

Maine Stater

Maine Service Employees Association, Local 1989 of the Service Employees International Union

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MSEA-SEIU members elected to our union offices, Board of Directors and committees share a moment at the close of our 2025 Annual Meeting.

2025 MSEA-SEIU Annual Meeting —

Delegates elect our leaders, set course for 2026

Nearly 200 elected MSEA-SEIU delegates from our chapters throughout the state converged on the Augusta Civic Center on Nov. 7-8 for our 2025 MSEA-SEIU Annual Meeting.

UNION ELECTIONS

Delegates reelected MSEA-SEIU President **Mark Brunton** and Vice President **Kevin Russell**, who were uncontested, to new two-year terms effective Jan. 1, 2026. Addressing the delegates, President Brunton discussed the history of collective action throughout our nation and in labor

unions. Read his remarks on Page 2. Delegates also elected or reelected:

- **Board of Directors:** Area 1: **Bernice Michaud, Jason Alley** and Alternate **Miranda Babbitt**; Area 2: **Robert Doody** and **Rebekah Koroski**; Area 3: **Cal Paquet, Kevin Staples** and Alternate **Joey Berube**; and Retirees: **Penny Whitney-Asdourian** and Alternate **Ramona Welton**;
- **Executive Committee:** Area 1: **Bernice Michaud**; Area 2: **Kris**

Segars; Area 3: **Steve Kimball**; and Retirees: **Robyn Egan**;

- **Finance Committee:** **Calvin Hall, Natalie Cichocki, Mary Ann White, Elizabeth O'Connor, Joseph Allen** and Alternate **Bruce Hodsdon**;
- **Voluntary Employee Benefits Association (VEBA) Committee:** Area 1: **James Bailey** and Alternate **Wanda Eldridge**; Area 2: **Abby Ulmer** and Alternate **Mary Ann White**; Area 3: **Laurie Doucette, Rachel Sherman** and Alternate **Lauren Veneri**.

2026 MSEA-SEIU GENERAL OPERATING BUDGET

Delegates approved our 2026 budget as recommended by our Finance Committee and MSEA-SEIU Board of Directors. The budget maintains services amid rising costs and implements our new percentage-based dues system approved by delegates at

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our 2024 Annual Meeting. The budget funds new Field Representative positions to be able to strengthen our

Please see **DELEGATES**,
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The importance of unions in the lives of working-class Mainers

MSEA-SEIU President Mark Brunton made the following remarks to our union delegates Nov. 7 during our 2025 MSEA-SEIU Annual Meeting:

Brothers and Sisters, Siblings in the Labor Movement,

It is an honor to stand before you today at our Annual Meeting. This gathering is more than just an event on our calendar. It is a living expression of what makes unions so vital: people coming together, democratically, to shape our common future.

THE HISTORICAL TRADITION OF COLLECTIVE ACTION

The idea of working people coming together to solve common problems is as old as humanity itself. In Maine, and across our nation, we have a long tradition of fraternal organizations, trade associations and cooperatives.

In the 19th century, groups like the Grange gave farmers a voice in shaping economic and political life. They held meetings governed by rules of order, debated issues openly and cast votes where every member's voice mattered. Those democratic habits helped ensure that the interests of working farmers could not be ignored by bankers, railroads or politicians.

Similarly, early trade guilds and associations of craftsmen—whether shipbuilders on our coast or textile workers in our mills—created systems of rules and mutual support. They knew that a single voice could be silenced, but the collective voice of many could not.

And here in Maine, communities formed cooperatives, credit unions and benevolent societies—structures where ordinary people used shared decision-making to provide services and protections that powerful institutions of the time would not.

THE UNION TRADITION

Unions, like our own MSEA, are the inheritors of this tradition. We are not just bargaining units or contract negotiators. We are democratic institutions where every member has a voice and a vote. We debate. We deliberate. We decide together.

When we exercise our rights under rules of order, when we cast votes that guide our union's course, we are practicing the very same democratic principles that strengthen our state and our nation. Our union halls have always been schools of democracy—teaching ordinary people the skills of governance, compromise and leadership.

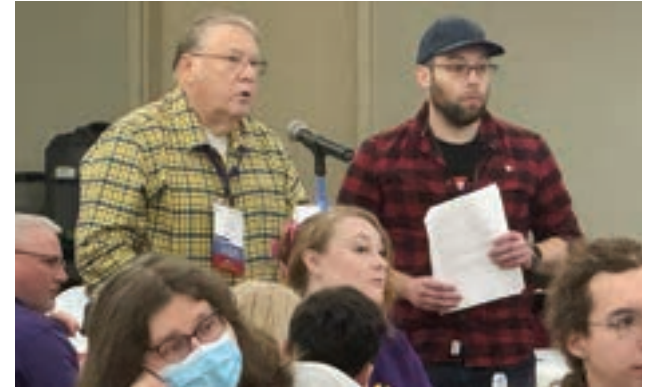
WHY THIS MATTERS FOR WORKING CLASS MAINERS

For Maine workers today, unions mean better wages, stronger protections and fair treatment. But unions also mean something larger: they mean community, dignity and the power to shape our own lives.

When a custodian in Augusta, a teacher in Lewiston or a caseworker in Bangor stands up in a union meeting and casts a vote, they are participating in a democratic tradition that stretches back centuries. They are part of the living story of Maine people taking their fate into their own hands.



President's Column — Mark Brunton



MSEA-SEIU Grace Foster President Bob Patnaude, at left, makes a point during our 2025 Annual Meeting as MSEA-SEIU Delegate and Scott Austin Eastside Chapter Member Robert Leighton waits his turn at the mic. Throughout our Annual Meeting, delegates stepped to the mic to discuss resolutions before they were called for a vote.

Coming up

Jan. 7, 2026: Start of second session of the 132nd Maine Legislature

Feb. 24, 2026: Special election for Maine House District 94 seat representing part of Lewiston

March 5, 2026: 2026 Maine AFL-CIO Labor Lobby Day, Maine State House

April 15, 2026: Statutory adjournment for 132nd Maine Legislature

June 9, 2026: Primary elections

June 17, 2026: MSEA-SEIU Retirees Day, Augusta Civic Center

Oct. 9-10, 2026: MSEA-SEIU 2026 Annual Meeting, Augusta Civic Center

Oct. 14, 2026: MSEA-SEIU All Stewards Training, Augusta Civic Center

Nov. 3, 2026: General Elections

We vote. We act collectively. This is how ordinary Mainers can stand up to extraordinary power.

When we strengthen our union, we strengthen not just ourselves, but our democracy. When we uphold the rules and traditions of democratic decision-making, we set an example for our communities and our state.

A VISION FOR THE FUTURE

As we leave this meeting, let us remember: unions are not just about wages and benefits, though they are essential. Unions are about something deeper: ensuring that working people — people like us — are heard, respected and empowered to shape the future.

The history of Maine, and the history of America, shows us that when working people come together in democratic institutions, we make progress for everyone. Let us continue that tradition. Let us strengthen it. Let us ensure that, for generations to come, unions remain the beating heart of democracy in Maine. Thank you.

OUR CALL TO ACTION

Brothers and sisters, the challenges before us are real. Corporations and billionaires continue to amass power. Politicians often forget the people who keep our schools, offices and communities running. And the very idea of democracy itself is under attack.

But we have an answer: We organize. We debate.

Maine Service Employees Association, Local 1989 of the Service Employees International Union, AFL-CIO, CLC

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MSEA-SEIU Local 1989 files labor complaint alleging bad faith contract bargaining by Mills administration

The Maine Service Employees Association, Local 1989 of the Service Employees International Union (MSEA-SEIU Local 1989) filed a prohibited practice complaint Nov. 24 with the Maine Labor Relations Board against the administration of Governor Janet Mills. The union accused the administration of bad faith bargaining in its State of Maine Executive Branch contract negotiations.

In the complaint, MSEA-SEIU Local 1989 alleged the administration committed multiple violations of state law relating to the current negotiations for successor two-year contracts that expired June 30, 2025. The union represents about 10,000 workers in four State of Maine bargaining units: Administrative Services; Operations, Maintenance and Support Services; Professional-Technical Services; and Supervisory Services.

The administration's labor-law violations in the current round of Executive Branch bargaining include prematurely declaring impasse, regressive bargaining, canceling bargaining sessions following the premature declaration of impasse, and otherwise engaging in behavior designed to frustrate the collective bargaining process.

We are asking the Maine Labor Relations Board to order management to withdraw its declaration of impasse and to cease and desist from bad faith bargaining.

"For years, workers have pleaded with the administration to deal with the widespread recruitment and retention problems in Maine State Government created by wage structures that are simply not competitive. We have offered various solutions to lower turnover rates and attract qualified applicants to join state service. We know what is needed to stabilize the services state workers provide and that the people of Maine deserve, and it seems our pleas fall on deaf ears," said Mark Brunton, president of MSEA-SEIU Local 1989. "Unfortunately, after nearly a year of trying to get the administration to negotiate in good faith for our contracts, on Sept. 30, the administration chose to



MSEA-SEIU members have been holding Visibility Days all year throughout our State of Maine Executive Branch worksites to draw attention to the need for fair contracts.

declare a premature impasse without even bothering to discuss a third of the proposals we put forward. They simply refuse to listen to our members and respond to our concerns."

Brunton said the administration has attempted for years to avoid negotiating directly with state workers represented by MSEA-SEIU Local 1989, dragging negotiations out for as long as possible, then presenting a take-it-or-leave-it last, best and final offer. "This administration has gone to great lengths, including violating the basic foundations of labor law," Brunton said. "We've had to file seven prohibited practice complaints against this administration in the last five years alone."

According to Brunton, the administration must be held to account for its intransigence not only at the bargaining table but also for the understaffing problem and the vacancies resulting from the



persistent state employee pay gap. Understaffing and vacant positions harm the public services that are vital to the people and the economy of Maine. They create impossible workloads and, in some worksites, result in dangerous working conditions for those doing the State's work, Brunton said. Currently the state employee pay gap stands at 14% — an improvement of 1% over the past five years, according to the State of Maine Market Pay Report, dated Sept. 30, 2024, and performed by the Mills administration. In 2020, the State of Maine Market Study Report commissioned by the Mills administration put the state employee pay gap at 15%.

"One-percent progress in five years is, quite frankly, ridiculous. The administration can, and must, do better," MSEA-SEIU Vice President Kevin Russell said.

Jason Alley named 2025 MSEA-SEIU Steward of the Year

At our 2025 Annual Meeting Banquet on Nov. 7, MSEA-SEIU Vice President **Kevin Russell** presented our 2025 MSEA-SEIU Steward of the Year Award to Chief Steward **Jason Alley**, who is president of our Maine Maritime Academy Chapter

Kevin told the delegates that Jason "serves on every bargaining team. A chief steward at our union, he educates his coworkers about their rights and organizes surveys and collective actions. He goes above and beyond at every turn. He knows every worker in his unit by name. He knows whether they pay dues. He identifies fellow leaders and serves as a mentor to newer stewards."

Continuing, Kevin added, "We could all learn about union leadership from this steward, who also serves as his chapter's president for the past three years, all while serving as the building and grounds manager for his employer."



MSEA-SEIU Member and State Senator Mike Tipping, at center, congratulates 2025 MSEA-SEIU Steward of the Year Jason Alley, second from left, as MSEA-SEIU Retiree Director Steve Butterfield, MSEA-SEIU Director of Politics and Legislation Beth White and MSEA-SEIU Executive Director Alec Maybarduk applaud.



Elected delegates vote to approve our 2026 MSEA-SEIU General Operating Budget on Nov. 8. The budget maintains services amid rising costs and implements our new percentage-based dues system approved by delegates at our 2024 Annual Meeting. The budget funds new Field Representative positions to be able to strengthen our bargaining units, and to go deeper to fight and win. Additionally, the budget invests in improving our data systems.



MSEA-SEIU Solidarity Committee Chair Kelly Smith updates delegates on Food AND Medicine's Annual Solidarity Harvest. ONE hundred-fifty meal baskets were delivered out of our union headquarters this year; many of our chapters donated to the Solidarity Harvest.



Phil Sevigny, center, chair of our Annual Meeting Committee, takes a break with MSEA-SEIU Membership Benefits Manager Luanne Collins and Retiree Director Robyn Egan.

DELEGATES ELECT OUR LEADERS, SET COURSE FOR 2026

Continued from Page 1

bargaining units, and to go deeper to fight and win. Additionally, the budget invests in improving our data systems.

RESOLUTIONS

Delegates updated our bylaws so they reflect the percentage-based dues language approved at our 2024 Annual Meeting. These updates relate to our dues structure changing from a fixed rate to an amount equal to a percentage of a member's salary effective Jan. 1, 2026. They also passed a resolution making dues for inactive members set at the same rate as retiree members.

Delegates changed the minimum number of members in an MSEA-SEIU chapter from 25 to 20.

After a robust debate, delegates rejected a resolution that would have eliminated term limits for our union's president and vice president. Delegates also rejected an amendment to increase the term limits to three, two-year terms.

OUR ANNUAL MEETING BANQUET

At our banquet, MSEA-SEIU Vice President **Kevin Russell** presented our 2025 MSEA-SEIU Steward of the Year Award to Chief Steward **Jason Alley**, who is president of our Maine Maritime Academy Chapter. **Story on Page 3.**

MSEA-SEIU Retirees Steering Committee Co-chair **Penny Whitney-Asdourian** presented our 2025 MSEA-SEIU Lifetime Achievement Award to MSEA-SEIU Retiree Director, Retirees Steering Committee Co-Chair and MSEA-SEIU past president **Ginette Rivard**, who is president of our Aroostook County Retirees Chapter. **Story on Page 8.**

SOLIDARITY HARVEST/FOOD AND MEDICINE DONATIONS

Eichel-Crinion Chapter Delegate **Kelly Smith**,



MSEA-SEIU past presidents recognized at our 2025 Past Presidents' Luncheon are, from left, Dean Staffieri, Ramona Welton, Ginette Rivard, Bruce Hodsdon, Brenda Kaler and Mary Anne Turowski.

chair of our Solidarity Committee, said 150 Solidarity Harvest meal baskets were distributed via our union. The cost of each basket, filled with Maine-sourced food, was \$61. After hearing a report from Food AND Medicine Executive Director Jack McKay, delegates from MSEA-SEIU chapters announced thousands of dollars in chapter pledges in support of Food AND Medicine's Solidarity Harvest. So far, MSEA chapters, the MSEA-SEIU Board of Directors and MSEA-SEIU staff via hourly and salaried staff (SOMSEA) and management staff contributed \$24,877 to the 2025 Solidarity Harvest, smashing our previous donation totals, and that's with individual donations and pledges still yet to be counted or received, according to the Food AND Medicine staff. **Story on Page 7.**

2026 MSEA-SEIU ANNUAL MEETING

Our 2026 MSEA-SEIU Annual Meeting will take place Oct. 9-10, 2026, at the Augusta Civic Center. Delegates directed the Annual Meeting Committee and Board of Directors to determine the location for our 2027 Annual Meeting.



Our members donated 470 boxes of stuffing in support of the 2025 Solidarity Harvest.

MSEA-SEIU Transportation Chapter elections and nominations notice

The **Transportation Chapter** will hold its election of officers and delegates for 2026 at the Chapter Meeting scheduled for Wednesday, January 21, 2026.

Nominations for Chapter President, Vice President, Treasurer, Secretary and three Chapter delegates may be sent to the Chapter Secretary, Mike Laberge, by email at michael.laberge@maine.gov. Emailed nominations will be accepted until 5pm Tuesday, January 20. Nominations also will be accepted from the floor during the Chapter Meeting.

Our first MSEA-SEIU Gubernatorial Forum



Maine Secretary of State Shenna Bellows



State Senator Rick Bennett



MSEA-SEIU Retiree Member John Glowa



Former Maine Senate President Troy Jackson

At the invitation of our Political Action by Service Employees and Retirees (PASER) Committee, five gubernatorial candidates who responded to our gubernatorial survey participated in our first Gubernatorial Forum moderated by MSEA-SEIU Director of Politics and Legislation Beth White on Nov. 7 during our 2025 Annual Meeting.

Participating were Maine Secretary of State Shenna Bellows, State Senator Rick Bennett, MSEA-SEIU Retiree Member John Glowa, former Maine Senate President Troy Jackson and former Maine House Speaker Hannah Pingree.

MSEA-SEIU delegates and PASER members packed the forum.

Each candidate answered a series of questions focused on issues impacting our members. We had received completed questionnaires from nine gubernatorial candidates; the PASER committee reviewed all of them and determined these five candidates merited invitations to our Gubernatorial Forum.



Former Maine House Speaker Hannah Pingree



From left: John Glowa, Shenna Bellows, Hannah Pingree, MSEA-SEIU President Mark Brunton, Rick Bennett and Troy Jackson.

Executive Branch bargaining —

'Tis the season for a fair contract

We're fed up with management's tactics at the bargaining table. After nearly a year of stalling – including their frivolous Board action to try to get us to limit the size of our bargaining team – and refusing to engage with us at the table, management on Sept. 30 prematurely declared “impasse” in bargaining – despite the fact that management had yet to even respond to a third of our proposals, and despite management's actions reflecting that there is still movement to be made at the table. Management's declaration of impasse was a tactical move designed to frustrate the bargaining process and an attempt to force us to accept management's ridiculous proposal to remove all accountability from the reclassification appeals process.

Accordingly, on Nov. 24, we filed a prohibitive practice charge against management for bad-faith bargaining and a premature declaration of impasse (*see related story, Page 3*). Sadly, our labor charge marks the seventh we've had to file against management in the past five years.

In the labor charge, we outlined management's multiple violations of state law, including prematurely declaring impasse, regressive bargaining, canceling bargaining sessions following the premature declaration of impasse, and otherwise engaging in behavior designed to frustrate the collective bargaining process.

Because management has refused to bargain collectively as required by state law, we are asking the Maine Labor Relations Board to order management to withdraw its declaration of impasse, to cease and desist from bad faith bargaining, to drop its demand that we accept its regressive proposal around reclassifications, and continue bargaining in good faith.

Management must be held to account for its intransigence not only at the bargaining table but also to the understaffing problem. This problem creates impossible workloads and frequently results in dangerous working conditions. All of this impacts the ability of workers to provide services to Mainers.

Many of the bargaining proposals left unaddressed are improvements to working conditions that cost the State little to no additional expense to improve the experience of State workers or the delivery of State services. Yet management has rejected, without any effort to counter, proposals to address job security, layoff rights and rights of workers during shutdowns, all aimed at creating stability



Dec. 16: Members and friends joined in our Jingles for Justice caroling event in the Office of Governor Mills at the State House and moments later at the Maine Bureau of Human Resources in the Cross Office Building for rousing renditions of "Janet Maybe" (Santa Baby), "Stingy Bells" (Jingle Bells) and "We Wish to Close the Pay Gap" (We Wish You a Merry Christmas.)"

and security for State workers and maintaining services.

Other proposals rejected by management include simple improvements to the ADA process, a proposal ensuring clear accountability for people receiving performance evaluations (and the raises they have earned) in a timely way, and other proposals that would ensure management abides by the legal and contractual rights of State workers.

Update from mediation as of Dec. 11: Progress remains slow; management continues to drag its heels in addressing our proposals. We continue to push, and we have some new tentative agreements, including:

- Improvements in reimbursements, increasing the mileage reimbursement in 2026;
- Improvements in bereavement, and expanding who is covered as relatives under the benefit;
- Bringing the cooks from Maine's unorganized territories under our contract, making them eligible for the shoe allowance, and we updated the memorandum of understanding for unorganized territory staff to include the ability to create additional stipends;
- Updated language on rest and lunch breaks to make sure staff are able to have a lunch on days where they may have a late start;
- Improved health and safety language that addresses unsafe staffing.

Your Executive Branch Negotiations Team

Administrative: Carilynn Hanson, David Motel, Jake Teitelbaum, Jessica Scholl, Jessica Thurlow, Kristopher Segars, Meagan Clark, Olivia Beane, Patricia Clark, Stephen O'Hara, Tracy Bonnevie;

Operations, Maintenance and Support: Alex Mangus, Anthony Price, Darryl Cook, Jason Hall, Jen Sinsabaugh, Joe Sears, Lanie Grant, Melissa Thompson, Ralph Perkins, Rob Doody, Thomas Frank, Tyler Jenness;

Professional and Technical: Al Melton, Andrea Sloan, Andrew Wilkinson, Anthony Huston, Ashley O'Neal, Bernice Michaud, Bethany Glatz, Bobbi Bard, Bobbi Maschino, Carolyn Noble, Chaplain Diane Carlson, Charles Guy, Colin Cernik, Daniel Nessly, David Beaulieu, Donald Bolduc, Gregory Jones, Jason Swasey, Jeanne Bilodeau, Jessie Ocasio, Kai Schraml, Kevin Russell, Lacie Chapman, Lindsay Harford, Logan Perkins, Mark Brunton, Mary-Anne MacArthur, Michelle Laberge, Rachael Quint, Ramona Welton, Rebekah Koroski, Robert Patnaude, Ryan Eagles, Stacie O'Brien, Theresa Bakker, Tim Hebert, Wendy St. Amand, Zachary Wanberg;

Supervisory: Dan Molaver, Erik Gordon, James McClay, Jon Woodard, Joshua Kuester, Kelly J. Smith, Kevin Schwery, Shannon McDaniel, Stephanie Molaver, Trudy Newcomb.

We have a big week of negotiations coming up and some important items are still on the table:

- **WAGES:** We have not seen real movement in wages/compensation or the rising cost of healthcare and we need to see a real financial package to address those;
- **JOB SECURITY and WORK-LIFE BALANCE:** We have made clear we need to see job security addressed in this contract and progress to address work-life balance;
- **RIGHTS AT WORK:** There remain some key rights to address with the State's implementation of ADA. We continue to push them to address the reliability and timeliness of performance reviews and wage increases.

We will be back at the table Monday, December 15th, and Wednesday, December 17th.

MSEA-SEIU Representational Services Roundup

Maine Organic Farmers and Growers Association:

Workers at the Maine Organic Farmers and Growers Association (MOFGA) on Dec. 12 ratified their first contract. We preserved important benefits and established rights at work that have become immediately critical for staff there as the organization recently announced layoffs. The layoff language that we won helped preserve positions and secure severance for those interested in taking the layoff.

We won wage increases, including across-the-board increases for all three years of the agreement and specific adjustments to bring all staff base wages up to a living wage of \$23.22 to be readjusted annually to maintain a living wage. We increased access to health insurance for families of staff and improved leave. We improved the rights of staff concerning flexible scheduling and the Common Ground Country Fair. We added rights for people with immigration concerns

and improved health and safety requirements and training.

Sexual Assault Response Services of Southern Maine: Workers at Sexual Assault Response Services of Southern Maine (SARSSM) are continuing their contract negotiations with management.

Town of York: Workers at the Town of York have ratified their first contract.

Dec. 10 —Workers at Hope House vote to form union with MSEA-SEIU

On December 10, after eight months of fighting with the boss, workers at the Preble Street Hope House in Bangor voted by nearly 90% to join MSEA-SEIU Local 1989! Even when management uses egregious corporate tactics against us, we know that workers united shall never be defeated. We welcome our new union siblings!

Showing support for Solidarity Harvest

Workers stand together because we know we only get through tough times by looking out for one another. When we unite, we can accomplish far more than we ever could alone.

The weekend before Thanksgiving, MSEA-SEIU members, with strong support from union drivers from The Teamsters, helped deliver 150 Solidarity Harvest baskets out of our union headquarters in Augusta via Food AND Medicine's annual Solidarity Harvest. These baskets were among the 1,675 delivered statewide to Maine working families.

MSEA chapters, the MSEA-SEIU Board of Directors and MSEA-SEIU staff via hourly and salaried staff (SOMSEA) and management staff contributed \$24,877 to the 2025 Solidarity Harvest, smashing our previous donation totals. We also



MSEA-SEIU Vice President Kevin Russell, at left, stacks Solidarity Baskets at our union hall.

collected 470 boxes of stuffing for the baskets. These contributions come directly from MSEA members and staff as part of our shared commitment to each other as working people across Maine.

Protected: Absentee voting

In defeating Question 1 to save Maine absentee voting on the Nov. 4, 2025, statewide ballot, we stopped a billionaire from blocking our members, working families and seniors access to the polls.

Workers like our members work days, nights, weekends and endless overtime to help their fellow Mainers, and we made sure their voice will be heard.

Seniors who have trouble getting out of the house will be able to continue to be full participants in our democracy.

From left in photo: A fellow supporter of absentee voting shares a moment with MSEA-SEIU Vice President Kevin Russell and MSEA-SEIU Retiree Member Jane L. Gilbert.

Letters —

MainePERS, ICE and you

By Willow Cunningham

Member of our Katherine Brennan (MPA) Chapter

Immigration and Customs Enforcement (ICE) has been unlawfully kidnapping legal permanent residents, violently attacking protesters and detaining American citizens. Our SEIU siblings have been targeted, with the apparatus supporting ICE heaping trumped-up charges on SEIU California President David Huerta for peacefully protesting attacks on his community. In a recent letter calling for airlines to drop their contracts with ICE, SEIU President April Verrett describes these attacks as “terrorizing essential workers, families and entire communities” and maintains that such behavior is “antithetical to responsible business practices, and it is also bad for business and the U.S. economy.”

These attacks on our communities are enabled by private investments. Even the Maine Public Employees Retirement System, MainePERS, holds \$140 million in the private equity fund containing Signature Aviation, a corporation that fuels ice flights out of Hanscom Field, where Maine detainees are flown to out-of-state detention facilities. MainePERS also invests heavily in Palantir, a company known for its use of AI surveillance to provide targets for ICE deportations and genocidal wars abroad.

Your retirement is an investment in your future. It’s an investment in the future of all working families. It should not fund corporations that deny a future for working class people. Due to pressure from everyday Mainers, our state has changed its investment policy to oppose apartheid in South Africa, the genocide in Sudan, and the destruction of our environment by fossil fuel corporations. The precedent exists for divestment from attacks on human rights, and investment in our shared future. Now, there is legislation to codify that. LD 1383 “An Act To Require the State To Divest Itself of Assets Invested in Corporations That Contribute to Genocide and Human Rights Abuses” provides a rigorous and enforceable process to annually analyze MainePERS investments and ensure your hard-earned money isn’t being wielded to support atrocities at home or abroad.

This bill may be heard as soon as January 2026. Do you want your retirement funds wrapped up in ICE attacks and war crimes? You and your coworkers have the power to pressure your legislators to pass this bill and reshape your investments to match your values. Your voice matters in this fight. Talk with a coworker you don’t know well about the danger of masked ICE agents snatching innocent Americans off the streets. Make a plan with your union brothers, sisters, and siblings in solidarity to head down to Augusta and testify in support of LD1383.

Lastly, with just 5-10 minutes, you can take action and write to your legislator about this bill by going to <https://peaceandhumanrights.me/>

@mseaseiu1989

Ginette Rivard named recipient of our 2025 MSEA-SEIU Lifetime Achievement Award

MSEA-SEIU Retirees Steering Committee Co-Chair and Southern Maine Retirees Chapter President Penny Whitney-Asdourian made the following remarks in presenting our 2025 Lifetime Achievement Award to Ginette Rivard on Nov. 7 at our Annual Meeting Banquet.

By Penny Whitney-Asdourian

MSEA-SEIU Retirees Steering Committee Co-Chair

In 2013, our union established an annual Lifetime Achievement Award to recognize those retiree members who have demonstrated a lifetime of service to our union.

Recipients must meet the following criteria: active in being a leader; shows leadership in support of working families and retirees; advocates for retirees through the political process; promotes the spirit of retirees; and supports our retirees' agenda.

Before we continue with this year's recipient, let's take a moment to reflect on two past recipients who are no longer with us:

- **Billy Noyes** of Jonesboro, who received our 2020 Lifetime Achievement Award, passed away April 25, 2025, at age 89.
- **Bob Ruhlin**, who received our 2018 Lifetime Achievement Award, passed away July 11, 2025, at age 82.

Please join me in a brief moment of silence in their memory. Thank you.

In choosing the recipient of our 2025 Lifetime Achievement Award, the Retirees Steering Committee created a subcommittee of three past recipients to make the decision. This task fell to **Lois Baxter**, our 2019 recipient; **Steve Keaten**, our 2021 recipient, and **yours truly** as last year's recipient.

We received several nominations, but only one of the nominees was nominated multiple times. That spoke volumes to the three of us reviewing the nominations. It is obviously reflective of the deep understanding and appreciation our membership has for this particular individual, whom we ultimately selected for this year's award.

This year's recipient has worked tirelessly for our union and all of us since joining state service and becoming a member of MSEA more than three decades ago. They have served in so many capacities during that time, including, but certainly not limited to:

- A steward
- A member political organizer
- A member of multiple MSEA and labor/management committees
- An officer and delegate of their chapter, both as an active employee and as a retiree.
- A member of the Board of Directors
- Vice president of MSEA
- President of MSEA
- SEIU International Executive Board member
- Interim executive director of MSEA

By now most of you may have figured it out.

Ginette Rivard, please step forward to accept our



MSEA-SEIU past president and Retirees Steering Committee Co-Chair Ginette Rivard, at right, accepts our 2025 MSEA-SEIU Lifetime Achievement Award from MSEA-SEIU President Mark Brunton and fellow MSEA-SEIU Retirees Steering Committee Co-Chair Penny Whitney-Asdourian

2025 Lifetime Achievement Award!

Ginette's record of service to our union is well-known, and we have all been empowered by her union leadership.

Steve Keaten may have put it best in describing Ginette's leadership qualities back in 2007 when she ran for vice president, and I quote, "Ginette knows the importance of being politically active and is very experienced dealing with the members of our Legislature. I'm amazed at how many she knows. She has been in the Legislature many times until early hours in the morning successfully safeguarding funding for our contracts, health insurance and to stop the elimination of our jobs. She often takes her own earned time to do so and all of this while living in Caribou. That to me shows commitment and dedication to us as an organization."

So that may be why, in 2007, we elected Ginette to serve as our vice president, a term she held until her election as our president in 2011. In fact, Ginette actually began serving as our president in late 2011 due to the retirement of past president **Bruce Hodsdon**. She actually has served as the longest-running president in MSEA history, from late 2011 through 2015.

Ginette led our union during one of our most challenging and difficult times: the LePage years. She understood we needed to fight back hard, and that we must continue fighting back hard, against his many cuts to state services, bargaining unit positions, attacks on workers' rights, and attacks on our pensions, to name just a few. She put it this way in her first President's Column in the Maine Stater: "We are going to need everyone participating to win for working families and retired workers in the next legislative session."

Her words ring true to this day, and she continues to lead by example. She has continued her advocacy for public services, workers and our union as a

retiree member of MSEA following her retirement from Maine DHHS in 2016.

One of the many shining moments in our history of advocacy in the political arena happened earlier this year, in January, and Ginette played a key role in it. Who remembers our fight to repeal the Social Security Offsets? We all joined in the decades-long fight to repeal the Offsets – the federal Windfall Elimination Provision and the Government Pension Offset. Almost 18 years to this day, on Nov. 6, 2007, Ginette traveled to Washington, D.C., with then-retiree member **Phil Wolley** to represent us at a U.S. Senate hearing in support of repealing the Offsets. This fight seemed like it would never end, but our union, in part through Ginette's leadership, never gave up. And as you all know, this year we won with the signing of the Social Security Fairness Act of 2023 on Jan. 5, 2025! As a Retiree Director, Ginette returned to DC to represent us at **President Biden's** signing ceremony at the White House.

The positive impact of repealing the Offsets has been enormous on MSEA members, myself included, and all other participants in the Maine Public Employees Retirement System. While emceeding our 2025 Retirees Day, Ginette shared that as a direct result of the law's enactment, a total of 25,398 Mainers received retroactive payments totaling over \$184.5 million, for an average retroactive payment of \$7,265.76 as of June 2025. Their monthly benefits moving forward also have been increased as a result of the law's enactment.

Ginette's leadership has shown us that political action, while messy at times, does go hand in hand with our representational work in our worksites and our advocacy at the bargaining table.

Ginette, we are forever grateful for your service to our union. Congratulations on receiving our 2025 Lifetime Achievement Award, and thank you for all you have done, and continue to do, for all of us!

Maine Service Employees Association, SEIU Local 1989 —

2025 LEGISLATIVE SCORECARD

FOR THE 132ND MAINE LEGISLATURE



Special
pullout
section!

See if your state senator and state rep voted for or against MSEA and workers in 2025

During the first session of the 132nd Maine Legislature, we tracked state legislators' votes on key issues impacting Maine workers.

Based on their votes, we scored them. **The higher the percentage score, the more they voted pro-MSEA and pro-worker. The lower the percentage score, the more they voted against MSEA and workers.**

Some legislators scored a perfect 100%. Others voted against MSEA and workers at every turn.

Look inside to see how your state senator and state representative voted on the bills we tracked; then hold them accountable in the Nov. 3, 2026, General Elections:

LD 609, An Act Making Certain Appropriations and Allocations and Changing Certain Provisions of Law Necessary to the Proper Operations of State Government: After months of failed negotiations on the Biennial Budget, a continuing-services two-year state budget known as LD 609 was introduced and signed into law March 21, 2025. LD 609 prevented the possibility of a state government shutdown on July 1, 2025. Its passage, which we supported, thus neutralized the threat of thousands of state workers being locked out of their jobs.

However, it's important to note that in combination with the administration's supplemental two-year state budget, LD 210, a total of \$56 million was removed from the state personnel services budget. This raid on the state employee personnel services budget was made by increasing the attrition rate for state employee positions for the current two-year state budget despite the well-documented understaffing problem throughout all departments of Maine State Government.

As for the **Highway Fund Budget, LD 274**, which is the biennial Transportation Budget, we supported the approved range changes, reclassifications, reorganizations and new positions within the Highway Fund Budget, including those within the Department of the Secretary of State, and the approved range change of nine Computer Forensic Analyst Positions within the Department of Public Safety. We opposed LD 274's increase in spending to allow for MaineDOT to contract work away from our members at the Maine State Ferry Service. We also adamantly opposed LD 274's removal of 60 Transportation Worker positions across the State of Maine; the approval of this provision will worsen the severe staffing challenges that highway crews at MaineDOT have been experiencing.

LD 229: An Act to Bring Fairness in Income Taxes to Maine Families by Adjusting the Tax Brackets and



May 6, 2025: MSEA-SEIU members, staff and allies testified before the Maine Legislature's State and Local Government Committee in support of three bills (LDs 1265, 1744 and 1539) to help close the state employee pay gap. From left: MSEA-SEIU Members Steven Fritzsche, Jonathan French, MSEA-SEIU Treasurer Mark Landry, Winifred Malia, MSEA-SEIU Vice President Kevin Russell and MSEA-SEIU Director Anna Massefski.

Tax Rates: We support this legislation, sponsored by Representative **Ann Matlack**, to generate revenue that could be used to support wage increases for public sector workers and help support funding MainePERS pension improvements. This bill adjusts the tax brackets and increases the rate of tax on the top two brackets to 7.75% and 8.95%, respectively. It was carried over to the second session of the 132nd Legislature.

LD 589: An Act to Establish a State Minimum Hourly Wage for Agricultural Workers. We supported this bill, which was sponsored by Senator **Rachel Talbot Ross** and signed into law June 10, 2025. It establishes a new subchapter in Maine state law specifically addressing minimum wage requirements for agricultural workers, providing comprehensive definitions and protections. Beginning Jan. 1, 2026, agricultural workers must be paid a minimum hourly wage of \$14.65, with annual increases tied to the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for the Northeast Region.

LD 874: An Act to Provide Relief to Federal or State Employees Affected by a Federal Government

*Please see **SEE IF YOUR STATE**, Page 2*



MSEA-SEIU Member Troy Doody, at right, a Transportation Worker II from Presque Isle, thanks Representative Dave Rollins for sponsoring LD 1744. It would improve the recruitment and retention stipend process and help transportation workers secure competitive wages to help address the vacancy rate.

LEGISLATIVE CHAMPIONS

2025 SESSION OF THE 132ND MAINE LEGISLATURE

These state legislators have earned the distinction of **Legislative Champions**. They sponsored or cosponsored bills on our issues, championed specific issues, fought to ensure member voices were heard during the legislative process, lifted up our issues within their legislative committees or caucuses, and so much more. **Thank you, Legislative Champions, for prioritizing MSEA members and the issues that impact us!**



Maine Senate

Pinny Beebe-Center – sponsored legislation on Maine State Ferry Service passes; **Richard Bennett** – cosponsored bills important to our members; **Anne Carney** – helped to fight off an anti-union public defender’s bill; **Nicole Grohoski** – champion for workers at Maine Maritime Academy; **Craig Hickman** – champion for workers at the Office of Chief Medical Examiner; and **Mike Tipping** – a champion for workers on every issue

Maine House of Representatives

Marshall Archer – advocate for DHHS reforms; **Matt Beck** – champion on the Labor Committee; **Lynn Copeland** – advocate on the State and Local Government Committee; **Lydia Crafts** – advocate for ferry workers; **Deqa Dhalac** – champion for workers on every issue; **Jan Dodge** – advocate for retirement security; **Wayne Farrin** – voice on the State and Local Government Committee; **Valli Geiger** – advocate for ferry service workers; **Cheryl Golek** – advocate for a millionaire’s tax to help fund quality public services; **Ann Matlack** – advocate for ferry workers; **Julia McCabe** – advocate for retirement security; **Karen Montell** – advocate for legislation to improve air quality; **Mike Ray** – advocate for ferry workers; **Amy Roeder** – champion on the Labor Committee; **Dave Rollins** – regularly sponsors legislation important to our members; **Sue Salisbury** – as co-chair of the State and Local Government Committee, advocates for recruitment and retention legislation; **Dan Shagoury** – advocate for retirement security; and **Kilton Webb** – strong voice on labor issues

SEE IF YOUR STATE SENATOR AND STATE REP VOTED FOR OR AGAINST MSEA

Continued from Page 1

or State Government Shutdown: We supported this bill, which was sponsored by Representative **Kristi Mathieson** and signed into law July 7, 2025. It establishes the Government Shutdown Loan Guarantee Program. The program, administered by the Finance Authority of Maine (FAME), provides access to no-interest loans for certain federal employees in Maine or State Government employees affected by a partial or full shutdown of the Federal Government or the State Government that lasts for longer than seven consecutive days

LD 900: An Act to Protect State Retiree Pensions from Inflation: We support this bill sponsored by Senator **Joe Baldacci**. It would provide that for fiscal year 2026-27, the Maine Public Employees Retirement System Board of Trustees, whenever there is a percentage increase in the Consumer Price Index from July 1 to June 30, must automatically make an equal percentage increase in retirement benefits up to a maximum annual increase of 4%. The bill also would require that beginning in fiscal year 2028-29, the board must automatically make an equal percentage increase up to a maximum annual

increase of 5%. The bill would provide that, effective July 1, 2026, cost-of-living increases for retired state employees and teachers and their beneficiaries apply to the first \$40,000 of the retirement benefit. The bill also would require that effective July 1, 2028, the cost-of-living increases for retired state employees and teachers and their beneficiaries apply to the first \$50,000 of the retirement benefit and must be increased in subsequent years by the same percentage adjustment. The bill passed in the House and Senate but was carried over on the Special Appropriations Table for the second session of the 132nd Legislature.

LD 1265: An Act to Amend the Laws Governing Public Employee Market Pay Studies and Comprehensive Reviews of the Classification Plan for State Service Positions: We support this bill sponsored by Representative **Deqa Dhalac**. It would modify the provisions of civil service law requiring periodic market pay studies and periodic review of the plan for state employee job classification by requiring that the Department of Administrative and Financial Services, Bureau of Human Resources, issue a request for proposals and contract with an

experienced contractor to complete those market pay studies and reviews. The bill was passed by the House and Senate. It currently is being held by the Governor until the second session of the 132nd Legislature.

LD 1539: An Act to Create a State Employee Compensation Stabilization Fund: We support this bill sponsored by MSEA-SEIU Member and State Senator **Mike Tipping**. This bill would create the State Employee Compensation Stabilization Fund within the Department of Administrative and Financial Services. Funds must be used to augment the salaries of state employees to provide parity between the salaries of state employees and the salaries of comparable positions in the public and private sectors as determined by a market pay study. Unexpended balances in the fund at the end of the fiscal year do not lapse and are carried forward to the next fiscal year. The bill passed in the House and Senate, and was carried over on the Special Appropriations Table to the second session of the 132nd Legislature.

Did your State Senator vote pro-MSEA and pro-worker?

Senate District #	State Senator	Percent they voted pro-MSEA, pro-worker	Enacted the continuing-services state budget preventing shutdown <small>(LD 609, Roll Call S-62)</small>	Supported tax fairness <small>(LD 229, Roll Call S-476)</small>	Supported minimum wage for farmworkers <small>(LD 589, Roll Call S-289)</small>	Supported MainePERS pension restorations <small>(LD 900, S-229)</small>	Supported State Compensation and Classification Studies <small>(LD 1265, S-368)</small>	Supported State Employee Compensation Stabilization Fund <small>(LD 1539, Roll Call S-380)</small>
			Yea = Supports MSEA	Yea = Supports MSEA	Yea = Supports MSEA	Yea = Supports MSEA	Yea = Supports MSEA	Yea = Supports MSEA
1	Susan Bernard, Aroostook	0	Nay	Nay	Nay	Nay	Nay	Nay
2	Harold Stewart, Aroostook	0	Nay	Nay	Nay	Nay	Nay	Nay
3	Bradlee Farrin, Somerset	0	Nay	Nay	Nay	Nay	Absent	Absent
4	Stacey Guerin, Penobscot	0	Nay	Nay	Nay	Nay	Nay	Nay
5	Russell Black, Franklin	0	Nay	Nay	Nay	Absent	Nay	Nay
6	Marianne Moore, Washington	0	Nay	Nay	Nay	Nay	Absent	Absent
7	Nicole Grohoski, Hancock	100	Yea	Yea	Yea	Yea	Yea	Yea
8	Michael Tipping, Penobscot	100	Yea	Yea	Yea	Yea	Yea	Yea
9	Joseph Baldacci, Penobscot	83	Yea	Nay	Yea	Yea	Yea	Yea
10	David Haggan, Penobscot	0	Nay	Nay	Nay	Nay	Nay	Nay
11	Glenn Curry, Waldo	100	Yea	Yea	Yea	Yea	Yea	Yea
12	Pinny Beebe-Center, Knox	100	Yea	Yea	Yea	Yea	Yea	Yea
13	Cameron Reny, Lincoln	100	Yea	Yea	Yea	Yea	Yea	Absent
14	Craig Hickman, Kennebec	67	Nay	Nay	Yea	Yea	Yea	Yea
15	Richard Bradstreet, Kennebec	33	Nay	Nay	Yea	Nay	Yea	Nay
16	Scott Cyrway, Kennebec	17	Nay	Nay	Nay	Yea	Nay	Nay
17	Jeffrey Timberlake, Androscoggin	0	Nay	Nay	Absent	Nay	Nay	Nay
18	Richard Bennett, Oxford	67	Nay	Nay	Yea	Yea	Yea	Yea
19	Joseph Martin, Oxford	0	Nay	Nay	Nay	Nay	Nay	Nay
20	Bruce Bickford, Androscoggin	0	Nay	Nay	Nay	Nay	Nay	Nay
21	Margaret Rotundo, Androscoggin	100	Yea	Yea	Yea	Yea	Yea	Yea
22	James Libby, Cumberland	0	Nay	Nay	Nay	Nay	Nay	Nay
23	Matthea Daughtry, Cumberland	100	Yea	Yea	Yea	Yea	Yea	Yea
24	Denise Tepler, Sagadahoc	100	Yea	Yea	Yea	Yea	Yea	Yea
25	Teresa Pierce, Cumberland	100	Yea	Yea	Yea	Yea	Yea	Yea
26	Timothy Nangle, Cumberland	100	Yea	Yea	Yea	Yea	Yea	Yea
27	Jill Duson, Cumberland	100	Yea	Yea	Yea	Yea	Yea	Yea
28	Rachel Talbot Ross, Cumberland	100	Yea	Yea	Yea	Yea	Absent	Yea
29	Anne Carney, Cumberland	100	Yea	Yea	Yea	Yea	Yea	Yea
30	Stacy Brenner, Cumberland	83	Nay	Yea	Yea	Yea	Yea	Yea
31	Donna Bailey, York	100	Yea	Yea	Yea	Yea	Yea	Yea
32	Henry Ingwersen, York	100	Yea	Yea	Yea	Yea	Yea	Yea
33	Matthew Harrington, York	0	Nay	Nay	Nay	Nay	Nay	Nay
34	Joseph Rafferty, York	100	Yea	Yea	Yea	Yea	Yea	Yea
35	Mark Lawrence, York	100	Yea	Yea	Yea	Yea	Yea	Yea

Scorecard Guide:

The higher the % = the more they voted pro-MSEA and pro-worker.

The lower the % = the more they voted **AGAINST** MSEA and workers.

ABSENT = they were absent from that vote.

Did your State Rep vote pro-MSEA and pro-worker?

House District #	State Rep	Percent they voted pro-MSEA, pro-worker	Enacted the continuing-services state budget preventing shutdown (LD 809, Roll Call H-47)	Supported tax fairness (LD 229, Roll Call H-474)	Supported minimum wage for farmworkers (LD 589, Roll Call H-292)	Supported zero-interest loans for public workers during shutdowns (LD 874, Roll Call H-593)	Supported MainePERS pension restorations (LD 900, Roll Call H-209)	Supported State Employee Compensation Stabilization Fund (LD 1539, Roll Call H-367)
			Yea = Supports MSEA	Yea = Supports MSEA	Yea = Supports MSEA	Yea = Supports MSEA	Yea = Supports MSEA	Yea = Supports MSEA
1	Lucien Daigle, Fort Kent	0	Nay	Nay	Nay	Nay	Nay	Nay
2	Roger Albert, Madawaska	0	Nay	Nay	Nay	Nay	Nay	Nay
3	Mark Babin, Fort Fairfield	0	Nay	Nay	Nay	Nay	Nay	Nay
4	Timothy Guerrette, Caribou	17	Nay	Nay	Nay	Yea	Nay	Nay
5	Joseph Underwood, Presque Isle	0	Absent	Nay	Nay	Nay	Absent	Absent
6	Donald Ardell, Monticello	0	Nay	Nay	Nay	Nay	Nay	Nay
7	Gregory Swallow, Houlton	0	Nay	Nay	Nay	Nay	Nay	Nay
8	Tracy Quint, Hodgdon	0	Nay	Nay	Nay	Nay	Nay	Nay
9	Arthur Mingo, Calais	17	Nay	Nay	Nay	Yea	Nay	Nay
10	William Tuell, East Machias	0	Nay	Nay	Nay	Nay	Nay	Nay
11	Tiffany Strout, Harrington	0	Nay	Nay	Nay	Nay	Nay	Nay
12	William Faulkingham, Winter Harbor	17	Nay	Nay	Nay	Yea	Nay	Nay
13	Russell White, Ellsworth	0	Nay	Nay	Nay	Nay	Nay	Nay
14	Gary Friedmann, Bar Harbor	100	Yea	Yea	Yea	Yea	Yea	Yea
15	Holly Eaton, Deer Isle	100	Yea	Absent	Absent	Absent	Yea	Absent
16	Nina Milliken, Blue Hill	100	Yea	Yea	Yea	Yea	Yea	Yea
17	Steven Bishop, Bucksport	0	Nay	Nay	Nay	Nay	Nay	Nay
18	Mathew McIntyre, Lowell	0	Nay	Nay	Nay	Nay	Nay	Nay
19	Richard Campbell, Orrington	0	Nay	Nay	Nay	Nay	Nay	Nay
20	Dani O'Halloran, Brewer	100	Yea	Yea	Yea	Yea	Yea	Yea
21	Ambureen Rana, Bangor	100	Yea	Yea	Yea	Yea	Yea	Yea
22	Laura Supica, Bangor	100	Yea	Yea	Yea	Yea	Yea	Yea
23	Amy Roeder, Bangor	100	Yea	Yea	Yea	Yea	Yea	Yea
24	Sean Faircloth*, Bangor	100	Yea	Yea	Yea	Yea	Yea	Yea
25	Laurie Osher, Orono	100	Yea	Yea	Yea	Yea	Yea	Yea
26	James Dill, Old Town	83	Yea	Yea	Nay	Yea	Yea	Yea
27	Gary Drinkwater, Milford	0	Nay	Nay	Nay	Nay	Nay	Nay
28	Irene Gifford, Lincoln	0	Nay	Nay	Nay	Absent	Nay	Nay
29	Kathy Javner, Chester	0	Absent	Nay	Nay	Nay	Nay	Nay
30	James White, Guilford	0	Nay	Nay	Nay	Nay	Nay	Nay
31	Chad Perkins, Dover-Foxcroft	0	Nay	Nay	Nay	Nay	Nay	Nay
32	Steven Foster, Dexter	0	Nay	Nay	Nay	Nay	Nay	Nay
33	Kenneth Fredette, Newport	0	Nay	Nay	Nay	Nay	Nay	Nay
34	Abigail Griffin, Levant	0	Nay	Absent	Absent	Absent	Nay	Absent
35	James Thorne, Carmel	0	Nay	Nay	Nay	Nay	Nay	Nay
36	Kimberly Haggan, Hampden	0	Nay	Nay	Nay	Nay	Nay	Nay
37	Reagan Paul, Winterport	0	Nay	Nay	Nay	Nay	Nay	Nay
38	Benjamin Hymes, Waldo	0	Nay	Nay	Nay	Nay	Nay	Nay
39	Janice Dodge, Belfast	100	Yea	Yea	Yea	Yea	Yea	Yea

Scorecard Guide:

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ABSENT = they were absent from that vote.

*House District 24 Rep. Sean Faircloth won the special election Feb. 25, 2025, for the seat vacated by Joe Perry, who became state treasurer.

Did your State Rep vote pro-MSEA and pro-worker?

House District #	State Rep	Percent they voted pro-MSEA, pro-worker	Enacted the continuing-services state budget preventing shutdown (LD 609, Roll Call H-47)	Supported tax fairness (LD 229, Roll Call H-474)	Supported minimum wage for farmworkers (LD 589, Roll Call H-292)	Supported zero-interest loans for public workers during shutdowns (LD 874, Roll Call H-593)	Supported MainePERS pension restorations (LD 900, Roll Call H-209)	Supported State Employee Compensation Stabilization Fund (LD 1539, Roll Call H-367)
			Yea = Supports MSEA	Yea = Supports MSEA	Yea = Supports MSEA	Yea = Supports MSEA	Yea = Supports MSEA	Yea = Supports MSEA
40	D. Michael Ray, Lincolnville	100	Yea	Yea	Yea	Yea	Yea	Yea
41	Victoria Doudera, Camden	100	Yea	Yea	Yea	Yea	Yea	Yea
42	Valli Geiger, Rockland	100	Yea	Yea	Yea	Yea	Yea	Yea
43	Ann Matlack, St. George	100	Yea	Yea	Yea	Yea	Yea	Yea
44	William Pluecker, Warren	100	Yea	Yea	Yea	Yea	Yea	Yea
45	Abden Simmons, Waldoboro	0	Nay	Nay	Nay	Nay	Nay	Nay
46	Lydia Crafts, Newcastle	83	Yea	Yea	Yea	Yea	Yea	Nay
47	Wayne Farrin, Jefferson	100	Yea	Yea	Yea	Yea	Yea	Yea
48	Holly Stover, Boothbay	100	Yea	Yea	Yea	Yea	Yea	Yea
49	Allison Hepler, Woolwich	83	Yea	Yea	Yea	Yea	Yea	Nay
50	David Sinclair, Bath	100	Yea	Yea	Yea	Yea	Yea	Yea
51	Rafael Macias, Topsham	100	Yea	Yea	Yea	Yea	Yea	Yea
52	Sally Cluchey, Bowdoinham	100	Yea	Yea	Yea	Yea	Yea	Yea
53	Michael Lemelin, Chelsea	0	Nay	Nay	Nay	Nay	Nay	Nay
54	Karen Montell, Gadiner	100	Yea	Yea	Yea	Absent	Yea	Yea
55	Daniel Shagoury, Hallowell	100	Yea	Yea	Yea	Yea	Yea	Yea
56	Randall Greenwood, Wales	0	Nay	Nay	Nay	Nay	Nay	Nay
57	Tavis Hasenfus, Readfield	100	Yea	Yea	Yea	Yea	Yea	Yea
58	Sharon Frost, Belgrade	100	Yea	Absent	Yea	Yea	Yea	Yea
59	David Rollins, Augusta	100	Yea	Yea	Yea	Yea	Yea	Yea
60	William Bridgeo, Augusta	100	Yea	Yea	Yea	Yea	Yea	Yea
61	Alicia Collins, Sidney	0	Nay	Nay	Nay	Nay	Nay	Nay
62	Katrina Smith, Palermo	0	Nay	Nay	Nay	Nay	Nay	Nay
63	Paul Flynn, Albion	0	Nay	Nay	Nay	Nay	Nay	Nay
64	Flavia DeBrito, Waterville	100	Yea	Yea	Yea	Yea	Yea	Yea
65	Cassie Julia, Waterville	100	Yea	Yea	Yea	Yea	Yea	Yea
66	Robert Nutting, Oakland	0	Absent	Nay	Nay	Nay	Nay	Nay
67	Shelley Rudnicki, Fairfield	0	Nay	Nay	Nay	Nay	Nay	Nay
68	Amanda Collamore, Pittsfield	0	Nay	Nay	Nay	Nay	Nay	Nay
69	Dean Cray, Palmyra	20	Nay	Nay	Nay	Yea	Nay	Absent
70	Jennifer Poirier, Skowhegan	0	Nay	Nay	Nay	Nay	Nay	Nay
71	John Ducharme, Madison	17	Nay	Nay	Nay	Yea	Nay	Nay
72	Elizabeth Caruso, Caratunk	0	Nay	Nay	Nay	Nay	Nay	Nay
73	Michael Soboleski, Phillips	0	Nay	Nay	Nay	Nay	Nay	Nay
74	Randall Hall, Wilton	0	Nay	Nay	Nay	Absent	Absent	Nay
75	Stephan Bunker, Farmington	83	Yea	Yea	Nay	Yea	Yea	Yea
76	Sheila Lyman, Livermore Falls	20	Absent	Nay	Nay	Nay	Yea	Nay
77	Tammy Schmersal-Burgess, Mexico	0	Nay	Nay	Nay	Nay	Nay	Nay
78	Rachel Henderson, Rumford	17	Nay	Nay	Nay	Yea	Nay	Nay

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Did your State Rep vote pro-MSEA and pro-worker?

House District #	State Rep	Percent they voted pro-MSEA, pro-worker	Enacted the continuing-services state budget preventing shutdown (LD 609, Roll Call H-47)	Supported tax fairness (LD 229, Roll Call H-474)	Supported minimum wage for farmworkers (LD 589, Roll Call H-292)	Supported zero-interest loans for public workers during shutdowns (LD 874, Roll Call H-593)	Supported MainePERS pension restorations (LD 900, Roll Call H-209)	Supported State Employee Compensation Stabilization Fund (LD 1539, Roll Call H-367)
			Yea = Supports MSEA	Yea = Supports MSEA	Yea = Supports MSEA	Yea = Supports MSEA	Yea = Supports MSEA	Yea = Supports MSEA
79	Michael Lance, Paris	0	Nay	Nay	Nay	Nay	Nay	Nay
80	Caldwell Jackson, Oxford	17	Nay	Nay	Nay	Nay	Yea	Nay
81	Peter Wood, Norway	0	Nay	Nay	Nay	Nay	Nay	Nay
82	Nathan Wadsworth, Hiram	0	Nay	Nay	Nay	Nay	Nay	Nay
83	Marygrace Cimino, Bridgton	0	Nay	Nay	Nay	Nay	Nay	Nay
84	Mark Walker, Naples	0	Nay	Nay	Nay	Nay	Absent	Nay
85	Kimberly Pomerleau, Standish	0	Nay	Nay	Nay	Nay	Nay	Nay
86	Rolf Olsen, Raymond	0	Nay	Nay	Nay	Nay	Nay	Nay
87	David Boyer, Poland	0	Nay	Nay	Nay	Nay	Nay	Nay
88	Quentin Chapman, Auburn	0	Nay	Nay	Nay	Nay	Nay	Nay
89	Adam Lee, Auburn	100	Yea	Yea	Yea	Yea	Yea	Yea
90	Laurel Libby, Auburn	0	Absent	Nay	Nay	Nay	Nay	Nay
91	Joshua Morris, Turner	0	Nay	Nay	Nay	Nay	Nay	Nay
92	Stephen Wood, Greene	17	Nay	Nay	Nay	Nay	Yea	Nay
93	Julia McCabe, Lewiston	100	Yea	Yea	Yea	Yea	Yea	Yea
94	Kristen Cloutier*, Lewiston	100	Yea	Yea	Yea	Yea	Yea	Yea
95	Mana Abdi, Lewiston	100	Yea	Yea	Yea	Yea	Yea	Yea
96	Michel Lajoie, Lewiston	100	Yea	Yea	Yea	Yea	Yea	Yea
97	Richard Mason, Lisbon	0	Absent	Nay	Nay	Nay	Nay	Nay
98	Kilton Webb, Durham	100	Yea	Yea	Yea	Yea	Yea	Yea
99	Cheryl Golek, Harpswell	100	Yea	Yea	Yea	Yea	Yea	Yea
100	Daniel Ankeles, Brunswick	83	Yea	Yea	Yea	Yea	Yea	Nay
101	Poppy Arford, Brunswick	100	Yea	Yea	Yea	Absent	Yea	Yea
102	Melanie Sachs, Freeport	100	Yea	Yea	Yea	Yea	Yea	Yea
103	Arthur Bell, Yarmouth	100	Yea	Yea	Yea	Yea	Yea	Yea
104	Amy Arata, New Gloucester	0	Nay	Nay	Nay	Nay	Nay	Nay
105	Anne Graham, North Yarmouth	100	Yea	Yea	Yea	Yea	Yea	Yea
106	Barbara Bagshaw, Windham	0	Nay	Nay	Nay	Nay	Nay	Nay
107	Mark Cooper, Windham	0	Absent	Nay	Nay	Nay	Nay	Nay
108	Parnell Terry, Gorham	100	Yea	Yea	Yea	Yea	Yea	Yea
109	Eleanor Sato, Gorham	100	Yea	Yea	Yea	Yea	Yea	Yea
110	Christina Mitchell, Cumberland	100	Yea	Yea	Yea	Yea	Yea	Yea
111	Amy Kuhn, Falmouth	100	Yea	Yea	Yea	Yea	Yea	Yea
112	Edward Crockett, Portland	100	Yea	Yea	Yea	Yea	Yea	Yea
113	Grayson Lookner, Portland	100	Yea	Yea	Yea	Absent	Yea	Yea
114	Dylan Pugh, Portland	100	Yea	Yea	Yea	Yea	Yea	Yea
115	Michael Brennan, Portland	100	Yea	Yea	Yea	Yea	Yea	Yea
116	Samuel Zager, Portland	100	Yea	Yea	Yea	Yea	Yea	Yea

Scorecard Guide:

The higher the % = the more they voted pro-MSEA and pro-worker. The lower the % = the more they voted **AGAINST** MSEA and workers.

ABSENT = they were absent from that vote.

*House District 94 Rep. Kristen Cloutier resigned Oct. 31, 2025.

Did your State Rep vote pro-MSEA and pro-worker?

House District #	State Rep	Percent they voted pro-MSEA, pro-worker	Enacted the continuing-services state budget preventing shutdown (LD 609, Roll Call H-47)	Supported tax fairness (LD 229, Roll Call H-474)	Supported minimum wage for farmworkers (LD 589, Roll Call H-292)	Supported zero-interest loans for public workers during shutdowns (LD 874, Roll Call H-593)	Supported MainePERS pension restorations (LD 900, Roll Call H-209)	Supported State Employee Compensation Stabilization Fund (LD 1539, Roll Call H-367)
			Yea = Supports MSEA	Yea = Supports MSEA	Yea = Supports MSEA	Yea = Supports MSEA	Yea = Supports MSEA	Yea = Supports MSEA
117	Matthew Moonen, Portland	100	Yea	Yea	Yea	Yea	Yea	Yea
118	Yusuf Yusuf, Portland	100	Yea	Yea	Yea	Yea	Yea	Yea
119	Charles Skold, Portland	100	Yea	Yea	Yea	Yea	Yea	Yea
120	Deqa Dhalac, South Portland	100	Yea	Yea	Yea	Yea	Yea	Yea
121	Christopher Kessler, South Portland	100	Absent	Yea	Yea	Yea	Yea	Yea
122	Matthew Beck, South Portland	100	Yea	Yea	Yea	Yea	Yea	Yea
123	Michelle Boyer, Cape Elizabeth	100	Yea	Yea	Yea	Yea	Yea	Yea
124	Sophia Warren, Scarborough	100	Yea	Yea	Yea	Yea	Yea	Yea
125	Kelly Murphy, Scarborough	100	Yea	Yea	Yea	Yea	Yea	Yea
126	Andrew Gattine, Westbrook	100	Yea	Yea	Yea	Yea	Yea	Yea
127	Morgan Rielly, Westbrook	100	Yea	Yea	Yea	Yea	Yea	Yea
128	Suzanne Salisbury, Westbrook	100	Yea	Yea	Yea	Yea	Yea	Yea
129	Marshall Archer, Saco	100	Yea	Yea	Absent	Yea	Yea	Yea
130	Lynn Copeland, Saco	100	Yea	Yea	Yea	Yea	Yea	Yea
131	Lori Gramlich, Old Orchard Beach	100	Yea	Yea	Yea	Yea	Yea	Yea
132	Ryan Fecteau, Biddeford	100	Yea	Yea	Yea	Yea	Yea	Yea
133	Marc Malon, Biddeford	100	Yea	Yea	Yea	Yea	Yea	Yea
134	Traci Gere, Kennebunkport	100	Yea	Yea	Yea	Yea	Yea	Yea
135	Daniel Sayrem, Kennebunk	100	Yea	Yea	Yea	Yea	Yea	Yea
136	John Eder, Waterboro	0	Nay	Nay	Nay	Nay	Nay	Nay
137	Nathan Carlow, Buxton	0	Nay	Nay	Nay	Nay	Nay	Nay
138	Mark Blier, Buxton	17	Nay	Nay	Nay	Yea	Nay	Nay
139	David Woodsome, Waterboro	0	Nay	Nay	Nay	Nay	Nay	Nay
140	Wayne Parry, Arundel	0	Nay	Nay	Nay	Absent	Nay	Nay
141	Lucas Lanigan, Sanford	0	Nay	Nay	Absent	Absent	Absent	Nay
142	Anne-Marie Mastraccio, Sanford	100	Yea	Yea	Yea	Yea	Yea	Yea
143	Ann Fredericks, Sanford	0	Nay	Nay	Nay	Nay	Nay	Nay
144	Jeffrey Adams, Lebanon	0	Nay	Nay	Nay	Absent	Nay	Absent
145	Robert Foley, Wells	17	Nay	Nay	Nay	Yea	Nay	Nay
146	Walter Runte, York	100	Yea	Yea	Yea	Yea	Yea	Yea
147	Holly Sargent, York	100	Yea	Yea	Yea	Yea	Yea	Yea
148	Thomas Lavigne, Berwick	0	Nay	Absent	Nay	Nay	Nay	Nay
149	Tiffany Roberts, South Berwick	100	Yea	Yea	Yea	Absent	Yea	Yea
150	Michele Meyer, Eliot	100	Yea	Yea	Yea	Yea	Yea	Yea
151	Kristi Mathieson, Kittery	100	Absent	Yea	Yea	Yea	Yea	Yea

Non-voting State Representatives:

Aaron Dana, Passamaquoddy Tribe

Brian Reynolds, Houlton Band of Maliseets

Scorecard Guide:

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ABSENT = they were absent from that vote.

Making our voice heard at the State House



Representative Deqa Dhalac, at left, sponsor of LD 1265 to help close the state employee pay gap, and Representative Ambureen Rana, third from left, stand with MSEA-SEIU Members Paul Carignan, Kenneth Williams and MSEA-SEIU Vice President Kevin Russell.

Join PASER today to strengthen our union's political power so we can win on our issues

While we celebrate hard-fought victories with members in 2025, we also are laser-focused on building up our presence and strength at the Maine State House.

Together, we can win the right to strike, secure binding arbitration, secure more funding for public sector members' wages, fix and reverse the 2011 cuts to MainePERS pensions so that retirees can receive a full cost of living adjustment (COLA) and retire dignified with the peace of mind they have earned, and build the power to make sure members can thrive in today's economy. In order to accomplish our goals, we need to build more power. **You can help by joining our political action program, PASER, Political Action by Service Employees and Retirees.**

It takes people power and resources to win. Join the fight and support this work by becoming a PASER member today. We recommend supporting at \$5-10/month; sign up online at linktr.ee/mseapolitics or by calling our MSEA headquarters: 207-622-3151.



Members lobby Sen. Dick Bradstreet, at center, in support of bills to close the state employee pay gap: LD 1265 (classification and compensation); LD 1539 (compensation stabilization fund); and LD 1744 (recruitment and retention stipend reform).



MSEA-SEIU Member and Maine State Ferry Service Able Bodied Seaman Jason Hall, at right, shares a moment with his high school classmate Representative Karen Montell after testifying before the Legislature's Appropriations and Financial Affairs Committee and Transportation Committees about the need to close the state employee pay gap.



MSEA-SEIU members who work as Maine Military Firefighters testified in April in support of LD 1236, An Act to Address Employee Retention of State Employees Who are Firefighters at Bangor International Airport, sponsored by Representative Amy Roeder. The firefighters are shown here with Representatives Sean Faircloth and Steven Bishop.



MSEA-SEIU Retiree Members Bob Glidden, Jane L. Gilbert and Steve Keaten, from left, all testified in support of LDs 900 and 1040 to fix the retiree cost-of-living adjustment (COLA) and reverse the 2011 pension cuts. In her testimony, Jane L. Gilbert said, "The choice of the Legislature to continue allowing this failure will cost seniors on fixed incomes hundreds of millions of dollars. All of this allows rich people and corporations to continue to get tax breaks at our expense."



MSEA-SEIU Director Jeff Doyon, at left, and MSEA-SEIU Central Maine Chapter Vice President Jim Willis listen during our Gubernatorial Candidates Forum at our 2025 Annual Meeting.



MSEA-SEIU Adjunct Faculty Member and MSEA-SEIU Field Representative Katrina Ray-Saulis speaks at a rally calling for progressive tax laws to better support working families, public services, and opposing the recent federal cuts to library services.



MSEA-SEIU Central Aroostook Chapter Member Thomas Frank, a transportation worker for Maine DOT, implores legislators to close the state employee pay gap to help address the understaffing problem throughout Maine State Government. "Our union members aspire to serve their state with reverence and respect but we need funding to do our part," Thomas said. "These are some of the issues DOT workers consider as they work ceaselessly for literally days on end as they defend commuters, utility trucks, ambulances and school buses from adverse weather conditions."