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# Maine AFL-CIO

## 2024 Working Families Legislative Scorecard



Union members speak with Sen. Matt Pouliot (R-Kennebec) at our 2024 Labor Lobby Day at the State House in Augusta in March.

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

After decades of being on the defensive, more and more Maine workers are getting organized and winning better wages, safer working conditions and a stronger voice in the workplace. At this moment we need leaders who will protect our right to organize, raise labor standards, hold lawbreaking corporations accountable and improve our economic security. 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 second session of the 131st Maine Legislature (2024). 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 & Scorecard  
Updates on Worker Organizing  
**Union Members are Running for Office**

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## Dear Union Members & Friends,

We are happy to report that Maine workers continue to make strong gains, from negotiating double digit wage increases at the bargaining table and organizing new unions to winning meaningful labor reforms in the Legislature.

This year we strengthened the ability of all public sector workers to organize a union by passing legislation (LD 2032) to streamline the union election process. The Maine Senate took a historic step passing a nurse to patient staffing ratios bill to improve patient care and working conditions for nurses. The bill did not come up for a vote in the House, but we plan to keep building a movement to win on this issue.

Two new laws (LD 372 & LD 2184) passed this session will hold law breaking companies more accountable by strengthening enforcement of wage and hour laws and cracking down on wage theft.

We continue to make progress on bills to tackle climate change and support good union jobs in clean energy. LD 1963 will advance renewable energy procurement for energy generation and transmission in northern Maine with strong labor standards. LD 2266 will allow the permitting process to move forward on an offshore wind port in the multi-year permitting process that is currently underway and will create many union jobs in an area hard-hit by a mill closure.

Unfortunately, there were also disappointments. The Governor vetoed bills that would have strengthened organizing rights for workers (LD 373) and granted farmworkers the minimum wage (LD 2273). Other key priorities to address short staffing and retirement security for mental health workers (LD 1761), to support state and federal employees during government shutdowns (LD 2113) and to address forced overtime in the paper sector (LD 1794) died at the end of session.

As we enter another election season, it's important to remember that who we elect to the Maine Legislature will determine whether we can continue to build worker power and address key issues, like short staffing, that are impacting all workers.

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



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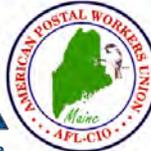
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District 4, Maine Labor  
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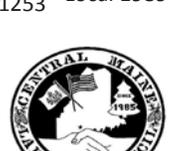
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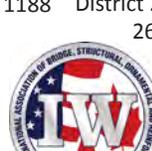
Local 1400



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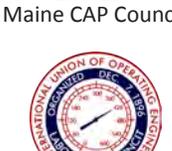
Local 714



Local 7



Locals 2010, 2011, 2968 &  
1458



Local 4



Local 1445 & 791



Maine State Nurses Association

# Summary of Maine AFL-CIO Scored Bills

## **LD 1794: Forced Overtime**

### **“An Act to Enhance the Predictability of Mandated Overtime for Pulp or Paper Manufacturing Facility Employees”**

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

#### **Maine AFL-CIO Supported**

Senate Roll Call #666 - House Roll Call #488

Final Outcome: Defeated (Passed by the Legislature, “pocket vetoed” by Governor Mills)

Workers at paper mills in Maine are being forced to work overtime, often working 18 - 24 hours straight, which puts an extreme burden on their health and family lives and threatens workplace and public safety. LD 1794 initially would have put clear restrictions on forced overtime and then was amended to create a special commission to examine the damaging practice of mandatory overtime in paper mills and recommend solutions, including legislation, to limit forced overtime. LD 1794 was “pocket vetoed,” which is when a bill dies due to inaction from the Governor after the Legislature adjourns.

## **LD 1983: Buy American**

### **“An Act to Establish the Maine Buy American and Build Maine Act”**

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

#### **Maine AFL-CIO Supported**

Senate Roll Call #678 - House Roll Call #500

Final Outcome: Defeated (Passed by the Senate, Defeated in the House)

The State of Maine spends millions of taxpayer dollars every year to buy things that we need, including materials for the construction of roads, buildings, bridges, and public works projects. One key way the state can create jobs and support the economy would be to legislate that these goods be Made in America whenever possible. LD 1983 would have done just that by creating a state procurement preference for Made in the USA goods and materials with reasonable exemptions when needed. LD 1983 passed the Senate but failed to pass the House.

## **LD 2032: Collective Bargaining Rights**

### **“An Act to Improve Maine’s Labor Laws by Changing the Laws Governing Elections of Collective Bargaining Agents for Certain Public Employees”**

*Sponsored by Senator Mike Tipping (D-Penobscot)*

#### **Maine AFL-CIO Supported**

Senate Roll Call #564 - House Roll Call #390

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

In 2019 Maine passed a law that requires municipal employers to recognize a union if a majority of workers in the bargaining unit sign union authorization cards, a process known as “card check”. This has made the process for forming public sector unions more efficient and has cut down on union busting. LD 2032 expanded the state’s card check law to include state employees, judicial employees and university, academy and community college employees.

## **LD 372: Enforcing Labor Laws**

### **“An Act to Increase Enforcement and Accountability for Wage and Hour Violations**

*Sponsored by Senator Mike Tipping (D-Penobscot)*

#### **Maine AFL-CIO Supported**

Senate Roll Call #705 - House Roll Call #541

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

Maine workers lose millions of dollars every year to wage theft, whether by not receiving overtime pay, not being paid for all hours worked or being paid less than minimum wage. Historically, employers who violated labor laws were let off the hook easily. The Legislature passed and Governor Mills signed LD 372 which will give Maine Department of Labor stronger enforcement power to crack down on wage theft.

## **LD 373: Strengthen Organizing Rights**

### **“An Act to Improve Labor Conditions for Maine Workers”**

*Sponsored by Senator Mike Tipping (D-Penobscot)*

#### **Maine AFL-CIO Supported**

House Roll Call #461

Senate Roll Call #746 - House Roll Call #510

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

This legislation would ensure that workers have a free and fair chance to join a union for any manufacturing, fabrication, maritime or operations and maintenance work done in a new port by utilizing employer-employee harmony agreements for key parts of non-construction work in a port. These agreements are a way to ensure workers’ freedom to join a union free from employer intimidation. This bill was passed by the Legislature, but vetoed by Gov. Mills.

## **LD 2113: Support During Shutdowns**

### **“An Act to Provide Relief to Federal Employees Affected by a Federal Shutdown”**

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

#### **Maine AFL-CIO Supported**

Senate Roll Call #678 - House Roll Call #500

Final Outcome: Defeated (Passed by the Senate, Defeated in the House)

Federal and state employees in Maine maintain roads and our Navy submarines, protect children from abuse, provide Social Security benefits to seniors, protect aviation & public safety and much more. When political dysfunction in Washington shuts down the government -- or if State government gets shutdown during a budget standoff -- federal and state employees are forced to work without pay or furloughed. Workers struggle to pay for heat, feed their kids and pay their bills. LD 2113 would have provided access to no-interest loans for up to \$6,000 per employee during shutdowns. LD 2113 was passed by both bodies, funded, but died on the final day of the legislative session.

# Summary of Maine AFL-CIO Scored Bills

## LD 1639: Nurse Staffing

### “An Act to Address Unsafe Staffing of Nurses and Improve Patient Care”

*Sponsored by Senator Stacy Brenner (D-Cumberland)*

**Maine AFL-CIO Supported**

Senate Roll Call #626

Final Outcome: Defeated (Passed in the Senate, died upon adjournment)

The working conditions of direct-care nurses often include short-staffing, unsafe patient loads, and lack of breaks and meal periods. These ongoing, stressful conditions hurt patient safety and often result in nurses leaving bedside care for good. Studies show that when RNs are forced to care for too many patients at one time, patients are at higher risk of preventable medical errors. LD 1639 would limit the number of patients that nurses must take on their daily assignments, based on patient need and the severity of a patient's condition. The Senate passed LD 1639. The bill did not come up for a vote in the House and therefore died.

## LD 2121: State Worker Pay Gap

### “An Act to Address Chronic Understaffing of State Government Positions”

*Sponsored by Representative Drew Gattine (D-Westbrook)*

**Maine AFL-CIO Supported**

House Roll Call #461

Final Outcome: Defeated (Passed by the Legislature, not funded in the supplemental budget)

The State of Maine is devaluing and underpaying state work. That has resulted in one in six positions in state government being vacant and a deterioration in working conditions for state workers and the quality of services for Maine people. LD 2121 would have funded a new compensation and classification system for executive branch workers and taken steps to improve recruitment and retention in State government. The Maine Senate adopted amendments to include some of these improvements in the budget, but they were ultimately not included due, in large part, to Governor Mills' opposition.

## LD 2273: Farmworker Minimum Wage

### “An Act to Establish a State Minimum Hourly Wage for Agricultural Workers”

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

**Maine AFL-CIO Supported**

Senate Roll Call #676 - House Roll Call #493

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

In harvesting the food we put on our tables everyday, farmworkers do some of the most valuable work in our society and they deserve dignity and fair wages. Farmworkers are currently excluded from critical labor laws like Maine's minimum wage and overtime. LD 2273 would have improved wages for farmworkers by making them eligible for the state minimum wage and allowing farm workers the right to take action in court if their wages are stolen. This bill was passed by the Legislature but vetoed by Gov. Mills.

## LD 2266: Offshore Wind Jobs

### “An Act Regarding Offshore Wind Terminals Located in Coastal Sand Dune Systems”

*Sponsored by Representative Walter Runte (D-York)*

**Maine AFL-CIO Supported**

Senate Roll Call #734 - House Roll Call #543

Final Outcome: Enacted into Law (Passed by the Legislature, Funded in LD 2214)

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. Offshore wind is essential to tackle climate change, while bringing good-paying union jobs to lift up Midcoast communities that have been hit hard by decades of factory closures. LD 2266 will allow the permitting process to move forward on an offshore wind port in the multi-year permitting process that is currently underway. This bill was enacted in both the House and Senate and language from the bill was included in the supplemental state budget, which became law.

## LD 1337: Tax Fairness

### “An Act to Require a Corporation That Files a Tax Return in the State to File a Tax Disclosure Statement”

*Sponsored by Representative Ann Matlack (D-St. George)*

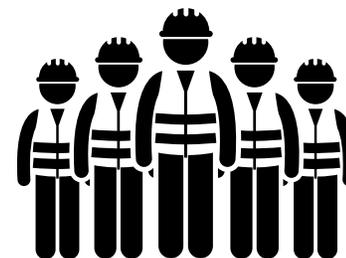
**Maine AFL-CIO Supported**

Senate Roll Call #642 - House Roll Call #439

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

Big corporations deploy complicated tax loopholes and accounting schemes to avoid paying the taxes they owe. From 2018-2023, 109 of the biggest corporations in the US paid \$0 in federal taxes in at least one year. LD 1337 would provide data on corporate income tax avoidance by requiring reporting of corporate income tax data for the largest corporations doing business in Maine.

**Looking for a union job?  
Need help filing for unemployment?**



**Contact the Maine AFL-CIO Peer Workforce Navigator!  
Visit: <https://maineaflcio.org/navigator>**

	Bill #	LD 1794	LD 2113	LD 1639	LD 372	LD 373	LD 1337	LD 2032	LD 2266	LD 2273	LD 1983		
Dist.	Senator	Forced Overtime	Shutdown	Nurse Staffing	Labor Laws	Organizing Rights	Tax Fairness	Public Sector	Ports	Farmworker	Buy American	2024 Score	131st Score
1	Troy Jackson of Allagash (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
2	Trey Stewart of Presque Isle (R)	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	0%	11%
3	Bradlee Farrin of Norridgewock (R)	E	✗	✗	✗	✗	✗	E	✗	✗	✗	0%	6%
4	Stacey Guerin of Glenburn (R)	✗	✗	✗	✗	✗	✗	✗	✓	✗	✗	10%	10%
5	Russell Black of Wilton (R)	✗	✗	✗	✗	✗	✗	E	✗	✗	✗	0%	10%
6	Marianne Moore of Calais (R)	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	0%	10%
7	Nicole Grohoski of Ellsworth (D)	✓	✓	✓	✓	✓	✓	✓	✗	✓	✓	90%	90%
8	Michael Tipping of Orono (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
9	Joseph Baldacci of Bangor (D)	✓	✓	✗	✓	✓	✓	✓	✓	✓	✓	90%	95%
10	Peter Lyford of Eddington (R)	✗	✗	✗	✗	✗	✗	✗	✗	E	E	0%	6%
11	Glenn Curry of Belfast (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
12	Anne Beebe-Center of Rockland (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
13	Cameron Reny of Round Pond (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
14	Craig Hickman of Winthrop (D)	✓	✓	✓	✓	✓	✓	✓	✗	✓	✓	90%	95%
15	Matthew Pouliot of Augusta (R)	✗	✗	✗	✗	E	✗	✗	✓	✗	✗	10%	10%
16	David LaFountain of Winslow (D)	✓	✓	✓	✓	E	✓	✓	E	✓	✓	100%	95%
17	Jeffrey Timberlake of Turner (R)	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	0%	5%
18	Richard Bennett of Oxford (R)	✗	✗	✗	✓	✗	✓	✗	✓	✓	✗	40%	45%
19	Lisa Keim of Dixfield (R)	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	0%	0%
20	Eric Brakey of Auburn (R)	✗	✗	✗	✗	✗	✓	✗	✗	✗	✗	10%	5%
21	Margaret Rotundo of Lewiston (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
22	James Libby of Standish (R)	✗	✗	✓	✓	✗	✗	✗	✗	✗	✗	20%	25%
23	Matthea Daughtry of Brunswick (D)	✓	✓	✓	✓	✓	✓	E	✓	✓	✓	100%	100%
24	Eloise Vitelli of Arrowsic (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
25	Teresa Pierce of Falmouth (D)	✓	✓	✓	✓	✓	E	✓	✓	✓	✓	100%	100%
26	Timothy Nangle of Windham (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
27	Jill Duson of Portland (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
28	Benjamin Chipman of Portland (D)	✓	✓	✓	✓	✓	✓	✓	✗	✓	✓	90%	95%
29	Anne Carney of Cape Elizabeth (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
30	Stacy Brenner of Scarborough (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
31	Donna Bailey of Saco (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
32	Henry Ingwersen of Arundel (D)	✓	✓	✓	✓	✓	E	✓	✓	✓	✓	100%	100%
33	Matthew Harrington of Sanford (R)	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	0%	10%
34	Joseph Rafferty of Kennebunk (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
35	Mark Lawrence of Eliot (D)	✓	✓	✓	E	✓	✓	E	✓	✓	✓	100%	100%

	Bill #	LD 1794	LD 1983	LD 2113	LD 2121	LD 2273	LD 372	LD 373	LD 2032	LD 2266	LD 1337		
Dist.	Representative	Forced Overtime	Buy American	Shutdown	Pay Gap	Farmworker	Labor Laws	Organizing Rights	Public Sector	Ports	Tax Fairness	2024 score	131st Score
1	Austin Theriault of Fort Kent (R)	X	X	X	X	X	X	X	X	X	X	0%	6%
2	Roger Albert of Madawaska (R)	✓	X	X	X	X	X	A	X	X	X	10%	5%
3	Mark Babin of Fort Fairfield (R)	X	X	X	X	X	X	X	X	X	X	0%	0%
4	Timothy Guerrette of Caribou (R)	X	X	X	X	X	X	X	X	X	X	0%	0%
5	Joseph Underwood of Presque Isle (R)	X	X	A	X	X	X	A	X	X	X	0%	0%
6	Donald Ardell of Monticello (R)	X	X	X	X	X	A	X	X	X	X	0%	0%
7	Gregory Swallow of Houlton (R)	X	X	X	X	X	X	X	X	X	X	0%	0%
8	Tracy Quint of Hodgdon (R)	X	X	X	X	X	X	X	X	X	X	0%	0%
9	Anne Perry of Calais (D)	✓	✓	✓	X	X	✓	✓	✓	X	✓	70%	79%
10	Kenneth Davis of East Machias (R)	X	X	X	X	X	X	X	X	X	X	0%	0%
11	Tiffany Strout of Harrington (R)	X	X	X	X	X	X	X	X	X	X	0%	0%
12	William Faulkingham of Winter Harbor (R)	X	X	X	X	X	X	X	✓	X	X	10%	5%
13	James Worth of Ellsworth (D)	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	90%	89%
14	Lynne Williams of Bar Harbor (D)	E	E	E	E	E	E	E	✓	E	✓	100%	100%
15	Holly Eaton of Deer Isle (D)	✓	X	✓	A	✓	✓	✓	✓	X	✓	70%	58%
16	Nina Milliken of Blue Hill (D)	✓	✓	✓	✓	✓	✓	✓	A	A	✓	80%	68%
17	Ronald Russell of Bucksport (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
18	Meldon Carmichael of Greenbush (R)	X	X	X	X	X	X	X	X	✓	✓	20%	11%
19	Richard Campbell of Orrington (R)	X	X	X	X	X	X	X	X	✓	X	10%	5%
20	Kevin O'Connell of Brewer (D)	✓	X	A	✓	✓	✓	✓	✓	✓	✓	80%	79%
21	Ambureen Rana of Bangor (D)	✓	X	✓	✓	✓	✓	✓	✓	A	✓	80%	89%
22	Laura Supica of Bangor (D)	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	90%	79%
23	Amy Roeder of Bangor (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
24	Joseph Perry of Bangor (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
25	Laurie Osher of Orono (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	95%
26	James Dill of Old Town (D)	✓	X	✓	✓	X	✓	✓	✓	✓	✓	80%	79%
27	Gary Drinkwater of Milford (R)	X	X	X	X	X	X	X	X	X	X	0%	0%
28	Irene Gifford of Lincoln (R)	X	X	X	X	X	X	X	X	X	X	0%	0%
29	Kathy Javner of Chester (R)	X	X	X	X	X	X	X	X	X	✓	10%	5%
30	James White of Guilford (R)	X	X	X	X	X	X	X	X	X	X	0%	6%
31	Chad Perkins of Dover-Foxcroft (R)	X	X	X	X	X	X	X	X	X	X	0%	0%
32	Steven Foster of Dexter (R)	X	X	X	X	X	X	X	X	X	X	0%	0%
33	Danny Costain of Plymouth (R)	X	X	X	X	X	X	A	X	✓	X	10%	5%
34	Abigail Griffin of Levant (R)	X	X	X	X	X	X	X	X	X	X	0%	0%
35	James Thorne of Carmel (R)	X	X	X	X	X	X	X	X	X	X	0%	0%
36	David Haggan of Hampden (R)	X	X	X	X	X	X	X	E	X	X	0%	0%
37	Reagan Paul of Winterport (R)	X	X	X	X	X	X	X	X	X	X	0%	0%
38	Benjamin Hymes of Waldo (R)	X	X	X	X	X	X	X	X	X	X	0%	0%

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

	Bill #	LD 1794	LD 1983	LD 2113	LD 2121	LD 2273	LD 372	LD 373	LD 2032	LD 2266	LD 1337		
Dist.	Representative	Forced Overtime	Buy American	Shutdown	Pay Gap	Farmworker	Labor Laws	Organizing Rights	Public Sector	Ports	Tax Fairness	2024 score	131st Score
39	Janice Dodge of Belfast (D)	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓	90%	95%
40	Stanley Zeigler of Montville (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	95%
41	Victoria Doudera of Camden (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
42	Valli Geiger of Rockland (D)	✓	✗	✓	✓	✓	✓	✓	✓	✓	✓	90%	95%
43	Ann Matlack of Spruce Head (D)	✓	✗	✓	✓	✓	✓	✓	✓	✓	✓	90%	95%
44	William Pluecker of Warren (I)	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓	90%	89%
45	Abden Simmons of Waldoboro (R)	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	0%	0%
46	Lydia Crafts of Newcastle (D)	✓	✗	✓	✓	✓	✓	✓	✓	✓	✓	90%	89%
47	Edward Polewarczyk of Wiscasset (R)	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	0%	0%
48	Holly Stover of Boothbay (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	95%
X	Allison Hepler of Woolwich (D)	✓	✗	✓	✓	✓	A	✓	✓	✓	✓	80%	79%
50	David Sinclair of Bath (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
51	Rebecca Jauch of Topsham (D)	✓	✓	✓	✓	A	E	A	✓	E	✓	75%	88%
52	Sally Cluchey of Bowdoinham (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
53	Michael Lemelin of Chelsea (R)	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	0%	0%
54	Karen Montell of Gardiner (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
55	Daniel Shagoury of Hallowell (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
56	Randall Greenwood of Wales (R)	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	0%	0%
57	Tavis Hasenfus of Readfield (D)	✓	✓	A	✓	✓	A	A	✓	A	✓	60%	74%
58	Daniel Newman of Belgrade (R)	✗	✗	✗	✓	✗	✗	✗	✗	✗	✗	10%	5%
59	Raegan LaRochelle of Augusta (D)	✓	✗	✓	✓	✓	✓	✓	✓	✓	✓	90%	89%
60	William Bridgeo of Augusta (D)	✓	✗	✓	✓	✓	✓	✓	✓	✓	✓	90%	89%
61	Richard Bradstreet of Vassalboro (R)	✗	✗	✗	✗	✗	✗	✗	E	✗	✗	0%	0%
62	Katrina Smith of Palermo (R)	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	0%	0%
63	Scott Cyrway of Albion (R)	✗	✗	✗	✗	✗	✗	✗	✓	✗	✗	10%	11%
64	Colleen Madigan of Waterville (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
65	Bruce White of Waterville (D)	✓	A	✓	✓	✓	✓	✓	✓	✓	✓	90%	95%
66	Robert Nutting of Oakland (R)	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	0%	0%
67	Shelley Rudnicki of Fairfield (R)	✗	✗	✗	✗	✗	✗	✗	A	✗	✗	0%	0%
68	Amanda Collamore of Pittsfield (R)	✗	✗	✗	✗	✗	✗	✗	✗	✓	✗	10%	5%
69	Dean Cray of Palmyra (R)	✗	✗	✗	✗	✗	✗	✗	✗	✓	✗	10%	5%
70	Jennifer Poirier of Skowhegan (R)	✓	✗	✗	✗	✗	✗	✗	✓	✗	✗	20%	11%
71	John Ducharme of Madison (R)	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	0%	0%
72	Larry Dunphy of Embden (R)	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	0%	0%
73	Michael Soboleski of Phillips (R)	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	0%	0%
74	Randall Hall of East Dixfield (R)	✗	✗	✗	✗	✗	✗	A	✗	✓	✗	10%	5%
75	Scott Landry of Farmington (D)	✓	✓	✗	A	✗	✓	✓	✓	✓	E	67%	67%
76	Sheila Lyman of Livermore Falls (R)	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	0%	0%

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Dist.	Representative	Forced Overtime	Buy American	Shutdown	Pay Gap	Farmworker	Labor Laws	Organizing Rights	Public Sector	Ports	Tax Fairness	2024 score	131st Score
77	Tammy Schmersal-Burgess of Mexico (R)	X	X	X	X	X	X	X	✓	X	X	10%	11%
78	Rachel Henderson of Rumford (R)	X	X	X	X	X	X	X	✓	X	X	10%	5%
79	John Andrews of South Paris (R)	X	X	X	X	X	X	X	X	X	X	0%	0%
80	Caldwell Jackson of Oxford (R)	X	X	X	X	X	X	X	E	✓	X	11%	6%
81	Sawin Millett of Waterford (R)	X	X	X	X	X	X	X	X	X	✓	10%	11%
82	Caleb Ness of Fryeburg (R)	X	X	X	X	X	X	X	X	X	X	0%	0%
83	Walter Riseman of Harrison (I)	✓	✓	X	A	✓	✓	✓	✓	X	✓	70%	68%
84	Mark Walker of Naples (R)	X	X	X	X	X	X	X	X	X	X	0%	0%
85	Kimberly Pomerleau of Standish (R)	X	X	X	X	X	X	X	A	X	X	0%	0%
86	Jessica Fay of Raymond (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	95%
87	David Boyer of Poland (R)	X	X	X	X	X	X	X	X	X	X	0%	0%
88	Kathleen Shaw of Auburn (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	84%
89	Adam Lee of Auburn (D)	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	90%	95%
90	Laurel Libby of Auburn (R)	X	X	X	X	X	X	X	X	X	X	0%	0%
91	Joshua Morris of North Turner (R)	X	X	X	X	X	X	X	X	X	X	0%	0%
92	Stephen Wood of Sabattus (R)	X	X	X	X	X	X	X	X	X	X	0%	0%
93	Margaret Craven of Lewiston (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
94	Kristen Cloutier of Lewiston (D)	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	90%	95%
95	Mana Abdi of Lewiston (D)	✓	✓	✓	A	✓	✓	✓	✓	✓	✓	90%	84%
96	Michel Lajoie of Lewiston (D)	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	90%	100%
97	Richard Mason of Lisbon (R)	X	X	X	X	X	X	X	X	X	X	0%	0%
98	Joseph Galletta of Durham (R)	X	A	A	E	X	X	A	E	X	E	0%	0%
99	Cheryl Golek of Harpswell (D)	✓	✓	A	✓	✓	✓	A	✓	✓	✓	80%	89%
100	Daniel Ankeles of Brunswick (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
101	Poppy Arford of Brunswick (D)	✓	✓	✓	✓	✓	✓	A	✓	✓	✓	90%	95%
102	Melanie Sachs of Freeport (D)	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	90%	95%
103	Arthur Bell of Yarmouth (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
104	Amy Arata of New Gloucester (R)	X	✓	X	X	X	X	X	X	X	X	10%	5%
105	Anne Graham of North Yarmouth (D)	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	90%	95%
106	Barbara Bagshaw of Windham (R)	X	X	X	X	X	X	X	X	X	X	0%	0%
107	Jane Pringle of Windham (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	95%
108	Maureen Terry of Gorham (D)	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	90%	89%
109	James Boyle of Gorham (D)	A	X	A	A	A	✓	A	✓	✓	A	30%	47%
110	Stephen Moriarty of Cumberland (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
111	Amy Kuhn of Falmouth (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
112	Edward Crockett of Portland (D)	✓	✓	A	✓	✓	A	A	✓	A	✓	60%	68%
113	Grayson Lookner of Portland (D)	✓	✓	A	✓	✓	✓	✓	✓	✓	✓	90%	95%
114	Benjamin Collings of Portland (D)	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	90%	95%

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

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Dist.	Representative	Forced Overtime	Buy American	Shutdown	Pay Gap	Farmworker	Labor Laws	Organizing Rights	Public Sector	Ports	Tax Fairness	2024 score	131st Score
115	Michael Brennan of Portland (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	E	100%	100%
116	Samuel Zager of Portland (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
117	Matthew Moonen of Portland (D)	✓	A	✓	✓	✓	✓	✓	✓	✓	✓	90%	84%
118	Rachel Talbot Ross of Portland (D)	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	90%	95%
119	Charles Skold of Portland (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	A	90%	95%
120	Deqa Dhalac of South Portland (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	79%
121	Christopher Kessler of South Portland (D)	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	90%	95%
122	Matthew Beck of South Portland (D)	✓	✓	✓	✓	✓	✓	✓	E	✓	✓	100%	100%
123	Rebecca Millett of South Portland (D)	✓	✓	✓	A	✓	✓	✓	✓	✓	✓	90%	89%
124	Sophia Warren of Scarborough (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
125	Kelly Murphy of Scarborough (D)	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	90%	95%
126	Andrew Gattine of Westbrook (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
127	Morgan Rielly of Westbrook (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
128	Suzanne Salisbury of Westbrook (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
129	Margaret O'Neil of Saco (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
130	Lynn Copeland of Saco (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
131	Lori Gramlich of Ocean Park (D)	✓	✓	✓	✓	✓	✓	✓	E	✓	✓	100%	100%
132	Erin Sheehan of Biddeford (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
133	Marc Malon of Biddeford (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
134	Traci Gere of Kennebunkport (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
135	Daniel Sayre of Kennebunk (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
136	Heidi Sampson of Alfred (R)	X	X	X	X	X	X	X	X	X	X	0%	0%
137	Nathan Carlow of Bar Mills (R)	X	X	X	X	X	X	X	X	✓	X	10%	11%
138	Mark Blier of Buxton (R)	X	X	X	X	X	X	X	X	X	X	0%	0%
139	David Woodsome of North Waterboro (R)	X	X	X	X	X	X	X	X	✓	X	10%	5%
140	Wayne Parry of Arundel (R)	X	X	X	X	X	X	X	X	X	X	0%	0%
141	Lucas Lanigan of Springvale (R)	X	A	A	X	A	A	X	A	X	A	0%	0%
142	Anne-Marie Mastraccio of Sanford (D)	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	90%	89%
143	Ann Fredericks of Sanford (R)	X	X	X	X	X	X	X	X	X	X	0%	0%
144	Jeffrey Adams of Lebanon (R)	A	X	✓	A	X	A	X	X	A	X	10%	5%
145	Daniel Hobbs of Wells (D)	✓	✓	✓	A	✓	✓	✓	✓	✓	✓	90%	84%
146	Walter Runte of York (D)	✓	X	✓	A	✓	✓	X	✓	✓	✓	70%	84%
147	Holly Sargent of York (D)	✓	X	✓	✓	✓	✓	X	✓	✓	✓	80%	89%
148	Thomas Lavigne of Berwick (R)	X	X	X	X	X	A	X	A	A	X	0%	0%
1X	Tiffany Roberts of South Berwick (D)	✓	✓	✓	✓	✓	A	✓	✓	A	✓	80%	79%
150	Michele Meyer of Eliot (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	100%
151	Kristi Mathieson of Kittery (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%	84%

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

\*Rep. Matt Beck was elected on March 5th, 2024, so only voted on bills after that date.

# 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 131st Legislature (2024).



Abe Snowman

## LD 1761: Mental Health Worker and Crises Worker Retirement

Abe Snowman, Winthrop, AFSCME Local 1814

"The work we do as mental health workers doing crisis outreach and community care is emotionally strenuous and physically demanding. We endure assaults on a regular basis due to patient violence. We provide great public benefit while facing danger, risking injury and being exposed to communicable diseases. Being able to retire with dignity and respect should be the basic standard for the people that provide so much for the state"



Amy Strum

## LD 1639: Nurse Staffing

Amy Strum, Bridgton, Maine State Nurses Association/NNU

"As bedside nurses we want reasonable nurse to patient staffing ratios to keep our patients safe. That is why we support a safe nurse to patient ratio staffing bill. Thank you for standing with nurses so we can care for you and your loved ones in a safe and compassionate manner."



Ramona Welton

## LD 2121: State Employee Recruitment and Retention

Ramona Welton, Augusta, Past President of MSEA-SEIU 1989

"In department after department of Maine State Government, the failure of state management to address the real needs of Maine people for public services is becoming more and more apparent every day. The citizens of Maine have had to endure ferry service cancellations, inadequate programming at Long Creek Youth Development Center, waitlists for children's behavioral and development services, and hold times of up to two hours to speak with an eligibility specialist at Maine DHHS, just to name a few crises. It's past time for the State to address understaffing and close the state employee pay gap by funding and implementing a new compensation and classification system for state workers."



Joshua Johnson

## LD 2113: Federal Worker Support

Joshua Johnson, Kittery, President of IAM Local 836

"As the federal workers at the Portsmouth Naval Shipyard in Maine have faced the threat of a federal shutdown more often over the last few years, too many of us are often left questioning how far we can stretch our paychecks as the deadlines approach. The fact that the state of Maine could ensure interest free loans from banks through LD 2113 could return some semblance of financial security and confidence to the workers and their families in uncertain times."



James Watson

## LD 2266: Offshore Wind Jobs

James Watson, Auburn, Journeyworker with Local 327 of the Laborers' International Union

"I am able to live in Auburn and earn a good wage with benefits while raising my teenage son because of Local 327 and their advocacy for policies such as LD 2266 that directly and positively impact working families like mine. And like any good Laborer, they and other unions and allies put this legislation on their backs and carried it across the finish line. My job is to build the Maine that my son and his peers can be proud of - which includes a Maine with a cleaner environment and good union careers. An elected official's job is to make sure they actively stand up for workers every time and cast their vote accordingly. If they don't? Just as I'll get sent home if I don't do my job, we'll make sure they're sent home if they don't do theirs."

# 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 Senate Chair of the Labor and Housing Committee **Senator Mike Tipping (D-Penobscot)** did a great job organizing the committee and moving forward a number of important bills for workers, including bills to provide ongoing funding for high quality pre-apprenticeship (LD 2280), strengthen organizing rights (LD 373) and enforce labor laws (LD 372).



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. Rep. Roeder was a strong advocate for many labor bills, including farmworker rights, mandatory nurse to patient staffing ratios and mental health and crisis worker retirement.



Drinkwater

The two most active Republican members of the Labor and Housing committee **Dick Bradstreet (R-Vassalboro)** and **Gary Drinkwater (R-Milford)** were strong supporters of strengthening retirement security for mental health workers (LD 1761) and expanding pre-apprenticeship programs (LD 2280).



Daughtry

**Assistant Senate Majority Leader Mattie Daughtry (D-Cumberland)**, **Majority Leader Eloise Vitelli (D-Sagadahoc)** and **Senate President Troy Jackson (D-Aroostook)** led a historic 22-13 vote in the Maine Senate when that chamber passed legislation to mandate minimum nurse-to-patient staffing ratios.



Brenner

**Sen. Stacy Brenner (D-Cumberland)** was a key leader in the historic effort to pass mandatory minimum nurse-to-patient staffing ratios in the State Senate. She was the lead sponsor of LD 1639 and used her background as a nurse to effectively lobby her colleagues to support the legislation.



Libby

**Senate President Troy Jackson (D-Aroostook)** sponsored legislation to improve mental health workers' retirement (LD 1761), fought to keep jobs in Maine and the United States by sponsoring Buy American legislation (LD 1983), increased access to child care (LD 2199) and worked to limit forced overtime in paper mills (LD 1794).



Talbot-Ross

**Sen. Jim Libby (R-Cumberland)** was the only Senate Republican to vote in favor of LD 1639, legislation to mandate minimum nurse-to-patient staffing ratios.

**Speaker of the House Rachel Talbot Ross (D-Portland)** advanced racial and economic justice by fighting for farmworkers to have the right to collectively bargain (LD 525), improving farmworker wages (LD 2273) and continuing to champion Tribal Sovereignty (LD 2007).



Boyer

**Rep. David Boyer (R-Poland)** sponsored legislation that removed a redundant, ineffective and unnecessary requirement that Edible Cannabis Products be embossed on each serving with a universal symbol. The Maine Cannabis Union (IAM) supported the legislation and recommended that these products come in resealable child-resistant packaging that is marked with a symbol.



Jackson

**Sen. Nicole Grohoski (D-Hancock)** and **Senate President Troy Jackson (D-Aroostook)** brought forward important amendments to the supplemental budget (LD 2214) to close the pay gap, improve recruitment and retention in state employment and raise wages for school support staff.



Lawrence

**Sen. Mark Lawrence (D-York)** was a tremendous labor champion fighting to include strong labor standards on legislation to advance renewable energy procurement for energy generation and transmission in northern Maine (LD 1963).



Geiger

**Traci Gere (D-Kennebunkport)**, **Valli Geiger (D-Rockland)**, **Ron Russell (D-Bucksport)**, **Marc Malon (D-Biddeford)** and **Charles Skold (D-Portland)** were highly active and effective members of the Labor and Housing committee participating constructively in committee hearings and work sessions and helping to advance numerous pro-worker bills.



Bailey

**Sen. Donna Bailey (D-York)** and **Rep. Anne Perry (D-Calais)** chaired the legislative committee that made thoughtful improvements to LD 2113, legislation that would have provided access to no-interest loans for up to \$6,000 per employee for federal and state employees working through government shutdowns.



Nangle

**Sen. Tim Nangle (D-Cumberland)** sponsored legislation (LD 1896) that will help better understand the adequacy of benefits for injured workers in the workers' compensation system.



Gramlich

**Sen. Rick Bennett (R-Oxford)** had the highest labor score of any Republican this session. He supported bills to apply the state minimum wage to farmworkers, improve corporate tax transparency, strengthen labor law enforcement and advance an offshore wind port.

**Rep. Lori Gramlich (D-Old Orchard Beach)** sponsored LD 1742, legislation that will make improvements for peer support to help firefighters and first responders navigate behavioral health issues.

# 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	Garland	4	32
Acton	22	144	Chapman	1	6	Georgetown	24	49
Addison	6	11	Charleston	4	32	Gilead	19	73
Albion	16	63	Charlotte	6	10	Glenburn	4	34
Alexander	6	10	Chebeague Island	23	110	Glenwood Pt.	2	8
Alfred	33	136	Chelsea	14	53	Gorham	30	108, 109
Allagash	1	1	Cherryfield	6	18	Gouldsboro	6	12
Alna	13	47	Chester	2	29	Grand Isle	1	2
Alton	8	27	Chesterville	5	75	Grand Lake Stream Pt.	6	9
Amherst	6	18	China	15	62	Gray	25	104, 105
Amity	2	8	Clifton	10	18	Great Pond	6	18
Andover	19	73	Clinton	3	68	Greenbush	8	18
Anson	5	72	Codyville Pt.	6	8	Greene	17	92
Appleton	12	40	Columbia	6	11	Greenville	4	30
Arrowsic	24	49	Columbia Falls	6	11	Greenwood	19	81
Arundel	32	140	Cooper	6	10	Guilford	4	30
Ashland	1	1	Coplin Pt.	19	73	Hallowell	14	55
Athens	5	72	Corinna	4	33	Hamlin	1	3
Auburn	20	88, 89, 90	Corinth	4	27	Hammond	2	6
Augusta	15	59, 60	Cornish	22	138	Hampden	10	36
Aurora	6	18	Cornville	5	71	Hancock	6	12
Avon	19	74	Cranberry Isles	7	14	Hanover	19	78
Baileyville	6	9	Crawford	6	10	Harmony	5	72
Baldwin	22	84	Crystal	2	8	Harpswell	23	99
Bangor	9	21, 22, 23, 24	Cumberland	25	110	Harrington	6	11
Bar Harbor	7	14	Cushing	12	43	Harrison	18	83
Baring Pt.	6	9	Cutler	6	10	Hartford	19	77
Bath	24	50	Cyr Pt.	1	3	Hartland	5	69
Beals	6	11	Dallas Pt.	19	73	Haynesville	2	8
Beaver Cove	4	30	Damariscotta	13	46	Hebron	18	80
Beddington	6	18	Danforth	6	8	Hermon	9	35
Belfast	11	39	Dayton	32	140	Hersey	2	6
Belgrade	15	58	Deblois	6	18	Highland Pt.	5	73
Belmont	11	39	Dedham	10	18	Hiram	22	82
Benton	3	67	Deer Isle	7	15	Hodgdon	2	8
Berwick	34	148	Denmark	18	83	Holden	10	19
Bethel	19	78	Dennistown Pt.	5	73	Hollis	32	137, 138
Biddeford	32	132, 133, 134	Dennysville	6	10	Hope	12	44
Bingham	5	72	Detroit	3	69	Houlton	2	7
Blaine	2	6	Dexter	4	32	Howland	8	28
Blue Hill	7	16	Dixfield	19	77	Hudson	4	27
Boothbay	13	48	Dixmont	3	33	Indian Township	6	9
Boothbay Harbor	13	48	Dover-Foxcroft	4	31	Industry	5	74
Bowdoin	24	52, 98	Dresden	24	53	Island Falls	2	8
Bowdoinham	24	52	Drew Pt.	2	8	Isle au Haut	7	15
Bowerbank	4	30	Durham	20	98	Islesboro	11	40
Bradford	4	27, 32	Dyer Brook	2	6	Jackman	5	73
Bradley	10	26	Eagle Lake	1	1	Jackson	11	38
Bremen	10	45	East Machias	6	10	Jay	19	76
Brewer	10	20, 24	East Millinocket	2	29	Jefferson	13	47
Bridgewater	2	6	Eastbrook	6	18	Jonesboro	6	11
Bridgton	18	83	Easton	2	3	Jonesport	6	11
Brighton Pt.	5	30	Eastport	6	9	Kenduskeag	4	34
Bristol	13	46	Eddington	10	19	Kennebunk	34	134, 135
Brooklin	7	15	Edgecomb	13	48	Kennebunkport	34	134
Brooks	11	38	Edinburg	8	28	Kingfield	5	73
Brooksville	7	16	Eliot	35	150	Kingsbury Pt.	4	30
Brownfield	18	82	Ellsworth	7	13	Kittery	35	150, 151
Brownville	4	31	Embden	5	72	Knox	11	38
Brunswick	23	99, 100, 101	Enfield	8	28	Lagrange	8	28
Buckfield	19	80	Etna	3	33	Lake View Pt.	4	31
Bucksport	10	17	Eustis	19	73	Lakeville	8	8
Burlington	8	18	Exeter	4	32	Lamoine	7	14
Burnham	11	68	Fairfield	16	67	Lebanon	33	144
Buxton	31	137, 138	Falmouth	25	111, 112	Lee	8	8
Byron	19	78	Farmingdale	14	54	Leeds	17	91
Calais	6	9	Farmington	5	75	Levant	4	34
Cambridge	5	30	Fayette	17	58	Lewiston	21	93, 94, 95, 96
Camden	12	41	Fort Fairfield	1	3	Liberty	11	40
Canaan	3	69	Fort Kent	1	1	Limerick	22	139
Canton	19	77	Frankfort	11	37, 38	Limestone	1	3
Cape Elizabeth	29	121, 123	Franklin	6	12	Limington	22	138
Caratunk	5	72	Freedom	11	63	Lincoln	8	28
Caribou	1	4	Freeport	23	102	Lincoln Pt.	19	73
Carmel	10	35	Frenchboro	7	15	Lincolnton	11	40
Carrabassett Valley	5	73	Frenchville	1	2	Linneus	2	7
Carroll Pt.	8	8	Friendship	12	45	Lisbon	17	97, 98
Carthage	19	74	Frye Island	26	86	Litchfield	17	56
Casco	26	86	Fryeburg	18	82	Littleton	2	6
Castine	7	16	Gardiner	14	54	Livermore	17	76, 77
Castle Hill	1	6	Garfield Pt.	1	1	Livermore Falls	17	76
						Long Island	25, 28	110

# What District Do I Live In?

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

	Senate District	House District		Senate District	House District		Senate District	House District
Long Island	25, 28	110	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	Searsport	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

During the two years of the 131st legislature more than twenty of our pro-labor priority bills became law. These are policies - big and small - that make life better for working people. Many of them are now law due to the efforts of Governor Mills working collaboratively with the labor movement. At the same time there were crucial labor priorities that Gov. Mills opposed.

## Positive Accomplishments

Governor Mills signed legislation (LD 2032) to expand majority sign-up for workers organizing across the entire public sector in Maine. This bill builds on the municipal card check law passed in 2019 that has helped municipal workers, educators and firefighters win union elections all over northern and central Maine.

She also signed new laws that will hold companies accountable when they break labor laws. LD 372 and LD 2184 will strengthen the enforcement of wage and hour laws and order law breaking companies to pay back wages, liquidated damages, and interest to workers who have been the victims of wage theft.

The storms that hit Maine last winter showed how devastating climate change is for workers. We continued to make progress on tackling climate change and supporting good union jobs in clean energy by collaborating with the Governor to pass LD 1963, legislation to advance renewable energy procurement for energy generation and transmission in northern Maine with strong labor standards. We also worked with Governor Mills to enact the policy from LD 2266, allowing the permitting process to move forward on an offshore wind port in the multi-year, comprehensive state and federal permitting process that is currently underway.

## Disappointments

While we are celebrating a few policy victories this year, we are deeply disappointed that a number of key labor bills failed to make it across the finish line, either through the veto pen of the Governor or through opposition from the Governor and some legislators at the very end of session.

The Mills Administration opposed funding for a new compensation and classification system for state executive branch workers (LD 2121) and has been unwilling to make the needed pay upgrades to deal with a staffing crisis in state employment where one in five positions remain vacant. The Governor vetoed a bill (LD 2273) to make farmworkers eligible for the state minimum wage with the same enforcement rights other workers enjoy and another measure (LD 525) protecting concerted activity for farmworkers. She vetoed a labor legislative

priority (LD 373) that would grant workers the free and fair chance to join a union in new clean energy jobs connected to the state's proposed offshore wind port. She pocket vetoed legislation (LD 1794) to study safety issues related to widespread forced overtime in the paper sector.

The Governor's fiscally conservative approach to the supplemental budget - one which limited the options on the table to address key challenges we face - and her effort to kill bills on the very last day of session directly contributed to key labor priorities failing at the very end. Bills to provide access to no-interest loans for federal and state workers whose lives are disrupted through government shutdowns (LD 2113), a measure to address brutal short staffing and retirement security for mental health workers (1761), and funding for pre-apprenticeship programs (LD 2280) all died on the very last day of session.

We are living in a moment where public support for unions is at an all time high, especially with young workers. Working people in unions are organizing and winning strong contracts. Unions are crucial to ensuring that jobs are good quality jobs and as a bulwark against rising authoritarianism in our politics. As her party has shifted to embrace a much more explicit pro-union position, the Governor has been reluctant to follow that shift and to fully and explicitly work to strengthen unions and the labor movement.

While we made some positive steps forward in 2024, much needs to be done to pass the types of bills that build power for working people, like improving safe staffing in workplaces and having a true right to organize. 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, not just those at the top. 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*

**Now that you know the score, 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.maineaflcio.org/findmyrep](http://www.maineaflcio.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.maineaflcio.org](http://www.maineaflcio.org)

**You can also "Like" our Facebook page:** [www.facebook.com/maineaflcio](http://www.facebook.com/maineaflcio)

**Follow us on X (formerly Twitter) @meaflcio & on Instagram @maineaflcio**

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

# WORKERS ARE ORGANIZING!



*Union members rallying with L/A CityLink drivers in Auburn on July 26, 2024.*

Maine workers across the state have continued the wave of union organizing that kicked off in the wake of the pandemic. In November, Lewiston/Auburn CityLink drivers (ATU 714) won their union election. After refusing for months to budge on wages, Western Maine Transportation quickly agreed to decent wage increases after workers from several different unions joined ATU 714 in a solidarity rally in late July.

In December, workers at the Upta Camp Edible Company and Golden Road Extracts in Bowdoinham won voluntary recognition to become the first

cannabis workers union in the state with Machinists Union District Lodge 4.

In January, ninety registered nurses at Northern Maine Medical Center in Fort Kent voted overwhelmingly to join Maine State Nurses Association/National Nurses Organizing Committee. In March, nine Northern Light Women's Health nurses at Eastern Maine Medical Center in Bangor voted to join the MSNA to improve patient care and wages.

Portland Museum of Art security associates and gallery ambassadors won their union election with International Union, Security, Police and Fire Professionals of America in January. The same month, baristas, bartenders and cooks won voluntary recognition for their union with New England Joint Board UNITE HERE. In April, baristas at Coffee By Design in Portland (LIUNA 327) became the first and only locally-owned coffee shop in Maine to win a first contract.

Over the past year, more than a hundred workers — including MSAD 49 school employees in Fairfield, Bangor Airport security officers, public works employees in Greene and school staff in Easton — organized unions with AFSCME 93.

## 2024 WORKER CANDIDATES

In order to advance the best interests of the working class, we need more working people and union members to serve in elected office. That's why we hold our Worker Candidate training every two years to train union members and allies on how to run for and win elected office. We are thrilled to report that several current and former union members, all of whom participated in our Training program, have filed to run for the Maine Legislature in an effort to build a pro-worker majority.

In March, Rep. Matt Beck joined the Maine House after winning a special election in South Portland. Beck has a long history in the labor movement including as IBEW 1837 chief steward at WGME-TV and later IBEW 1837 organizer. He has been active with the Maine AFL-CIO and Southern Maine Labor Council for many years. Having Rep. Beck in the Legislature has already made a big difference in supporting the labor movement inside the State House.

APWU member and Southern Maine Labor Council Vice President Doris Poland is running in House District 106 in Windham. Doris has spent over fifty years as a community leader in Windham. She drove a school bus for 20 years, organized her union and has spent decades fighting for better healthcare, wages, and retirement security.

Kilton Webb is a lifelong Mainer and a member of IBEW 567. After graduating high school, he found a union electrician apprenticeship program. Kilton is now a journeyman electrician and a rock solid supporter of workers' rights. He believes the average worker needs more representation in the workplace and the Legislature. Kilton is running in House District 98, which includes Durham, Pownal and parts of Lisbon, Bowdoin and Topsham.

Scott Girardin is President of Laborers (LIUNA) 327 and President of the Sabattus Firefighters union, IAFF 5454. He also works as an EMT in Lisbon.



*Rep. Matt Beck*



*Kilton Webb*



*Doris Poland*

He grew up doing carpentry and building houses. Scott will fight to protect and expand collective bargaining rights, believes health care is a human right, and supports raising wages and making childcare



*Scott Girardin*



*Scott Cuddy*

affordable. Scott is running for House District 92 in Greene and Sabattus.

Scott Cuddy is a union electrician and member of IBEW 1253. He previously served two terms in the Maine House representing five small towns including Winterport and Searsport. He has worked hard to make new clean energy jobs good union jobs and has led efforts to expand apprenticeship opportunities.

There are many other union candidates running for office in 2024; 43 of the candidates running for Legislature are current or former union members. To win, these campaigns will need all of us to pitch in. The Maine AFL-CIO is running a robust campaign to contact union members about supporting these pro-labor candidates. Contact Adam at [adam@maineaflcio.org](mailto:adam@maineaflcio.org) or at 207-991-7000 to learn how you can get involved.