

# HOUSE . . . . No. 532

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By Mr. Telford of Plainville, petition of Clarence F. Telford that mechanics in the employ of the Commonwealth be paid salaries adjusted to seventy-five per cent of the average prevailing rates of wages. Public Service.

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## The Commonwealth of Massachusetts

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In the Year One Thousand Nine Hundred and Forty-Eight.

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AN ACT TO PROVIDE THAT EQUAL SALARIES ADJUSTED TO SEVENTY-FIVE PER CENT OF THE AVERAGE PREVAILING RATE OF WAGES BE PAID TO MECHANICS IN THE EMPLOY OF THE COMMONWEALTH.

*Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:*

1 Section 46 of chapter 30 of the General Laws, as  
2 amended by chapter 613 of the acts of 1947, is hereby  
3 further amended by inserting the following new para-  
4 graph between the first and second paragraphs of the  
5 section: —

6 In establishing or changing salaries for positions of  
7 mechanics the division shall consider the average  
8 prevailing rate of hourly wages paid within the com-  
9 monwealth on May first in each year for each craft  
10 or kind of mechanic, said average prevailing hourly  
11 rate of wages to be determined for the division by  
12 the commissioner of labor and industries by averaging  
13 the prevailing rates of hourly wages paid in those

14 sections of the commonwealth which he finds will  
15 give a fair average and as determined by said com-  
16 missioner in accordance with the provisions of sections  
17 twenty-six and twenty-seven of chapter one hundred  
18 and forty-nine of the General Laws, and the annual  
19 salaries established by the division for such positions  
20 shall be as near to seventy-five per cent of the total of  
21 such average prevailing rate of hourly wage for each  
22 hour of employment and authorized leave with pay  
23 as conformance to the division's salary plan permits.  
24 Nothing contained in this section shall be construed  
25 to prevent the payment of the rate of wages payable  
26 in accordance with section twenty-six of chapter one  
27 hundred and forty-nine, — so that said section will  
28 read as follows:— *Section 46.* Said division may  
29 make rules and regulations, subject to the approval  
30 of the governor and council, providing for the applica-  
31 tion and administration of the classification and the  
32 specifications established under section forty-five;  
33 and the salaries of all officers and employees holding  
34 offices and positions required to be classified under  
35 said section, except those whose salaries are now or  
36 shall be otherwise regulated by law and those whose  
37 salaries are required by law to be fixed subject to the  
38 approval of the governor and council, shall be fixed  
39 in accordance with such classification and specifica-  
40 tions. The word "salary" or "salaries", as used in  
41 sections forty-five to fifty, inclusive, shall include  
42 compensation, however payable.

43 In establishing or changing salaries for positions of  
44 mechanics the division shall consider the average  
45 prevailing rate of hourly wages paid within the com-  
46 monwealth on May first in each year for each craft  
47 or kind of mechanic, said average prevailing hourly

48 rate of wages to be determined for the division by  
49 the commissioner of labor and industries by averaging  
50 the prevailing rates of hourly wages paid in those  
51 sections of the commonwealth which he finds will  
52 give a fair average and as determined by said com-  
53 missioner in accordance with the provisions of sections  
54 twenty-six and twenty-seven of chapter one hundred  
55 and forty-nine of the General Laws, and the annual  
56 salaries established by the division for such positions  
57 shall be as near to seventy-five per cent of the total  
58 of such average prevailing rate of hourly wage for  
59 each hour of employment and authorized leave with  
60 pay as conformance to the division's salary plan  
61 permits. Nothing contained in this section shall be  
62 construed to prevent the payment of the rate of wages  
63 payable in accordance with section twenty-six of  
64 chapter one hundred and forty-nine.

65 Said rules and regulations shall contain provisions  
66 that employees upon reaching the fifth, ninth, twelfth  
67 and fifteenth anniversaries of the date of their re-  
68 ceiving the maximum salary fixed for the grade they  
69 hold shall be given a step-rate increase equal to one  
70 half the annual increment established for such grade,  
71 in recognition of their length of service, but such  
72 increase shall not entitle said employees to any change  
73 of rating or increased authority.

