department of Economic Development.

Operations - (Activity 22)

On October 22, 1967, survey forms were mailed to 1,413 construction firms and data extracted from the returned schedules was used as a basis for the predetermination on wage rates for construction workers on State contracts of \$10,000 or more. During the 1968 year, the data compiled from the 1967 survey was used in the predetermination of wage rates for 138 specific construction projects. Two of the determinations were appealed to the Minimum Wage Rate on Construction Projects Board, and these appeals were upheld by the Board. In these two determinations, amendments were published with the revised rates.

Operating Expenditures

Total operating expenditures for activities 12 and 22 in the Division of Research and Statistics increased 18.1% from \$26,483.82 in the 1964-66 biennium to \$31,057.98 in the 1966-68 biennium. The breakdown of the expenditures is shown on the accompanying operating statement.

Operating Statement

Division of Research and Statistics
(Appropriation 3410 - Activities 15 and 55)

<u>Category</u>	<u>1966-67</u>	<u>1967-68</u>	<u>Total Biennium</u>	<u>Total for 1964-66</u>
Salaries	\$27,846.59	\$32,274.62	\$60,121.21	\$47,556.90
Travel	230.83	-	230.83	476.65
All Other	3,800.12	2,393.82	6,193.94	8,495.33
Capital	<u>152.00</u>	<u>-</u>	<u>152.00</u>	<u>934.74</u>
Total	\$32,029.54	\$34,668.44	\$66,697.98	\$57,463.62
Total Approp.	\$31,710.00	\$34,179.00	\$65,889.00	\$60,284.00
Salary Fund	<u>557.00</u>	<u>1,488.00</u>	<u>2,045.00</u>	<u>-</u>
Total Available	\$32,267.00	\$35,667.00	\$67,934.00	\$60,284.00

Operating Statement

Division of Research and Statistics
(Appropriation 3410 - Activities 15 and 22)

<u>Category</u>	<u>1966-67</u>	<u>1967-68</u>	<u>1968-69</u>	<u>Total for 1967-69</u>
Total Available	\$22,267.00	\$22,667.00	\$27,334.00	\$72,268.00
Salary Fund	<u>227.00</u>	<u>1,488.00</u>	<u>2,042.00</u>	<u>3,757.00</u>
Total Approp.	\$21,710.00	\$24,179.00	\$25,292.00	\$71,181.00
Total	\$22,029.34	\$24,668.44	\$26,697.98	\$73,405.76
Capital	<u>122.00</u>	-	<u>122.00</u>	<u>244.00</u>
All Other	3,800.12	2,323.82	6,193.94	12,317.88
Travel	230.83	-	230.83	461.66
Salaries	\$27,846.50	\$32,274.62	\$60,121.21	\$120,242.33

To: Miss Marion E. Martin, Commissioner of Labor and Industry
 From: Mrs. Marion T. Pine, Agreements Clerk, Workmen's Compensation Div.
 Re: Biennial Report, July 1, 1966 - June 30, 1968

This division was created by the 102nd Maine Legislature in 1965 and the positions set up in November of 1965. In addition to the position of Agreements Clerk, a Clerk Stenographer I position was created and filled approximately one year at which time it was discontinued because the work load did not warrant it. Since that time the Agreements Clerk has typed her own letters except for the use of a stenographer when her services are available.

Because of our refusal to approve the Agreements for Compensation until the files are in order in every respect has resulted in corrections on the Agreements that caused the claimants in the calendar year 1967 to receive an additional \$13,702.23. At the same time, in other compensation cases, corrections were made that reduced the compensation which resulted in a savings to the insurance companies of \$5,253.88.

SUMMARY OF CASES PROCESSED

	<u>Total Handled</u>	<u>Agreements Approved</u>	<u>Letters Written</u>
July 1, 1966 - June 30, 1967	7,504	4,298	3,206
July 1, 1967 - June 30, 1968	<u>8,046</u>	<u>4,706</u>	<u>3,340</u>
Total for Biennium	15,550	9,004	6,546

OPERATING STATEMENT

(Appropriation 3410-45)

<u>Category</u>	<u>1966-67</u>	<u>1967-68</u>	<u>Total Biennium</u>
Salaries	7,429.00	7,241.00	14,670.00
Operating Expenses	93.50	164.43	257.93
Commodities	<u>29.98</u>	<u>25.11</u>	<u>55.09</u>
Total Expenditures	7,552.48	7,430.54	14,983.02
Total Appropriation:	7,592.00	6,995.00	14,587.00

To: Miss Marion E. Martin, Commissioner of Labor and Industry

From: Mrs. Marion T. Pine, Agreements Clerk, Workmen's Compensation Div.

Re: Biennial Report, July 1, 1966 - June 30, 1968

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Because of our refusal to approve the Agreements for Compensation until the files are in order in every respect has resulted in corrections on the Agreements that caused the claimants in the calendar year 1967 to receive an additional \$1,702.23. At the same time, in other compensation cases, corrections were made that reduced the compensation which resulted in a savings to the insurance companies of \$2,223.88.

SUMMARY OF CASES PROCESSED

Letters Written	Agreements Approved	Total Handled	
1,206	4,298	7,504	July 1, 1966 - June 30, 1967
1,340	4,706	8,046	July 1, 1967 - June 30, 1968
2,546	9,004	12,550	Total for Biennium

OPERATING STATEMENT

(Appropriation 5A10-A2)

Category	1966-67	1967-68	Total Biennium
Salaries	7,429.00	7,241.00	14,670.00
Operating Expenses	93.50	164.43	257.93
Commodities	29.98	22.11	52.09
Total Expenditures	7,552.48	7,427.54	14,980.02
Total Appropriation:	7,552.00	6,992.00	14,544.00

PART I

ADMINISTRATIVE POLICIES OF THE PROGRAM

I. REGISTRATION OF PROGRAM AND APPRENTICE AGREEMENTS

The program and all apprentice agreements entered into thereunder will be registered with the Maine State Apprenticeship Council which will also be kept advised of any proposed changes in the program and any additions or deletions from the roster of apprentices.

II. SUPERVISION OF THE PROGRAM

The program will be under the general supervision of some qualified person who will be designated as the Supervisor of apprentices. It shall be his duty to see that apprentices receive the diversity of training outlined herein and that they are under the guidance of a skilled craftsman.

III. SELECTION OF APPRENTICES

Selection of apprentices under the program shall be made from qualified applicants on the basis of qualifications alone as listed under Part II, Paragraph 1, without regard to race, creed, color or sex, in accordance with objective standards which permit review, after full and fair opportunity for application, and this program shall be operated on a completely non-discriminatory basis. A record of the comparison of applicants will be maintained.

IV. CREDIT FOR PREVIOUS EXPERIENCE and/or EDUCATION

Prior to the expiration of the probationary period, each apprentice who has had either work experience or education related to his trade, will be awarded credit therefor. This credit shall be arrived at by an examination which will determine those items contained in the Schedule of Work Experience (Appendix I) or the Schedule of Related Theoretical Training (Appendix II) in which the apprentice can demonstrate proficiency. Credit toward completion of the apprenticeship will be provided the apprentice on the basis of the estimated learning time allotted to each item in which proficiency has been obtained. The requirement for pursuing courses in theoretical instruction will also be reduced as indicated by this examination. Wages of the apprentice will be adjusted in accordance with the amount of credit received.

V. PROGRESS RECORDS

The apprentice Supervisor will maintain progress records of all apprentices, utilizing for that purpose a copy of the Schedule of Work Experience (Appendix I) and noting thereon whether the apprentice has been exposed to each listed item and whether he has obtained proficiency therein.

The apprentice will be required to keep a record of the actual time he spends in training on each item listed in the Schedule of Work Processes and the apprentice Supervisor will utilize this record to determine the efficiency of this training and the adaptability of the apprentice.

VI. ACCIDENT PREVENTION (SAFETY)

Apprentices shall receive instruction on accident prevention and safe working habits, both on the job and in related instruction, during the entire term of apprenticeship. Such instruction shall be coordinated with the actual work being performed on the job and the tools and equipment being used.

VII. CERTIFICATE OF COMPLETION OF APPRENTICESHIP

Upon request of the program sponsor and upon receipt by the Council of a copy of the Schedule of Work Experiences, certifying that proficiency has been reached in all listed items, the Council will issue a Certificate of Completion of Apprenticeship.

PART II

TERMS AND CONDITIONS OF APPRENTICE EMPLOYMENT

I. QUALIFICATIONS FOR APPRENTICE APPLICANTS

II. RATIO OF APPRENTICES TO JOURNEYMEN

III. APPRENTICE WAGES

Apprentices shall be paid a progressively increasing scale of wages throughout the period of apprenticeship in accordance with the following schedule. However, before being eligible to receive a rate increase, each apprentice's record shall be reviewed by the Supervisor of Apprentices. Unsatisfactory progress will make it necessary to repeat a specified work experience or series of work experiences at the current wage rate. Wage increases will not be withheld for more than six months. If correction of the unsatisfactory conditions has not been accomplished by that time, the apprenticeship will be cancelled.

IV. PROBATIONARY PERIOD

The first _____ hours of the apprenticeship shall be considered to be a probationary period. During this period, the apprentice is expected to determine that he will be satisfied with the trade he has chosen and similarly the Supervisor of Apprentices will judge him from the standpoint of his fitness for the trade. During the probationary period either party to the apprentice agreement may cancel the agreement merely by notifying the other party and the State Apprenticeship Council of his intentions. After the probationary period, the apprentice agreement may be terminated for due cause or by mutual agreement of both parties thereto.

APPENDIX I

SCHEDULE OF WORK EXPERIENCE

Apprentices will receive training in the various work experiences listed below. The order in which this training is given will be determined by the flow of work on the job, and will not necessarily be in the order listed. The times allotted to these various processes are the estimated time which the average apprentice will require to learn each phase of the trade. They are intended only as a guide to indicate the quality of the training being provided, and the ability of the apprentice to absorb this training in an average time. The total term of apprenticeship is indicated below. The two columns at the right constitute a record of progress for the apprentice. Whenever an apprentice commences his training in a listed item, the Apprentice Supervisor will initial the left hand column and he will also initial the right hand column when the apprentice has reached proficiency in the item. Items for which credit for previous experience has been allowed will also be initialed.

Exposed

Proficient

APPENDIX II

RELATED THEORETICAL TRAINING

The following related training outline covers the subjects to be included in the course which must be mastered by each apprentice. This training will be provided through:

APPENDIX III

PRE-APPRENTICESHIP PLAN

APPRENTICESHIP STATISTICS
as Reported on Questionnaires

As of February 21, 1968, 38 program sponsors, out of a total of 87 (or 43%), had completed and returned the questionnaires sent out by the Council on December 27, 1967.

Of the 38 questionnaires received to date, seven were from program sponsors whose program had not been in operation sufficiently long enough to have completed any apprentices. Two others were incomplete so far as the statistical information was concerned. The figures indicated below represent a total of 29 program sponsors who have employed to date a total of 1,150 apprentices according to information recorded on these questionnaires. The following statistical information does not contain any figures from three of our largest sponsors although the progress of apprentices following their training - the last item discussed below - does contain information from one of these three large programs.

While we still have not heard from 49 of the programs in operation in the State, it must be remembered that 19 have been in operation for such a short period that they have not yet completed any apprentices. While it is expected that more questionnaires will be received from the remaining 30 programs, it is not believed that the statistics reflected below will be altered to any appreciable extent.

Of the apprentices who started their training in the 29 reporting programs, an average of 60% are reported to have completed their training. This mortality indicated by these figures compares most favorably with that experienced in other educational activities.

Of the apprentices who completed their training in these 29 programs, an average of 67% are still employed in these same programs. This figure has been checked with persons with authority in these matters and it is apparently safe to say that this turnover rate for skilled workers compares favorably with and probably exceeds the experience in industry as a whole in the State.

These same 29 programs also report that an average of 82% of all completed apprentices are still employed in the trade for which they were trained or in related fields, although not necessarily with the same employer by whom they were trained. While we are unable to locate any comparable figures, it seems quite certain that this result is extremely satisfactory.

Using information reported from all 31 programs concerning jobs into which graduate apprentices have moved and which are at an appreciably higher level than those for which they were trained, the following results have been realized:

Among the ex-apprentices there are:

- 8 Construction contractors
- 4 Assistant Superintendents in industrial plants
- 1 Plant Manager
- 1 Service Manager
- 1 Personnel Supervisor
- 1 Safety Supervisor
- 4 With various titles as engineers (i.e. methods engineer)
- 8 Union officials
- 3 Quality control inspectors.
- 14 Foremen in the industrial industry
- 12 Foremen in the manufacturing industries
- 9 Assistant foremen in manufacturing industries
- 4 Apprentice instructors
- 1 School shop instructor
- 25 Supervisors and lead men
- 2 Estimators

These figures represent approximately 9% of all apprentices employed by these 29 companies who have moved to higher jobs. If and when complete information is received from all programs, this list can be expected to be considerably lengthened.

The Council can take considerable pride in their accomplishments as reflected in these questionnaires.

S. S. Kaler, Chairman
Maine State Apprenticeship Council

2/1/68

PRE-APPRENTICESHIP POLICIES

Adopted by the

MAINE STATE APPRENTICESHIP COUNCIL

March 1, 1968

- A. A Pre-Apprenticeship program is to be preceded by the establishment of a formal Apprenticeship program which has been registered with and approved by the State Apprenticeship Council. The Pre-Apprenticeship program would then become a part of the formal Apprenticeship program.
- B. Local Pre-Apprenticeship Committees composed of representatives from labor, management, educational departments and the Maine State Apprenticeship Council will be appointed for the purpose of promoting Pre-Apprenticeship programs.
- C. The local Pre-Apprenticeship Committee will ensure that all available educational facilities are utilized to their fullest possible extent. These facilities will be called upon to provide required training for the student. "In plant" time is to supplement this training wherever possible.
- D. The local Pre-Apprenticeship Committee will ensure that complete understanding by all parties of their responsibilities and functions in the program is achieved.
- E. Whenever practicable, time spent in industry by the pre-apprentice is to be outside of regular school hours. In no event, shall the time spent by a student in a plant exceed more than three hours in any school day.
- F. Pre-Apprenticeship shall apply only to students in their Senior year. All parties to the Pre-Apprenticeship Agreement shall agree that the full time employment of the students training under such a program is contingent upon the completion of their high school education.
- G. The number of trainees in the Pre-Apprenticeship program shall be established by the Maine State Apprenticeship Council.
- H. Wages to be paid in Pre-Apprenticeship programs shall not be less than 75% of the starting apprentice rate as contained in the Apprenticeship program or the applicable State or Federal minimum wage, whichever is greater.
- I. The local Pre-Apprenticeship Committee shall clear with the Commissioner of Labor and Industry all Pre-Apprenticeship programs to ensure that no conflict exists with any State or Federal law.
- J. Each student entering into a Pre-Apprenticeship program and his employer shall jointly execute an agreement setting forth the terms and conditions of employment and this agreement shall be registered with the Maine State Apprenticeship Council.
- K. All Apprenticeship programs under which a Pre-Apprenticeship program is to be operated shall contain a paragraph outlining the method of transition from Pre-Apprenticeship to the regular Apprenticeship program. Appropriate credit shall be given toward completion of the regular Apprenticeship for any job or related skills which have been acquired by the Pre-Apprentice.

MAINE STATE APPRENTICESHIP COUNCIL
PRE-APPRENTICESHIP TRAINING AGREEMENT

THIS AGREEMENT, entered into this _____ day of _____ 19____
between _____, the undersigned Employer and/or Joint
Apprenticeship Committee, and _____ born _____
a senior class student enrolled at _____ school, in the
_____ course.

WITNESSETH that the Employer and/or Joint Apprenticeship Committee, the Student and his School desire to enter into an Agreement of Pre-Apprenticeship in conformity with the attached apprenticeship work experiences in the following trade as registered with the Maine State Apprenticeship Council, and therefore, in consideration of the premises and of the mutual covenants herein contained, do hereby mutually covenant and agree as follows:

THAT the Employer and/or Joint Apprenticeship Committee agrees to provide the Student with _____ hours of employment per week for the purpose of enabling said student to acquire instruction in the trade or craft of _____ in conformity with wages, hours, and working conditions of the _____ school program as approved by the _____ School.

THAT the School agrees that the related technical instruction to be provided during the in-school portion of the program will be governed by the requirements of the Apprenticeship Standards so far as practicable.

THAT the Student agrees to perform diligently and faithfully the work of said trade or craft in conformity with the terms and conditions set forth in the attached program.

THAT upon successful completion of the program and graduation from _____ School the accomplishments of the Student will be jointly evaluated by the representative of the School, Maine State Apprenticeship Council and the Employer and/or Joint Apprenticeship Committee. Appropriate credit will be advanced toward completion of an apprenticeship, as provided for in the attached standards and he will enter into an apprentice agreement which will be registered with the Maine State Apprenticeship Council.

IN WITNESS WHEREOF the parties hereunto set their hands and seals:

_____	_____
(Student)	(Employer)
_____	_____
(Address)	(Joint Apprenticeship Committee)
_____	_____
(Parent or Guardian)	(Address)

Approved by _____ School by _____

on _____ 19 _____.

