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# Maine AFL-CIO

## 2023 Working Families Legislative Scorecard



Union members at the Maine AFL-CIO's Labor Lobby Day at the State House on March 30, 2023.

## *Ranking Our Legislators' Commitment to Workers' Rights and An Economy That Works for All*

The 131st Maine Legislature convened at a time when public support for unions is at an all time high. Workers are increasingly taking collective action to win better wages, safer workplaces and a voice on the job. As working people, we look to the Legislature to:

- *Take action to protect all workers, our families and communities.*
- *Reflect our core values of solidarity and economic justice.*
- *Enact laws to build an economy that works for everyone, not just those at the top.*

The Maine AFL-CIO is a statewide federation of more than 200 labor unions in Maine. We represent more than 40,000 Maine workers and retirees delivering public services or working at paper mills, shipyards, hospitals, construction sites, nonprofits, utilities, and in many other industries. We represent these workers and their families at the Legislature, and we organize together, year-round, for workers' rights and economic justice.

This legislative scorecard seeks to capture the votes that were of the greatest importance to working people in the first session of the 131st Maine Legislature (2023). It provides information on those bills and lets you know how your legislators voted.

Our Legislative Committee and Executive Board carefully reviewed the bills that came before the State Legislature and selected which bills to work on and to score. We hope you find the scorecard useful and that you will use it to hold your state legislators accountable.

### **INSIDE:**

**Bill Summary and Scorecard  
Report on Governor Mills  
Updates on Worker Organizing  
2024 Legislative Session Sneak Peak**

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## Dear Union Members & Friends,

The combination of increased collective action, record levels of public support for unions and a lot of hard work has shifted the Legislature in a more pro-labor direction. This helped us win important victories this legislative session.

Maine took action to strengthen our freedom to organize by banning mandatory “captive audience” meetings where corporations force workers to listen to anti-union talking points to coerce them into voting against forming unions (LD 1756).

LD 1895 will responsibly develop offshore wind in the Gulf of Maine - and the related port infrastructure - by protecting fisheries and mandating strong labor standards and union-negotiated wages to ensure thousands of well-paying jobs for Maine workers.

We successfully pushed for a state budget that funds initiatives to improve state employee wages, close the state public sector pay gap and improve retirement security for state retirees; makes childcare more affordable and accessible; and establishes a new paid family medical leave program.

A measure (LD 1794) to limit forced overtime in the paper industry and a bill backed by union nurses to strengthen patient safety by mandating minimum nurse-to-patient staffing ratios (LD 1639) were carried over until early 2024, along with a bill to provide farmworkers a right to unionize (LD 525).

The Building Trades made continued progress to raise standards on registered apprenticeship programs (LD 1539 & 1394), strengthen prevailing wages (LD 1419) and more. We also easily defeated two right-to-work-for-less bills designed to drive down wages and undermine worker power.

We are deeply disappointed that Governor Mills vetoed bills to require minimum wage protections for farmworkers (LD 398) and to grant Maine tribes the same standing as other federally recognized tribes (LD 2004). We will continue to push forward on these issues.

We are in a moment of labor upsurge. We need more working people taking action together. We hope this scorecard gives you a clear understanding of how your legislators voted on labor issues and moves you to take action.

In Solidarity,



*Cynthia Phinney*

Cynthia Phinney  
President



*Matt Schlobohm*

Matt Schlobohm  
Executive Director

## Maine AFL-CIO

21 Gabriel Drive Augusta, ME 04330

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Jane Gilbert, MSEA-SEIU 1989  
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Jeff McCabe, MSEA-SEIU 1989  
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John Newton, AFGE 948  
Elizabeth O'Connor, AFSCME Council 93  
Nick Paquet, Central Maine Labor Council  
John Perry IV, United Steelworkers 900  
Wes Perry, IAM 2740  
Doris Poland, Southern Maine Labor Council  
Grant Provost, Ironworkers 7  
Todd Ricker, Maine State Nurses Association  
Carol Sanborn, Machinists Council & IAM S89  
Michael Scott, IAFF 797  
Mark Seitz, Letter Carriers (NALC) Branch 92  
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Garrett Stewart, A. Philip Randolph Institute  
Jim Vance, AFSCME 481  
Chris Williams, IAM Local S6  
David Ward, United Steelworkers 9546

## The Maine AFL-CIO would like to thank the generous sponsors of the Working Families Legislative Scorecard:



# Summary of Maine AFL-CIO Scored Bills

## **LD 1539: Apprenticeship**

### **“An Act Promote a Diverse, More Experienced Construction Workforce & Ensure High-Quality Careers By Increasing Registered Apprenticeship Programs”**

*Sponsored by Rep. Traci Gere (D-Kennebunkport)*

**Maine AFL-CIO Supported**

Senate Roll Call #407 - House Roll Call #268

Final Outcome: Enacted into law (Passed by the Legislature, Signed by Governor)

When we invest public money in training programs, we should ensure they lead to careers with good wages and benefits and deliberately open opportunities to historically underrepresented populations. LD 1539 improves standards for publicly funded apprenticeship programs to ensure that Registered Apprentices are diverse and are fairly compensated upon graduation. This bill incentivizes registered apprenticeships to demonstrate a commitment to traditionally underrepresented populations including women, people of color and justice involved Mainers by meeting benchmarks for graduating and supporting these populations. It also requires Registered Apprenticeship programs to report their “total package value” which includes not only end wages, but the value of benefits like health and retirement.

## **LD 1419: Prevailing Wage**

### **“An Act to Inform Fair Minimum Rates of Wages and Benefits in Bids for Public Contracts Using State & Federal Data”**

*Sponsored by Representative Rebecca Millett (D-South Portland)*

**Maine AFL-CIO Supported**

Senate Roll Call #275 - House Roll Call #151

Final Outcome: Became law (Passed by the Legislature, Became Law Without Governor’s Signature)

Prevailing wage laws require a basic wage standard on publicly funded construction projects. These laws ensure that state, municipal and federal governments, as major purchasers of construction services, do not depress wages. LD 1419 will strengthen prevailing wages on state-funded construction projects by ensuring that Maine’s prevailing wage rates accurately reflect the wages in an increasingly competitive labor market for construction.

## **LD 1636: Right to Work for Less**

### **“An Act to Restore Workplace Freedom by Removing Mandatory Union Fees”**

*Sponsored by Senator Eric Brakey (R-Androscoggin)*

**Maine AFL-CIO Opposed**

Senate Roll Call #218 - House Roll Call #138

Final Outcome: Defeated

So called “right-to-work” laws are designed to weaken unions, drive down wages and allow workers to get the benefits of unions without paying dues. Currently in Maine in the private sector, unions and employers can negotiate

contracts where all workers who benefit from a collective bargaining agreement share in the costs of bargaining and representation. LD 1636 would have made it illegal for employers and employees to agree that all workers who benefit from a collective bargaining agreement share in the costs. Under LD 1636, negotiating a contract with a union security clause would be a Class D crime, subject to civil damages and up to a year in jail. The bill was defeated on largely party line votes.

## **LD 1964: Paid Family Medical Leave**

### **“An Act to Establish a Paid Family and Medical Leave System”**

*Sponsored by Senator Matthea Daughtry (D-Cumberland)*

**Maine AFL-CIO Supported**

Senate Roll Call #414 - House Roll Call #309

Final Outcome: Enacted into law (Passed by the Legislature, Funded in LD 258)

It is essential that working people can access paid leave to be with their family during life’s most important moments. Whether it is caring for a newborn child, dealing with a serious health condition, military caregiving needs or other family demands, working people deserve time away from their job in order to care for themselves or a loved one. It is not possible to expect people to be able to do this without being paid. Under this new law, workers will receive up to 12 weeks of paid family and medical leave. Paid family and medical leave reduces economic inequality, promotes gender equity in the workplace and makes it easier to return to work after childbirth. The new law ensures workers who earn good wages have sufficient wage replacement when taking leave, splits the cost of the program between employees and employers and protects workers who work under collective bargaining agreements that offer better plans than the state law.

## **LD 1895: Offshore Wind & Ports**

### **“An Act Regarding the Procurement of Energy From Offshore Wind Resources”**

*Sponsored by Senator Mark Lawrence (D-York)*

**Maine AFL-CIO Supported**

Senate Roll Call #442- House Roll Call #311

Final Outcome: Enacted into Law (Passed by the Legislature, Signed by the Governor)

Climate change poses serious threats like warming oceans, rising sea levels, extreme weather and more. Unions in Maine have been developing a vision to address accelerating climate change and deepening inequality by passing legislation to support thousands of new union jobs in the clean energy sector. This historic offshore wind jobs legislation protects critical fishing grounds and puts Maine on a path to clean energy independence. LD 1895 requires that any offshore wind project and port must be built under strong, industry-leading labor standards, including Project Labor Agreements and other benchmarks that prohibit temporary workers and independent contractors. It mandates that workers are paid unions’ collectively bargained total package rate with comparable health and retirement benefits, safety training, and participation in registered apprenticeship programs.

# Summary of Maine AFL-CIO Scored Bills

## **LD 1756: Mandatory Captive Audience Meeting Ban “An Act to Protect Employee Freedom of Speech”**

*Sponsored by Senator Matthea Daughtry (D-Cumberland)*

**Maine AFL-CIO Supported**

Senate Roll Call #482 - House Roll Call #139

Final Outcome: Enacted into law (Passed by the Legislature, Signed by the Governor)

For too long, employers have exploited weak labor laws by forcing employees to attend captive audience meetings during union organizing drives. These mandatory meetings are held by the employer during work hours to pressure employees against forming a union, interrogate workers, sow division and disseminate anti-union materials designed to mislead and intimidate workers. Workers take jobs because we want to earn a living and because we believe in taking care of our patients, serving customers and making products that help people. We do not take jobs to have employers impose their views on us. LD 1756 prevents employers from using their economic authority over employees to violate our First Amendment freedom of speech and assembly. The bill allows workers to refuse to attend an employer meeting focused on union busting, politics or religion without fear of being disciplined or fired.

## **LD 1726: Childcare**

### **“An Act to Build Maine’s Economy by Supporting Child Care for Working Families”**

*Sponsored by President Troy Jackson (D-Aroostook)*

**Maine AFL-CIO Supported**

Senate Roll Call #311

Final Outcome: Enacted into law (Passed by the Legislature, Funded in LD 258)

Too many Maine workers either cannot afford the rising costs of childcare or cannot find childcare slots for their kids. This contributes to short staffing at workplaces and adds stress to working families. LD 1726 will make childcare more affordable, increase the number of childcare options for working parents and raise wages for childcare workers. This will help working parents provide for their family, build a better life and contribute to growing Maine’s economy.

## **LD 398: Farmworker Rights**

### **“An Act to Make Agricultural Workers & Other Related Workers Under the Wage & Hour Laws”**

*Sponsored by Speaker Rachel Talbot Ross (D-Portland)*

**Maine AFL-CIO Supported**

Senate Roll Call #474 - House Roll Call #352

Final Outcome: Defeated (Passed by the Legislature, Vetoed by the Governor)

Farmworkers do difficult work that keeps food on our tables. In Maine these workers are currently excluded from critical labor laws like Maine’s minimum wage and overtime. This bill would have extended minimum wage protections to farmworkers, required a limit of 80 hours of forced overtime in a two-week period and allowed farmworkers the

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right to a 30-minute unpaid rest break every six hours. These are rights that other workers have had for over eighty years. Establishing worker protections for farmworkers would improve working conditions for some of the state’s most exploited workers who are disproportionately workers of color. This bill was passed by the Legislature but vetoed by Gov. Mills.

## **LD 559: Child Labor**

### **“An Act to Increase the Number of Hours Certain Minor Students May Work Under Certain Circumstances”**

*Sponsored by Representative Danny Costain (R-Plymouth)*

**Maine AFL-CIO Opposed**

Senate Roll Call #136 - House Roll Call #63

Final Outcome: Defeated

Maine has a nearly two hundred year history of child labor laws that prioritize young people’s education while also encouraging work. Current Maine law allows teenagers aged 16 to 18 to work up to 24 hours a week when school is in session, including until 10:15 pm on school nights. LD 559 tried to weaken Maine’s child labor laws by allowing students to work 32 hours a week when school is in session. Young people are injured on the job more often than others due to inexperience, improper training and using equipment designed for adults. Longer hours in the workplace for young people leads to more injuries and makes it more difficult for them to succeed in school.

## **LD 258: Supplemental Budget**

### **“An Act Making Unified Appropriations and Allocations from the General Fund & Other Funds for the Expendi- tures of State Government & Changing Certain Provi- sions of the Law Necessary to the Proper Operations of State Government for the Fiscal Years Ending June 30, 2023, June 30, 2024 & June 30, 2025”**

*Sponsored by Representative Melanie Sachs (D-Freeport)*

**Maine AFL-CIO Supported**

Senate Roll Call #484 - House Roll Call #350

Final Outcome: Enacted into law (Passed by the Legislature, Signed by the Governor)

This supplemental budget provides funding to make child care more affordable and accessible, doubles salary stipends for childcare workers and creates a statewide paid family and medical leave program. It includes a one-time three percent COLA for retired state workers and provides funding to complete a compensation and classification study and close the state employee pay gap. Teachers and state workers who retired early when 2011 pension cuts were made to give tax cuts to the rich will also see decreased pension penalties and nearly 5,000 retired state workers will receive new assistance for their Medicare Part B premiums.



Looking for a great union career in the trades?

Visit: [maineaflcio.org/pre-apprenticeship](https://maineaflcio.org/pre-apprenticeship)

	Bill #	LD 258	LD 1964	LD 398	LD 1419	LD 1539	LD 1636	LD 1726	LD 1756	LD 1895	LD 559	
Dist.	Senator	Budget	Paid Leave	Farm-workers	Prevailing Wage	Apprenticeship	"Right to Work"	Childcare	Union Rights	Climate Jobs	Child Labor	2023 Score
1	Troy Jackson of Allagash (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
2	Trey Stewart of Presque Isle (R)	✓	X	X	X	X	X	✓	X	X	E	22%
3	Bradlee Farrin of Norridgewock (R)	X	X	X	E	X	X	✓	X	X	X	11%
4	Stacey Guerin of Glenburn (R)	X	X	X	X	X	X	✓	X	X	X	10%
5	Russell Black of Wilton (R)	E	X	E	E	X	X	✓	E	X	E	20%
6	Marianne Moore of Calais (R)	X	X	X	X	✓	X	✓	X	X	X	20%
7	Nicole Grohoski of Ellsworth (D)	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	90%
8	Michael Tipping of Orono (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
9	Joseph Baldacci of Bangor (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	E	100%
10	Peter Lyford of Eddington (R)	X	X	E	X	X	X	✓	X	X	X	11%
11	Chip Curry of Belfast (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
12	Anne Beebe-Center of Rockland (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
13	Cameron Reny of Round Pond (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
14	Craig Hickman of Winthrop (D)	E	✓	✓	✓	✓	✓	✓	E	✓	✓	100%
15	Matt Pouliot of Augusta (R)	X	X	X	X	X	X	✓	X	X	X	10%
16	David LaFountain of Winslow (D)	✓	✓	X	✓	✓	✓	✓	✓	E	✓	89%
17	Jeffrey Timberlake of Turner (R)	X	X	X	X	X	X	✓	X	X	X	10%
18	Richard Bennett of Oxford (R)	✓	X	✓	X	✓	X	✓	✓	X	X	50%
19	Lisa Keim of Dixfield (R)	E	E	E	X	E	X	E	E	E	E	0%
20	Eric Brakey of Auburn (R)	X	X	X	X	X	X	X	X	X	X	0%
21	Margaret Rotundo of Lewiston (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
22	James Libby of Standish (R)	X	X	X	X	✓	X	✓	✓	X	X	30%
23	Matthea Daughtry of Brunswick (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
24	Eloise Vitelli of Arrowsic (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
25	Teresa Pierce of Falmouth (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
26	Timothy Nangle of Windham (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
27	Jill Duson of Portland (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
28	Benjamin Chipman of Portland (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
29	Anne Carney of Cape Elizabeth (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
30	Stacy Brenner of Scarborough (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
31	Donna Bailey of Saco (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
32	Henry Ingwersen of Arundel (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
33	Matthew Harrington of Sanford (R)	X	X	X	X	✓	X	✓	X	X	X	20%
34	Joseph Rafferty of Kennebunk (D)	E	✓	E	✓	✓	✓	✓	E	✓	✓	100%
35	Mark Lawrence of Eliot (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%

✓ = pro-worker vote; X = anti-worker vote; A = unexcused absence; E = excused absence.

	Bill #	LD 398	LD 1419	LD 1539	LD 1636	LD 1756	LD 258	LD 1895	LD 1964	LD 559	
Dist.	Representative	Farmworkers	Prevailing Wage	Apprentice-ship	"Right to Work"	Union Rights	Budget	Climate Jobs	Paid Leave	Child Labor	2023 Score
1	Austin Theriault of Fort Kent (R)	A	✓	E	X	X	A	X	X	X	13%
2	Roger Albert of Madawaska (R)	A	X	X	X	X	X	X	X	X	0%
3	Mark Babin of Fort Fairfield (R)	X	X	X	X	X	X	X	X	X	0%
4	Timothy Guerrette of Caribou (R)	X	X	X	X	X	X	X	X	X	0%
5	Joseph Underwood of Presque Isle (R)	X	A	X	X	X	X	X	X	X	0%
6	Donald Ardell of Monticello (R)	X	X	X	X	X	X	X	X	X	0%
7	Gregory Swallow of Houlton (R)	X	X	X	X	X	X	X	X	X	0%
8	Tracy Quint of Hodgdon (R)	X	X	X	X	X	X	X	X	X	0%
9	Anne Perry of Calais (D)	✓	✓	✓	✓	✓	✓	X	✓	✓	89%
10	Kenneth Davis of East Machias (R)	X	X	X	X	X	X	X	X	X	0%
11	Tiffany Strout of Harrington (R)	X	X	X	X	X	X	X	X	X	0%
12	William Faulkingham of Winter Harbor (R)	X	X	X	X	X	X	X	X	X	0%
13	James Worth of Ellsworth (D)	A	✓	✓	✓	✓	✓	✓	✓	✓	89%
14	Lynne Williams of Bar Harbor (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
15	Holly Eaton of Deer Isle (D)	✓	A	✓	A	A	✓	A	A	✓	44%
16	Nina Milliken of Blue Hill (D)	✓	A	✓	A	A	✓	X	✓	✓	56%
17	Ronald Russell of Bucksport (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
18	Meldon Carmichael of Greenbush (R)	X	A	X	X	X	X	X	X	X	0%
19	Richard Campbell of Orrington (R)	X	X	X	X	X	X	X	X	A	0%
20	Kevin O'Connell of Brewer (D)	✓	✓	A	✓	✓	A	✓	✓	✓	78%
21	Ambureen Rana of Bangor (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
22	Laura Supica of Bangor (D)	✓	A	✓	A	A	✓	✓	✓	✓	67%
23	Amy Roeder of Bangor (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
24	Joseph Perry of Bangor (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
25	Laurie Osher of Orono (D)	✓	✓	✓	A	✓	✓	✓	✓	✓	89%
26	James Dill of Old Town (D)	X	✓	✓	✓	✓	✓	✓	✓	X	78%
27	Gary Drinkwater of Milford (R)	X	X	X	X	X	X	X	X	X	0%
28	Irene Gifford of Lincoln (R)	X	X	X	X	X	X	X	X	X	0%
29	Kathy Javner of Chester (R)	X	X	E	X	X	X	E	E	X	0%
30	James White of Guilford (R)	X	X	X	X	X	X	X	X	X	0%
31	Chad Perkins of Dover-Foxcroft (R)	X	X	X	X	X	X	X	X	X	0%
32	Steven Foster of Dexter (R)	X	X	X	X	X	X	X	X	X	0%
33	Danny Costain of Plymouth (R)	X	X	X	X	X	X	X	X	X	0%
34	Abigail Griffin of Levant (R)	X	X	X	X	X	X	X	X	X	0%
35	James Thorne of Carmel (R)	X	X	X	X	X	X	X	X	X	0%
36	David Haggan of Hampden (R)	A	X	X	X	X	A	X	X	A	0%
37	Reagan Paul of Winterport (R)	X	X	X	X	X	X	X	X	X	0%
38	Benjamin Hymes of Waldo (R)	A	X	X	X	X	X	A	A	X	0%

✓ = pro-worker vote; X = anti-worker vote; A = unexcused absence; E = excused absence.

	Bill #	LD 398	LD 1419	LD 1539	LD 1636	LD 1756	LD 258	LD 1895	LD 1964	LD 559	
Dist.	Representative	Farmworkers	Prevailing Wage	Apprenticeship	"Right to Work"	Union Rights	Budget	Climate Jobs	Paid Leave	Child Labor	2023 Score
39	Janice Dodge of Belfast (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
40	Stanley Zeigler of Montville (D)	✓	✓	✓	✓	✓	✓	✓	✓	A	89%
41	Victoria Doudera of Camden (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
42	Valli Geiger of Rockland (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
43	Ann Matlack of Spruce Head (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
44	William Pluecker of Warren (I)	A	✓	✓	✓	✓	✓	X	✓	✓	89%
45	Abden Simmons of Waldoboro (R)	X	*	X	*	*	X	X	X	*	0%
46	Lydia Crafts of Newcastle (D)	✓	✓	✓	✓	✓	✓	X	✓	✓	89%
47	Edward Polewarczyk of Wiscasset (R)	X	X	X	X	X	X	X	X	X	0%
48	Holly Stover of Boothbay (D)	✓	✓	✓	✓	✓	✓	X	✓	✓	89%
49	Allison Hepler of Woolwich (D)	✓	✓	✓	✓	✓	✓	X	✓	X	78%
50	Sean Paulhus of Bath (D)	✓	✓	✓	✓	✓	✓	✓	✓	A	89%
51	Rebecca Jauch of Topsham (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
52	Sally Cluchey of Bowdoinham (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
53	Michael Lemelin of Chelsea (R)	X	X	X	X	X	X	X	X	X	0%
54	Karen Montell of Gardiner (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
56	Daniel Shagoury of Hallowell (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
55	Randall Greenwood of Wales (R)	X	X	X	X	X	X	X	X	X	0%
57	Tavis Hasenfus of Readfield (D)	✓	A	✓	✓	✓	✓	✓	✓	✓	89%
58	Daniel Newman of Belgrade (R)	A	X	X	X	X	A	X	X	X	0%
59	Raegan LaRochelle of Augusta (D)	✓	✓	✓	✓	✓	✓	A	✓	✓	89%
60	William Bridgeo of Augusta (D)	✓	✓	✓	✓	✓	✓	✓	✓	X	89%
61	Richard Bradstreet of Vassalboro (R)	X	X	X	X	X	X	X	X	X	0%
62	Katrina Smith of Palermo (R)	A	X	X	X	X	A	X	X	X	0%
63	Scott Cyrway of Albion (R)	X	X	X	✓	X	X	X	X	X	11%
64	Colleen Madigan of Waterville (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
65	Bruce White of Waterville (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
66	Robert Nutting of Oakland (R)	X	X	X	X	X	X	X	X	X	0%
67	Shelley Rudnicki of Fairfield (R)	A	E	A	E	E	A	A	A	X	0%
68	Amanda Collamore of Pittsfield (R)	X	X	X	X	X	X	X	X	X	0%
69	Dean Cray of Palmyra (R)	X	X	X	X	X	X	X	X	X	0%
70	Jennifer Poirier of Skowhegan (R)	A	X	X	X	X	X	X	X	X	0%
71	John Ducharme of Madison (R)	X	X	X	X	X	X	X	X	X	0%
72	Larry Dunphy of Embden (R)	X	X	X	X	X	X	X	X	X	0%
73	Michael Soboleski of Phillips (R)	X	X	X	X	X	X	X	X	X	0%
74	Randall Hall of East Dixfield (R)	X	X	X	X	X	A	X	X	X	0%
75	Scott Landry of Farmington (D)	X	X	✓	✓	✓	✓	✓	✓	X	67%
76	Sheila Lyman of Livermore Falls (R)	X	X	X	X	X	X	X	X	X	0%

✓ = pro-worker vote; X = anti-worker vote; A = unexcused absence; E = excused absence.

\*Vote occurred before Rep. Abden Simmons assumed office on June 14, 2023.

	Bill #	LD 398	LD 1419	LD 1539	LD 1636	LD 1756	LD 258	LD 1895	LD 1964	LD 559	
Dist.	Representative	Farmworkers	Prevailing Wage	Apprenticeship	"Right to Work"	Union Rights	Budget	Climate Jobs	Paid Leave	Child Labor	2023 Score
77	Tammy Schmersal-Burgess of Mexico (R)	X	X	X	✓	X	X	X	X	X	11%
78	Rachel Henderson of Rumford (R)	X	X	X	X	X	X	X	X	X	0%
79	John Andrews of South Paris (R)	A	X	X	X	X	A	X	X	E	0%
80	Caldwell Jackson of Oxford (R)	X	X	X	X	X	X	X	X	X	0%
81	Sawin Millett of Waterford (R)	X	X	X	X	X	✓	X	X	X	11%
82	Caleb Ness of Fryeburg (R)	X	X	X	X	X	X	X	X	X	0%
83	Walter Riseman of Harrison (I)	✓	A	A	✓	✓	✓	✓	✓	A	67%
84	Mark Walker of Naples (R)	X	X	X	X	X	X	X	X	X	0%
85	Kimberly Pomerleau of Standish (R)	X	X	X	X	X	X	X	X	X	0%
86	Jessica Fay of Raymond (D)	✓	✓	A	✓	✓	✓	✓	✓	✓	89%
87	David Boyer of Poland (R)	X	X	X	X	X	X	X	X	X	0%
88	Kathleen Shaw of Auburn (D)	A	✓	✓	✓	✓	A	✓	✓	X	67%
89	Adam Lee of Auburn (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
90	Laurel Libby of Auburn (R)	A	X	X	X	X	X	X	X	A	0%
91	Joshua Morris of North Turner (R)	X	X	X	X	X	X	X	X	X	0%
92	Stephen Wood of Sabattus (R)	X	X	X	X	X	X	X	X	X	0%
93	Margaret Craven of Lewiston (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
94	Kristen Cloutier of Lewiston (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
95	Mana Abdi of Lewiston (D)	✓	✓	✓	✓	✓	✓	A	A	✓	78%
96	Michel Lajoie of Lewiston (D)	✓	E	E	E	E	✓	E	E	E	100%
97	Richard Mason of Lisbon (R)	X	X	X	X	X	X	X	X	X	0%
98	Joseph Galletta of Durham (R)	A	A	X	X	X	A	X	X	E	0%
99	Cheryl Golek of Harpswell (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
100	Daniel Ankeles of Brunswick (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
101	Poppy Arford of Brunswick (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
102	Melanie Sachs of Freeport (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
103	Arthur Bell of Yarmouth (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
104	Amy Arata of New Gloucester (R)	X	X	X	X	X	X	X	X	X	0%
105	Anne Graham of North Yarmouth (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
106	Barbara Bagshaw of Windham (R)	A	X	X	X	X	X	X	X	X	0%
107	Jane Pringle of Windham (D)	A	✓	✓	✓	✓	✓	✓	✓	✓	89%
108	Maureen Terry of Gorham (D)	✓	✓	✓	✓	✓	✓	✓	✓	A	89%
109	James Boyle of Gorham (D)	✓	A	✓	A	A	✓	✓	✓	✓	67%
110	Stephen Moriarty of Cumberland (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
111	Amy Kuhn of Falmouth (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
112	Edward Crockett of Portland (D)	✓	✓	✓	✓	✓	✓	A	A	✓	78%
113	Grayson Lookner of Portland (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
114	Benjamin Collings of Portland (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%

✓ = pro-worker vote; X = anti-worker vote; A = unexcused absence; E = excused absence.

	Bill #	LD 398	LD 1419	LD 1539	LD 1636	LD 1756	LD 258	LD 1895	LD 1964	LD 559	
Dist.	Representative	Farmworkers	Prevailing Wage	Apprenticeship	"Right to Work"	Union Rights	Budget	Climate Jobs	Paid Leave	Child Labor	2023 Score
115	Michael Brennan of Portland (D)	✓	✓	✓	✓	✓	✓	✓	✓	E	100%
116	Samuel Zager of Portland (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
117	Matthew Moonen of Portland (D)	✓	✓	✓	A	A	✓	✓	✓	✓	78%
118	Rachel Talbot Ross of Portland (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
119	Charles Skold of Portland (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
120	Deqa Dhalac of South Portland (D)	A	A	✓	A	A	✓	✓	✓	✓	56%
121	Christopher Kessler of South Portland (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
122	Lois Galgay Reckitt of South Portland (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
123	Rebecca Millett of South Portland (D)	✓	✓	✓	✓	✓	A	✓	✓	✓	89%
124	Sophia Warren of Scarborough (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
125	Kelly Murphy of Scarborough (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
126	Drew Gattine of Westbrook (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
127	Morgan Rielly of Westbrook (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
128	Suzanne Salisbury of Westbrook (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
129	Margaret O'Neil of Saco (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
130	Lynn Copeland of Saco (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
131	Lori Gramlich of Old Orchard Beach (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
132	Erin Sheehan of Biddeford (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
133	Marc Malon of Biddeford (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
134	Traci Gere of Kennebunkport (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
135	Daniel Sayre of Kennebunk (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
136	Heidi Sampson of Alfred (R)	A	A	X	X	X	X	X	X	X	0%
137	Nathan Carlow of Bar Mills (R)	X	X	A	X	X	X	✓	X	X	11%
138	Mark Blier of Buxton (R)	X	X	X	X	X	X	X	X	X	0%
139	David Woodsome of North Waterboro (R)	X	X	X	X	X	X	X	X	X	0%
140	Wayne Parry of Arundel (R)	X	X	X	X	X	X	X	X	X	0%
141	Lucas Lanigan of Springvale (R)	X	X	X	A	X	X	A	X	X	0%
142	Anne-Marie Mastraccio of Sanford (D)	X	✓	✓	✓	✓	✓	✓	✓	✓	89%
143	Ann Fredericks of Sanford (R)	X	X	X	X	X	X	X	X	X	0%
144	Jeffrey Adams of Lebanon (R)	A	X	X	X	X	A	X	X	X	0%
145	Daniel Hobbs of Wells (D)	A	✓	✓	✓	✓	A	✓	✓	✓	78%
146	Walter Runte of York (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
147	Holly Sargent of York (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
148	Thomas Lavigne of Berwick (R)	A	X	X	X	X	X	X	X	X	0%
149	Tiffany Roberts-Lovell of South Berwick (D)	A	A	✓	✓	✓	✓	✓	✓	✓	78%
150	Michele Meyer of Eliot (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
151	Kristi Mathieson of Kittery (D)	✓	A	✓	A	A	✓	✓	✓	✓	67%

✓ = pro-worker vote; X = anti-worker vote; A = unexcused absence; E = excused absence.

# The Real Faces of These Bills

The bills scored in this Scorecard have very real human impacts on people's lives, working conditions and their families. The human impact of legislation often gets lost in the policy debate. Below are some of the stories behind legislation from the first session of the 131st Legislature (2023).



Brandt McCollett

## LD 1762: Veterans Resources

Brandt McCollett, Bowdoin, International Association of Machinists & Aerospace Workers Local S6

"Providing information on veterans resources at workplaces around the state will save the lives of veterans who suffer because they are unaware of the resources they have earned through sweat and blood. It goes without saying that homelessness, substance abuse, and mental health issues plague too many of our service members who return to civilian life. Upon leaving military life, some veterans are unaware they may have underlying issues that are impossible to overcome independently. It could take years for these issues to come to the surface and by then their place of employment may be their only connection to a community."

## LD 1854: Compensation and Classification for State Workers

Winifred Malia, Scarborough, Maine Service Employees Association SEIU 1989

"The state can't recruit and retain key staff. For decades, state employees have been working under an outdated classification and compensation system, which has led to a large "pay gap" where state employees are making 15% less, on average, than their private and public sector counterparts. This pay gap causes positions to go unfilled (one in six state positions are vacant right now) and harms current employees as they struggle to keep up with inflation and make ends meet. Fortunately, the Legislature passed LD 1854, which will require the state to complete a comprehensive classification & compensation study and require them to bargain with MSEA to implement it and close the pay gap. Aspects of LD 1854 ended up in the budget. This new language in statute also means ongoing classification and compensation studies will occur – that way, we won't end up in this situation again!"



Winifred Malia

## LD 1756: Ban on Mandatory Captive Audience Meetings

Amy Strum, Bridgton, Maine State Nurses Association

"I have been through two union campaigns where Maine Medical Center waged expensive anti-union campaigns in an attempt to bust nurse's right to organize. I am now a proud union nurse, despite Maine Medical Center's use of mandatory captive audience meetings. During both anti-union efforts, our employer engaged in expensive, persistent, aggressive, and sometimes threatening efforts, including the hiring of "union avoidance" consultants who led captive audience meetings. These firms were hired by our employer for over \$1 million. All workers should be able to simply do their job – making products, seeing patients, or providing services – instead of being forced to listen to false and coercive narratives about their employer's position on the choice to join a union."



Amy Strum

## LD 1895: Offshore Wind & Ports

Gary Serje, Pittsfield, International Brotherhood of Electrical Workers 1253

"Myself and other apprentices are trained by experienced journeymen. This means so much to me because everyone in the program is given the knowledge and tools for themselves and for the next generation. Together we learn from our mistakes, are guided through our curiosity, and protect one another. I suffer from Multiple Sclerosis, yet my family as well as myself are assured that someone is making sure that I am safe and am able to finish the task at hand. Fighting climate change and supporting good jobs in the construction trades is an opportunity to leave the world better for our kids while ensuring that construction workers have quality, on the job training and support in the workplace."



Gary Serje

## LD 1726: Childcare

Ben Freedman, Brooksville, International Association of Firefighters 3402

"As a father of three small children in a household with two working parents, I can tell you firsthand, that one of the largest challenges my family and other working families throughout the state face is access to "reliable and affordable" childcare. Even for those families that are fortunate enough to afford childcare, it is a continued struggle to find childcare at all. Maine is the oldest state in the country and our available labor pool is almost nonexistent. Not having access to childcare keeps Mainers out of the workforce and it makes it difficult for people to raise a family here."



Ben Freedman

# Noteworthy Actions

Roll call votes give one perspective on what happens in Augusta, but much more goes on behind the scenes that has a huge impact on the outcome of pro-labor legislation. Here are some of the actions taken by legislators, not fully reflected in the scores, that impacted workers' rights.



Tipping

As the new Senate Chair of the Labor and Housing Committee **Senator Mike Tipping (D-Penobscot)** headed a committee process that led to passage of many bills on this scorecard, including paid family medical leave (LD 1964), prevailing wage (LD 1419) and banning mandatory captive audience meetings (LD 1756).



Roeder

**Rep. Amy Roeder (D-Bangor)**, an AFT 4593, SAG AFTRA and Actors Equity union member, served as the House Chair of the Labor and Housing Committee. She had multiple pro-workers bills become law including improvements to unemployment insurance for Building Trades construction workers (LD 1368) and adjunct instructors (LD 946).



Daughtry

**Assistant Senate Majority Leader Mattie Daughtry (D-Cumberland)** was the lead sponsor on the effort to ban captive audience meetings (LD 1756). She partnered with **Assistant House Leader Kristen Cloutier (D-Lewiston)** to pass paid family medical leave (LD 1964) and was crucial in building support for nurse to patient ratios (LD 1639).



Talbot Ross

**Senate President Troy Jackson (D-Aroostook)** sponsored legislation to improve childcare for Maine families (LD 1726), protect transit employees from violence on the job (LD 1796), provide more information and services to veterans (LD 1762) and to crack down on rampant forced overtime in Maine's paper mills (LD 1794).



Curry

**Speaker of the House Rachel Talbot Ross (D-Portland)** advanced racial and economic justice by fighting for farmworker rights (LD 398) and continuing to champion Tribal Sovereignty (LD 2004).



Bennett

**Sen. Mark Lawrence (D-York)** and **Sen. Chip Curry (D-Waldo)** were tremendous labor champions fighting to ensure strong labor standards and fisheries protections on offshore wind projects and related ports infrastructure. Their leadership means that we will build this new industry with good union jobs from the start.



Roberts

**Sen. Rick Bennett (R-Oxford)** and **Sen. Jim Libby (R-Cumberland)** were the only Senate Republicans to record at least three votes in favor of labor. Sen. Bennett had the highest labor score of any Republican.

**Rep. Tiffany Roberts (D-South Berwick)** worked diligently on two important bills that would improve safety for workers operating construction cranes and personnel hoists (LD 1709) and improve licensure processes for electricians (LD 1713).



Gattine

**Rep. Drew Gattine (D-Westbrook)** sponsored legislation to secure funding for a compensation and classification study to improve wages and close the pay gap for state workers (LD 1854).



Brenner

**Sen. Peggy Rotundo (D-Androscoggin)** and **Rep. Melanie Sachs (D-Freeport)** worked with labor to secure funding for state workers (LD 1854). They also worked through the budget process to help deliver wins on retirement for corrections supervisors (LD 483) and decreased pension penalties (LD 1499).



Geiger

**Sen. Stacy Brenner (D-Cumberland)** brought her perspective as a bedside nurse to the Senate by sponsoring LD 1639, legislation to mandate minimum nurse-to-patient staffing ratios. She persistently lobbied her colleagues to help beat back misinformation from the hospital lobby.

Labor and Housing Committee members **Valli Geiger (D-Rockland)**, **Marc Malon (D-Biddeford)**, **Ron Russell (D-Verona Island)**, **Traci Gere (D-Kennebunkport)** and **Charles Skold (D-Portland)** were instrumental in moving forward nurse staffing legislation (LD 1639) with a majority vote out of committee.



Cyrway

**Speaker Rachel Talbot Ross (D-Portland)**, **Sen. Craig Hickman (D-Kennebec)** and **Rep. Kathy Shaw (D-Auburn)** were key supporters of measures that would have improved wages and working conditions for thousands of farmworkers in Maine.



Jackson

**Rep. Scott Cyrway (R-Albion)** and **Rep. Tammy Schmersal-Burgess (R-Mexico)** were the only Republicans to vote against union busting "right to work" for less legislation.



Bradstreet

AFSCME Council 93 worked closely with **Senate President Troy Jackson (D-Aroostook)** to fight for mental health workers' retirement improvements. LD 1761 and LD 1760 earned support from the entire Labor and Housing Committee, including **Representative Dick Bradstreet (R-Vassalboro)** and **Representative Gary Drinkwater (R-Milford)**, but will need additional legislative action to fund the bill in 2024.



Rotundo

**Sen. Peggy Rotundo (D-Androscoggin)** sponsored legislation (LD 1394) that will allow workers in union apprenticeship and pre-apprenticeship programs to qualify for funding for childcare and transportation costs through the Competitive Skills Scholarship Program.

# What District Do I Live In?

Find your Legislators' names and contact info at [www.maineafclcio.org/findmyrep](http://www.maineafclcio.org/findmyrep)

	Senate District	House District		Senate District	House District		Senate District	House District
Abbot	4	30	Caswell	1	3			
Acton	22	144	Chapman	1	6	Garland	4	32
Addison	6	11	Charleston	4	32	Georgetown	24	49
Albion	16	63	Charlotte	6	10	Gilead	19	73
Alexander	6	10	Chebeague Island	23	110	Glenburn	4	34
Alfred	33	136	Chelsea	14	53	Glenwood Pt.	2	8
Allagash	1	1	Cherryfield	6	18	Gorham	30	108, 109
Alna	13	47	Chester	2	29	Gouldsboro	6	12
Alton	8	27	Chesterville	5	75	Grand Isle	1	2
Amherst	6	18	China	15	62	Grand Lake Stream Pt.	6	9
Amity	2	8	Clifton	10	18	Gray	25	104, 105
Andover	19	73	Clinton	3	68	Great Pond	6	18
Anson	5	72	Codyville Pt.	6	8	Greenbush	8	18
Appleton	12	40	Columbia	6	11	Greene	17	92
Arrowsic	24	49	Columbia Falls	6	11	Greenville	4	30
Arundel	32	140	Cooper	6	10	Greenwood	19	81
Ashland	1	1	Coplin Pt.	19	73	Guilford	4	30
Athens	5	72	Corinna	4	33	Hallowell	14	55
Auburn	20	88, 89, 90	Corinth	4	27	Hamlin	1	3
Augusta	15	59, 60	Cornish	22	138	Hammond	2	6
Aurora	6	18	Cornville	5	71	Hampden	10	36
Avon	19	74	Cranberry Isles	7	14	Hancock	6	12
Baileyville	6	9	Crawford	6	10	Hanover	19	78
Baldwin	22	84	Crystal	2	8	Harmony	5	72
Bangor	9	21, 22, 23, 24	Cumberland	25	110	Harpswell	23	99
Bar Harbor	7	14	Cushing	12	43	Harrington	6	11
Baring Pt.	6	9	Cutler	6	10	Harrison	18	83
Bath	24	50	Cyr Pt.	1	3	Hartford	19	77
Beals	6	11	Dallas Pt.	19	73	Hartland	5	69
Beaver Cove	4	30	Damariscotta	13	46	Haynesville	2	8
Beddington	6	18	Danforth	6	8	Hebron	18	80
Belfast	11	39	Dayton	32	140	Hermon	9	35
Belgrade	15	58	Deblois	6	18	Hersey	2	6
Belmont	11	39	Dedham	10	18	Highland Pt.	5	73
Benton	3	67	Deer Isle	7	15	Hiram	22	82
Berwick	34	148	Denmark	18	83	Hodgdon	2	8
Bethel	19	78	Dennistown Pt.	5	73	Holden	10	19
Biddeford	32	132, 133, 134	Dennysville	6	10	Hollis	32	137, 138
Bingham	5	72	Detroit	3	69	Hope	12	44
Blaine	2	6	Dexter	4	32	Houlton	2	7
Blue Hill	7	16	Dixfield	19	77	Howland	8	28
Boothbay	13	48	Dixmont	3	33	Hudson	4	27
Boothbay Harbor	13	48	Dover-Foxcroft	4	31	Indian Township	6	9
Bowdoin	24	52, 98	Dresden	24	53	Industry	5	74
Bowdoinham	24	52	Drew Pt.	2	8	Island Falls	2	8
Bowerbank	4	30	Durham	20	98	Isle au Haut	7	15
Bradford	4	27, 32	Dyer Brook	2	6	Islesboro	11	40
Bradley	10	26	Eagle Lake	1	1	Jackman	5	73
Bremen	10	45	East Machias	6	10	Jackson	11	38
Brewer	10	20, 24	East Millinocket	2	29	Jay	19	76
Bridgewater	2	6	Eastbrook	6	18	Jefferson	13	47
Bridgton	18	83	Easton	2	3	Jonesboro	6	11
Brighton Pt.	5	30	Eastport	6	9	Jonesport	6	11
Bristol	13	46	Eddington	10	19	Kenduskeag	4	34
Brooklin	7	15	Edgecomb	13	48	Kennebunk	34	134, 135
Brooks	11	38	Edinburg	8	28	Kennebunkport	34	134
Brooksville	7	16	Eliot	35	150	Kingfield	5	73
Brownfield	18	82	Ellsworth	7	13	Kingsbury Pt.	4	30
Brownville	4	31	Embden	5	72	Kittery	35	150, 151
Brunswick	23	99, 100, 101	Enfield	8	28	Knox	11	38
Buckfield	19	80	Etna	3	33	Lagrange	8	28
Bucksport	10	17	Eustis	19	73	Lake View Pt.	4	31
Burlington	8	18	Exeter	4	32	Lakeville	8	8
Burnham	11	68	Fairfield	16	67	Lamoine	7	14
Buxton	31	137, 138	Falmouth	25	111, 112	Lebanon	33	144
Byron	19	78	Farmingdale	14	54	Lee	8	8
Calais	6	9	Farmington	5	75	Leeds	17	91
Cambridge	5	30	Fayette	17	58	Levant	4	34
Camden	12	41	Fort Fairfield	1	3	Lewiston	21	93-96
Canaan	3	69	Fort Kent	1	1	Liberty	11	40
Canton	19	77	Frankfort	11	37, 38	Limerick	22	139
Cape Elizabeth	29	121, 123	Franklin	6	12	Limestone	1	3
Caratunk	5	72	Freedom	11	63	Limington	22	138
Caribou	1	4	Freeport	23	102	Lincoln	8	28
Carmel	10	35	Frenchboro	7	15	Lincoln Pt.	19	73
Carrabassett Valley	5	73	Frenchville	1	2	Lincolntonville	11	40
Carroll Pt.	8	8	Friendship	12	45	Linneus	2	7
Carthage	19	74	Frye Island	26	86	Lisbon	17	97, 98
Casco	26	86	Fryeburg	18	82	Litchfield	17	56
Castine	7	16	Gardiner	14	54	Littleton	2	6
Castle Hill	1	6	Garfield Pt.	1	1	Livermore	17	76, 77

# What District Do I Live In?

Find your Legislators' names and contact info at [www.maineafclcio.org/findmyrep](http://www.maineafclcio.org/findmyrep)

	Senate District	House District		Senate District	House District		Senate District	House District
Livermore Falls	17	76	Palermo	3	62	Stockholm	1	3
Lovell	8	18	Palmyra	3	69	Stockton Springs	11	37
Lubec	6	10	Paris	18	79	Stoneham	19	81
Ludlow	2	145	Parkman	4	30	Stonington	7	15
Lyman	32	136, 140	Passadumkeag	8	18	Stow	19	81
Machias	6	11	Patten	2	29	Strong	5	74
Machiasport	6	10	Pembroke	6	10	Sullivan	6	12
Macwahoc Plt.	2	8	Penob. Nat. Voting Dis.	8	26	Sumner	19	79
Madawaska	1	2	Penobscot	7	17	Surry	7	16
Madison	3	71	Perham	1	2	Swan's Island	7	15
Magalloway Plt.	19	73	Perry	6	9	Swanville	11	38
Manchester	14	55	Peru	19	77	Sweden	18	81
Mapleton	1	6	Phillips	19	73	Talmadge	6	8
Mariaville	6	18	Phippsburg	24	49	Temple	19	74
Mars Hill	2	6	Pittsfield	3	68	The Forks Plt.	5	73
Marshfield	6	10	Pittston	14	53	Thomaston	12	43
Masardis	1	1	Pleasant Pt. Voting Dis.	6	9	Thorndike	11	38
Matinicus Isle Plt.	12	42	Pleasant Ridge Plt.	5	72	Topsfield	6	8
Mattawamkeag	2	8	Plymouth	3	33	Topsham	24	51, 98
Maxfield	2	28	Poland	20	86, 86	Tremont	7	15
Mechanic Falls	18	87	Portage Lake	1	1	Trenton	7	16
Meddybemps	6	9	Porter	22	82	Troy	11	68
Medford	4	31	Portland	27, 28	112-119	Turner	17	91
Medway	2	29	Pownal	23	98	Union	12	44
Mercer	5	66	Presque Isle	2	5	Unity	11	38
Merrill	2	6	Princeton	6	10	Upton	19	73
Mexico	19	77	Prospect	11	37	Van Buren	1	2
Milbridge	6	11	Randolph	14	53	Vanceboro	6	8
Milford	8	27	Rangeley	19	73	Vassalboro	15	61
Millinocket	2	29	Rangeley Plt	19	73	Veazie	8	24
Milo	4	31	Raymond	26	86	Verona	7	17
Minot	18	90	Readfield	14	57	Vienna	5	58
Monhegan Plt.	13	46	Reed Plt.	2	8	Vinalhaven	12	15
Monmouth	14	56	Richmond	24	52	Wade	1	4
Monroe	11	38	Ripley	5	72	Waite	6	8
Monson	4	30	Robbinston	6	9	Waldo	11	38
Monticello	2	6	Rockland	12	42	Waldoboro	13	45
Montville	11	40	Rockport	12	41	Wales	17	56
Moose River	5	73	Rome	5	58	Wallagrass	1	1
Moro Plt.	2	6	Roque Bluffs	6	11	Waltham	6	13
Morrill	11	40	Roxbury	19	78	Warren	12	44
Moscow	5	72	Rumford	19	78	Washburn	1	4
Mount Chase	2	29	Sabattus	17	92	Washington	13	45
Mount Desert	7	14	Saco	31	126, 129, 130	Waterboro	33	136, 139
Mount Vernon	15	58	Saint Agatha	1	2	Waterford	18	81
Naples	22	84	Sandy River Plt.	19	73	Waterville	16	64, 65
Nashville Plt.	1	1	Sanford	33	141, 142, 143	Wayne	14	91
New Canada	1	1	Sangerville	4	30	Webster Plt.	8	8
New Gloucester	20	104	Scarborough	29, 30	124, 125, 126	Weld	19	74
New Limerick	2	7	Searsmont	11	40	Wellington	4	30
New Portland	5	74	Searsport	11	37	Wells	34	145, 146
New Sharon	5	58	Sebago	22	84	Wesley	6	10
New Sweden	1	3	Sebec	4	30	West Bath	24	49
New Vineyard	5	74	Seboeis Plt.	2	28	West Forks Plt.	5	73
Newburgh	10	36	Sedgwick	7	16	West Gardiner	14	55
Newcastle	13	46	Shapleigh	22	141	West Paris	19	79
Newfield	22	141	Sherman	2	8	Westbrook	26, 27	126, 127, 128
Newport	3	33	Shirley	4	30	Westfield	2	6
Newry	19	73	Sidney	15	61, 66	Westmanland	1	3
Nobleboro	13	46	Skowhegan	3	70	Weston	2	8
Norridgewock	3	71	Smithfield	5	66	Westport Island	13	48
North Berwick	34	148, 149	Smyrna	2	6	Whitefield	13	47
North Haven	12	42	Solon	5	72	Whiting	6	10
North Yarmouth	25	105	Somerville	13	62	Whitneyville	6	11
Northfield	6	10	Sorrento	6	12	Willimantic	4	30
Northport	11	39	South Berwick	35	149, 150	Wilton	5	74
Norway	18	81	South Bristol	13	48	Windham	26	106, 107
Oakfield	2	7	South Portland	29	120, 121, 122	Windsor	13	62
Oakland	16	66	South Thomaston	12	43	Winn	8	28
Ogunquit	35	146	Southport	13	48	Winslow	16	63, 64
Old Orchard Beach	31	131	Southwest Harbor	7	15	Winter Harbor	6	12
Old Town	8	26	Springfield	8	8	Winterport	11	37
Orient	2	8	St. Albans	5	69	Winterville Plt.	1	1
Orland	7	17	St. Francis	1	1	Winthrop	14	57
Orono	8	24, 25	St. George	12	43	Wiscasset	13	47
Orrington	10	19	St. John Plt.	1	1	Woodland	1	3
Osborn	6	18	Stacyville	2	8	Woodstock	19	79
Otis	10	18	Standish	22	84, 85	Woodville	2	29
Otisfield	18	80	Starks	5	66	Woolwich	24	49
Owl's Head	12	42, 43	Stetson	3	32	Yarmouth	23, 25	103
Oxford	18	80	Steuben	6	12	York	35	146, 147

# The Year in Pictures



# Governor Janet Mills' Labor Record

This legislative session multiple pro-labor, priority bills became law. These wins build on Governor Janet Mills' first term, where we made more progress passing pro-worker legislation in Augusta than any time in the previous forty years. We applaud this progress and we have lots more work to do to build power and dignity for workers.

## *Positive Outcomes*

Governor Mills signed legislation (LD 1756) to strengthen workers' right to organize unions by protecting our freedom to refuse to attend corporate anti-union meetings.

The Governor ultimately signed a historic offshore wind jobs bill that will create thousands of good union jobs with great benefits and apprenticeship opportunities while protecting important fishing grounds and putting Maine on a path to clean energy independence. We are excited that going forward offshore wind projects and ports must be built under strong, industry-leading labor standards. This was a great accomplishment and a huge challenge to get across the finish line.

Legislators and the Governor continued to make investments in the working class by passing a supplemental budget that makes childcare more affordable and accessible and includes startup funding for 12 weeks of paid family and medical leave for workers in Maine.

Other bills that became law with Governor Mills' signature include: improved standards for registered apprenticeship programs (LD 1539) and supports for registered apprentices (LD 1394), assistance for building trades workers applying for unemployment after a layoff (LD 1368), information resources for veterans (LD 1762) and improvements for public sector retirees (LD 1499, LD 483) and bus drivers (LD 1796). Maine's Prevailing wage law was strengthened through legislation (LD 1419) that became law without the Governor's signature.

## **Worker Candidate Training - Jan. 27-28**

In order to protect and advance the best interests of the working class, more working people and union members should serve in elected office. The best way to have a voice in Augusta, Washington D.C., or in our local communities is to have union members run for office and serve. We hold our Worker Candidate Training every every two years to train union members and allies on how to run for and win elected office. If you are planning to run for office, if you are considering it someday and want to learn more, or if you want to volunteer to help elect fellow union members, this two-day training is for you. You will learn the nuts and bolts of campaigning from writing your campaign plan to learning how to talk to voters, developing your message, recruiting volunteers, using clean elections, fundraising, and more.



*2018 Worker Candidate Training*

**Contact Adam at [adam@maineafcio.org](mailto:adam@maineafcio.org) or at 207-991-7000 to learn more or to register for the training!**

## *Disappointments*

We were deeply disappointed that the Governor vetoed worker protections for farmworkers (LD 398) and legislation (LD 2004) to grant Maine tribes similar standing and economic benefits that other federally recognized tribes enjoy.

We also remain deeply concerned about the State's slow pace - and reluctance - to close a stark pay gap for state employees and improve the quality of state jobs and the lived work experience of state employees. With nearly one in six state positions vacant, we need immediate action to improve the lives of state workers.

## *The Path Ahead*

We still have much more work to do to improve workers' lives, strengthen workers' bargaining power and expand workers' rights. The 2024 legislative session will include attention to some key issues including rights for farm workers, safe staffing ratios for nurses and limits on the amount of forced overtime that papermakers can be required to work.

Public support for unions is at an all time high, workers are winning strong contracts and organizing in new sectors of the economy. We need to build on this momentum and address critical needs like safe staffing in workplaces, affordable housing and pay that keeps pace with inflation. We need real freedom to organize and bargain for a better life. To do that, we must organize more deeply in our workplaces, build stronger unions and articulate a vision that inspires the working class to fight for an economy that works for everyone. We will continue to engage the Governor and State Legislators to join us as we fight for our fundamental right to justice and dignity at work and beyond.



*Governor Janet Mills*

## **TAKE ACTION!**

It is important that elected officials continue to hear from you. Please thank your legislators if they voted with workers. If they voted against workers' rights, let them know you are disappointed and expect better from them.

Find the contact info for your legislators by visiting our website: [www.maineafcio.org/findmyrep](http://www.maineafcio.org/findmyrep)

Write a letter to your local newspaper. Let others know how your legislators voted on working family issues. Make sure your co-workers read this scorecard!

**Stay connected!** The only way we can build a stronger labor movement is if we stay in touch! Visit our website: [www.maineafcio.org](http://www.maineafcio.org)

**You can also "Like" our Facebook page:** [www.facebook.com/maineafcio](http://www.facebook.com/maineafcio)  
**Follow us on X (formerly Twitter) @meafcio & on Instagram @maineafcio**

**Sign up for our E-Newsletters:** [www.maineafcio.org/signup](http://www.maineafcio.org/signup)

**We need more people like you to get involved to strengthen the labor movement! Please fill out our Volunteer Survey and let us know what skills and interests you have to offer:** [maineafcio.org/volunteer](http://maineafcio.org/volunteer)

# WORKERS ARE ORGANIZING!

The surge in union organizing continues as health care workers, graduate workers, retail employees, municipal employees, restaurant workers and others have organized and fought for union recognition.

Earlier this spring, graduate workers at the University of Maine announced that they are forming a union with UAW, joining other

UMaine System employees and tens of thousands of graduate workers across the country in the fight for fair wages and quality affordable health care.

Graduate workers have had their union voluntarily recognized and should be starting bargaining with the University in the coming months.

In April, workers at the Vietnamese restaurant Công Tử Bội formed a union with UNITE-HERE, making it the first unionized independent eatery in Maine



*MaineHealth interpreters.*

in 40 years. The Major League Baseball Players Association's Minor League Players, which includes the Portland Sea Dogs, organized a union last year and won a historic contract in March that more than doubled their salaries.

A 2019 municipal card check law we lobbied to pass is making it much easier for city and town and employers to organize. Workers in Orono, Knox County Regional Airport, the town of Easton, Bangor International Airport and Somerset County dispatch are organizing with AFSCME Council 93. They are all in various stages of forming unions or bargaining first contracts.

Finally, in June medical interpreters at MaineHealth voted unanimously (29 - 0!) to form a union with the Maine Service Employees Association (MSEA-SEIU 1989), joining Maine Medical Center Nurses who formed a union with the Maine State Nurses Association (MSNA) in 2021.

**Please join us in welcoming these folks to the labor movement!**

**Do you know someone who wants to form a union in their workplace? We can help!**

**The Maine AFL-CIO is actively working to support, encourage and expand more worker organizing. Contact your local union, visit [bit.ly/UnionMaine](https://bit.ly/UnionMaine) or contact the Maine AFL-CIO: [sarah@maineaflcio.org](mailto:sarah@maineaflcio.org) or 207-622-9675**

## 2024 Legislative Priorities

In 2024 labor will continue to fight for limits on forced overtime in Maine paper mills, for rights for farmworkers and for safe nurse staffing at Maine hospitals.

### LD 1794: Forced Overtime

Susan Deschaine, Madawaska, United Steelworkers 1247

"I was called in to work at Twin Rivers Paper in Madawaska on my day off after working an 18-hour shift while my mother was on her deathbed, dying of cancer. Despite my efforts to get the day off to be with my mother, my supervisor told me I had to go in for another shift in six hours. Even after I told him I was not going in that night because my mother was on her deathbed, my supervisor was adamant that I go in or there would be consequences. Being scared to lose my job, I went in that night. My family was by my mother's side while I was forced to work. An hour and a half into the shift my mother passed. I missed my last moments with my mother because I was forced to work on my day off."



*Deschaine & her mother*

### LD 398: Farmworker Rights

Kevin Russell, West Gardiner,

Maine Service Employees Association SEIU 1989

"The Governor's veto sent a clear message to farmworkers that they are second class citizens, not worthy of the same rights and protections other workers enjoy. Farmworkers are some of the hardest working people in our nation and they deserve fair and equal treatment. Farmworkers have a significant impact on the



*Kevin Russell*

economy of Maine. These people are not only there for us, they are there for their families. I speak to my fellow Jamaicans who are picking apples here in Maine and not only do they support their families but they go to the stores and support the communities where they live. I hope the stakeholder group provides the information Governor Mills needs to support rights for farmworkers."

### LD 1639: Nurse Staffing

Kelli Brennan, Westbrook, Maine State Nurses Association

"Patients get injured when nurses are forced to care for too many patients. When hospitals refuse to follow safe nurse to patient staffing ratios patients suffer. In addition to the moral distress caused by feeling like a failure or inadequate, nurses also have to worry about losing their license and facing legal troubles. Hospitals know this is unsafe and wrong yet it happens every day across the state. Nurses shouldn't have to bear the burden of an inadequate healthcare system, nor should our patients. Implementing state mandated nurse to patient ratios is the answer."



*Kelli Brennan*



Looking for a good union career?

Our Peer Workforce Navigator helps workers connect to good union jobs, job training and apprenticeships as well as housing, childcare, unemployment benefits and other supports to help people get into and stay in good jobs.

**Visit: [maineaflcio.org/navigator](https://maineaflcio.org/navigator)**